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CHAPTER 1

EMPLOYMENT AND SKILL DEVELOPMENT

In India, as in other developing countries, the growth of the labour force is accelerating and is expected to remain high for some time. Therefore, employment-led rapid economic growth, which not only improves income but also enhances the working conditions of workers, is a crucial concern. State intervention in labour markets has played a significant role in promoting both employment and the quality of jobs. Direct employment programs have been implemented to create jobs in rural areas; while employment-oriented policies have been adopted in the public sector.

Our focus must be on several key areas: skill development, the adoption of population control measures, the development of more industries, skill enhancement, and the encouragement of small and medium enterprises. It is imperative to create quality jobs to tackle the persistent problems of poverty and unemployment. Much of this progress will depend on upgrading the quality of the labour force through effective education and skill development policies. An increase in overall productivity and skill enhancement will facilitate the transition of a large number of workers from the informal or unorganized sector to the formal or organized sector, thereby ensuring rapid economic growth. In the context of economic development, it is essential to recognize that labour plays a dual role. First, it is a critical contributor to the growth process, alongside capital, entrepreneurship, and land. Second, with improved living standards, labour becomes a major source of demand for the goods and services produced in the growth process.

Periodic Labour Force Survey (PLFS) of National Statistical Office (NSO): Recognizing the importance of having labour force data available at more frequent intervals, the National Sample Survey Office (NSSO) launched the Periodic Labour Force Survey (PLFS) in April 2017. The PLFS has two primary objectives:

1. To estimate key employment and unemployment indicators—such as the Worker Population Ratio, Labour Force Participation Rate, and Unemployment Rate—on a quarterly basis for urban areas using the Current Weekly Status (CWS).
2. To estimate employment and unemployment indicators in both usual status (ps+ss) and CWS for both rural and urban areas on an annual basis.

To date, four Annual Reports based on the PLFS have been released, covering data collected during the periods of July 2017-June 2018, July 2018-June 2019, July 2019-June 2020, and July 2020-June 2021. These reports provide comprehensive estimates of all significant parameters of employment and unemployment for both usual status (ps+ss) and current weekly status (CWS) in rural and urban areas.

This publication marks the fifth Annual Report, based on data collected during the period of July 2021-June 2022. The continued effort to gather and analyze this data underscores

the commitment to providing timely and accurate insights into the labour force dynamics in India.

Table 1.01(a)

Unemployment rates (in percent) according to usual status (ps+ss) and current weekly status (CWS) during PLFS (2019–2020), PLFS (2020-21) and PLFS (2021-22)

All-India

Status	PLFS (2019-20)			PLFS (2020-21)			PLFS (2021-22)		
	Male	Female	Person	Male	Female	Person	Male	Female	Person
1	2	3	4	5	6	7	8	9	10
	rural								
usual status (ps+ss)	4.5	2.6	4.0	3.9	2.1	3.3	3.8	2.1	3.3
	(2.5)	(0.6)	(1.6)	(2.2)	(0.6)	(1.4)	(2.1)	(0.6)	(1.4)
CWS	8.7	5.5	7.9	7.2	4.8	6.5	6.5	4.6	6.0
	(4.8)	(1.2)	(3.0)	(4.0)	(1.1)	(2.6)	(3.6)	(1.0)	(2.3)
	urban								
usual status (ps+ss)	6.4	8.9	7.0	6.1	8.6	6.7	5.8	7.9	6.3
	(3.7)	(1.6)	(2.7)	(3.6)	(1.6)	(2.6)	(3.4)	(1.5)	(2.4)
CWS	10.6	12.4	11.0	9.4	12.2	10.1	7.8	9.9	8.3
	(6.0)	(2.2)	(4.1)	(5.5)	(2.1)	(3.8)	(4.5)	(1.7)	(3.2)
	rural+urban								
usual status (ps+ss)	5.1	4.2	4.8	4.5	3.5	4.2	4.4	3.3	4.1
	(2.9)	(0.9)	(1.9)	(2.6)	(0.9)	(1.8)	(2.5)	(0.8)	(1.7)
CWS	9.3	7.3	8.8	7.8	6.6	7.5	6.9	5.8	6.6
	(5.2)	(1.5)	(3.4)	(4.4)	(1.4)	(2.9)	(3.9)	(1.2)	(2.6)

Figures in parenthesis give the proportion of unemployed (PU) person in the population in per cent

Source: Annual Report, PLFS, 2021-22

All India Quarterly Establishment based Employment Survey (AQEES) – Labour Bureau was entrusted with the task of conducting survey of All India Quarterly Establishment based Employment Survey (AQEES) in the year 2021. AQEES has two components:(i) Quarterly Employment Survey (QES) in respect of establishments employing 10 or more workers (mostly constituting the ‘organised’ segment) and (ii) Area Frame Establishment Survey (AFES) in respect of establishments employing 9 or fewer workers (mostly constituting the ‘unorganised’ segment), both from the nine selected

sectors i.e Manufacturing, Construction, Trade, Transport, Education, Health, Accommodation & Restaurants, IT/BPO and Financial Services. Till date, reports of four rounds of QES for the period April-June, 2021, July-September, 2021, October-December, 2021 and January-March, 2022 have been released so far.

The sector-wise estimated total workers in the selected nine sectors according to the reports of QES- Ist Round (April-June, 2021), QES IInd Round (July-September, 2021), QES IIIrd Round (October-December, 2021) and QES IVth Round (January-March, 2022) are presented as under:

Table 1.01(b)
Sector-wise Estimated Total Workers

Sr. No.	Sectors	Estimated Total Workers (Nos.) as per QES round I (Apr-Jun, 2021)	Estimated Total Workers (Nos.) as per QES round II (Jul-Sep, 2021)	Estimated Total Workers (Nos.) as per QES round III (Oct-Dec, 2021)	Estimated Total Workers (Nos.) as per QES round IV (Jan-March, 2022)
1	2	3	4	5	6
1	Manufacturing	12518149	12140949	12399507	12254742
2	Construction	739291	607013	619227	610273
3	Trade	2040670	1645934	1681085	1698131
4	Transport	1334943	1444140	1320346	1326649
5	Education	6731850	6847572	6926315	6904111
6	Health	2596012	3345206	3286034	3379735
7	Accommodation & Restaurants	888441	777437	811305	819856
8	IT /BPOs	2071229	3321288	3456839	3831452
9	Financial Services	1743186	873336	885001	907409
Total		30824000	31063938	31454054	31804353

1. SECTOR-WISE EMPLOYMENT

A. Factories

The Labour Bureau compiles and disseminates data on average daily employment in registered factories, as reported by the State Chief Inspectors of Factories. This data pertains to factories as defined under the Factories Act, 1948, including: (i) factories using power and employing 10 or more workers on any working day in the preceding twelve months; (ii) factories not using power and employing 20 or more workers on any working day in the preceding twelve months; and (iii) factories notified under Section 85 of the Factories Act by State Governments or Union Territories. State-wise data on the number of

working factories and estimated average daily employment for the years 2018, 2019, and 2020 is presented in Table 1.02.

Table: 1.02
Number of Working Factories and Estimated Average Daily Employment
during 2018, 2019 & 2020

State/Union Territory	Number of working Factories			Estimated average daily employment		
	2018	2019	2020	2018	2019	2020
1	2	3	4	5	6	7
A. & N. Islands	46	42	43	5466	5526	7664
Andhra Pradesh	19215	19326	..	750025	800566	..
Assam	5847	6133	6425	279246	285841	294725
Bihar	6013	6170	6345	195031	202245	205727
Chandigarh	414	412	423	12268	11729	8966
Chhattisgarh	4838	5128	5103	357898	356703	351145
D. & N. Haveli	4424	4475	6746	194656	125199	175991
Goa	829	818	..	102499	100950	..
Gujarat	32195	35339	36727	1727564	1834852	1897258
Haryana	12934	13386	13780	963901	1001814	1027291
Himachal Pradesh	5063	5174	5254	349918	356211	398803
Jammu & Kashmir	1203	1199	1183	70081	69829	68184
Jharkhand	6002	6283	6449	293272	310169	301652
Kerala	..	23511	21464	..	350298	315406
Madhya Pradesh	..	..	6895	..	..	556895
Manipur	964	950	952	13770	14734	14504
Meghalaya	218	272	293	10798	13647	13640
Mizoram	4	..	4	100	..	64
Nagaland	928	1032	1032	11606	11991	11990
Odisha	2847	..	1994	342198	..	254554
Puducherry	2055	2104	2139	86306	81988	80605
Rajasthan	11390	11744	12169	533181	556118	607334
Tamilnadu	..	28633	28200	..	2258434	2446735
Telangana	15926	16385	15056	641995	693605	631736
Tripura	1907	842	881	68390	60069	63909
Uttrakhand	3473	3403	3463	370823	679685	683019
Total	138735	192761	183020	7380992	10182203	10417797

Note: - .. Not available

Source: Annual Returns under the Factories Act, 1948.

According to Table 1.02, the total number of working factories during 2018, 2019, and 2020 was 138,735, 192,761 and 183,020 respectively. The estimated average daily

employment in these factories was 7.38 million in 2018, 10.18 million in 2019, and 10.42 million in 2020. Gujarat had the highest number of working factories in each of these years. The average daily employment was also highest in Gujarat in 2018, while Tamil Nadu had the highest average daily employment in 2019 and 2020.

B. Plantations

Labour Bureau collects statistics of employment in tea, coffee, rubber and other plantations under the Plantations Labour Act, 1951 from the concerned States/ Union Territories. During the years 2001-2019 the employment data in various Plantations are given in Table 1.03.

Table 1.03
Employment in various Plantations during 2001 to 2019

Year	Tea	Coffee	Rubber	Other Plantations (Cinchona, Cardamom, etc.)	Total
1	2	3	4	5	6
2001	3,22,004	31,237	28,164	7,557	3,88,962
2002	6,65,554	22,769	29,329	2,534	7,20,186
2003	6,15,195	21,872	30,789	5,524	6,73,830
2004	6,91,026	14,712	23,934	3,797	7,33,469
2005	6,26,093	21,641	25,804	3,834	6,77,372
2006	4,21,582	18,282	25,997	3,195	4,69,056
2007	6,10,115	18,640	18,433	6,387	6,53,575
2008	7,13,931	21,741	17,143	5,268	7,58,083
2009	7,20,315	19,975	19,534	5,262	7,65,086
2010	6,29,995	12,916	15,370	5,226	6,63,507
2011	6,97,152	16,817	18,098	4,183	7,36,250
2012	6,34,181	16,286	16,153	3,067	6,69,687
2013	8,46,068	16,551	15,208	5,261	8,83,088
2014	7,18,615	13,160	15,973	8,091	7,55,839
2015	7,11,000	13,261	15,216	5,580	7,45,057
2016	6,85,458	14,177	16,659	8,505	7,24,799
2017	5,69,091	1,60,74	1,56,83	7,392	6,08,240
2018	5,57,589	12,704	13,411	9,402	5,93,106
2019	5,07,234	14,079	13,408	6,119	5,40,840

Note: The figures relate only to the Plantation Estates submitting returns and include adult male and female workers, adolescent and children.

Source: Annual returns received under the Plantations Labour Act, 1951.

C. (i) Department of Posts

The Department of Posts, established in January 1985 following the bifurcation of the former Posts and Telegraphs Department, had total staff strength of 4.04 lakhs (including Gramin Dak Sewaks) as of March 31, 2022.

C. (ii) Railways

The Railway Board compiles statistics on the number of persons employed in the railway sector. As shown in Table 1.04, there were 1,212.9 thousand regular employees as of March 31, 2022, compared to 1,242.7 thousand employees as of March 31, 2021.

Table 1.04
Year-wise and Group-wise Number of Personnel in the Railways

Year	Number of Staff as on 31 st March (in thousands)			
	Groups A&B	Group C	Group D	Total
1	2	3	4	5
1960-61	4.4	463.1	689.5	1,157.0
1970-71	8.1	583.2	782.9	1,374.2
1980-81	11.2	721.1	839.9	1,572.2
1990-91	14.3	891.4	746.1	1,651.8
2000-01	14.8	900.3	630.2	1,545.3
2008-09	16.4	913.3	456.2	1386.0
2009-10	16.8	926.5	418.8	1362.1
2010-11	16.9	1079.2	235.9	1332.0
2011-12	17.3	1176.1	112.6	1306.0
2012-13	17.0	1196.6	93.5	1307.1
2013-14	17.1	1188.3	128.9	1334.2
2014-15	17.1	1229.9	79.4	1326.4
2015-16	16.7	1229.3	84.3	1330.3
2016-17	16.3	1211.4	80.6	1308.3
2017-18	16.6	1133.5	120.3	1270.4
2018-19	16.8	1075.8	135.1	1227.7
2019-20	18.5	1235.9	-	1254.4
2020-21	18.6	1233.7	-	1252.3
2021-22	18.3	1194.6	-	1212.9

Source: Indian Railways Year Book 2021-2022

Number of Scheduled Castes and Scheduled Tribes employees on the rolls of the Indian Railways as on 31.3.2021 and 31.3.2022 (category-wise) is given in Table 1.05.

Table 1.05
Category- wise Number of Scheduled Castes and Scheduled Tribes Employees
in the Railways as on 31.3.2021 and 31.3.2022

Category	Number of Scheduled Castes employees		Number of Scheduled Tribes employees	
	As on 31.3.2021	As on 31.3.2022	As on 31.3.2021	As on 31.3.2022
1	2	3	4	5
Group A	1,407 (12.51%)	1,468 (13.61%)	785 (6.98%)	780 (7.23%)
Group B	1,168 (15.87%)	1,175 (15.60%)	509 (6.92%)	497 (6.60%)
Group C#	2,02,907 (16.45%)	1,96,647 (16.46%)	94,376 (7.65%)	92,294 (7.73%)
Grand Total	2,05,482 (16.41%)	1,99,290 (16.43%)	95,670 (7.64%)	93,871 (7.74%)

Group 'C' including erstwhile Group 'D'.

Note: - Figures mentioned in brackets indicate the percentage of SCs/STs to the total number of employees.

Source :- Indian Railways, Year Book, 2021-22.

D. Port and Dock Labour

Dock Labour Boards (DLBs) were set up under the Dock Workers' (Regulation of Employment) Act, 1948 at the major ports of Mumbai, Kolkata, Visakhapatnam, Cochin, Chennai, Mormugao and Kandla.

The employment statistics pertaining to employees /workers etc. in respect of major Ports and non-major ports are presented in the tables 1.06 and 1.07.

Table 1.06
Employment in major ports as on 31st March 2013 to 2021

Maritime/State	2013	2014	2015	2016	2017	2018	2019	2020	2021
Kolkata / Syama Prasad Mookerjee	7715	7181	6604	5985	5436	5590	4270	3779	3336
Paradip	2234	2015	1771	1454	1222	1007	910	758	639
Visakhapatnam	4941	4703	4596	4158	3678	2778	3348	3150	2969
Chennai	6582	5991	5733	5502	4597	4336	4126	3953	3704
Tuticorin/V.O. Chidambaranar	1813	1646	1496	1366	1000	878	774	691	617
Cochin	2766	2530	2308	2067	1899	1723	1574	1394	1246
New Mangalore	1435	1332	1255	1125	947	808	732	626	482
Mormugao	2538	2330	2194	2068	1954	1730	1613	1517	1408
J.L Nehru	1706	1697	1669	1638	1615	1567	1521	1473	1403
Mumbai	15358	12017	10897	9969	9445	8629	7540	6429	5404
Kandla/Deendayal	4221	3299	3112	2883	3339	2586	2446	2339	2023
Ennore/Kamarajar	100	102	102	102	103	98	108	102	99
Total	51409	44843	41737	38317	35235	31730	28962	26211	23330

Table 1.07
Employment in non-major ports as on 31st March 2013 to 2021

Maritime/State	2013	2014	2015	2016	2017	2018	2019	2020	2021
Andhra Pradesh	1195	1195	789	789	2153	2153	2278	2331	7487
Tamil Nadu	28	35	19	37	30	49	35	35	38
Puducherry	485	485	222	178	218	233	245	245	266
Karnataka	124	124	0	60	61	53	53	36	50
Kerala	133	683	674	675	63	89	262	271	274
Maharashtra	361	117	111	111	50	50	53	87	84
Gujarat	1814	1723	1593	1465	1327	1251	1056	935	803
Goa	155	144	142	150	142	142	136	129	125
A & N Islands	425	641	647	638	623	603	623	505	279
Lakshadweep	NA	111	111	NA	NA	NA	NA	NA	NA
Daman & Diu	10	10	10	10	10	16	6	5	5
Odisha	367	759	355	355	607	485	361	535	534
Total	5097	6027	6673	4468	5284	5124	5108	5114	9945

Source: Employment in Docks: data.gov.in

E. Shops and Commercial Establishments

Employment data in respect of shops and commercial establishments, cinemas, theatres, hotels, restaurants, etc., are collected by the Labour Bureau under the State Shops and Commercial Establishments Acts and the Weekly Holidays Act, 1942 in the areas covered by the respective Acts. These Acts are applicable only to selected urban areas of individual States/Union Territories and even for these areas, arrangements for collection of employment data are not uniform, regular and satisfactory in all the States/Union Territories. In many States, no statutory annual returns from the units are called for and the employment data are based either on figures furnished by the employers at the time of registration of the units or on the information collected specifically by Inspectors. The number of establishments and the number of persons employed therein during the years 1998 to 2020 is given in Table 1.08.

Table 1.08**No. of Establishments & the number of employees therein during 1998 to 2020**

Year	No. of Establishments (Shops, Commercial Establishments, Cinemas, Theatres, Hotels, Restaurants, etc.)	No. of persons employed
1	2	3
1998	5,541,409	5,934,067
1999	5,800,916	6,503,444
2000	5,536,095	6,878,097
2001	6,023,103	6,928,145
2002	5,895,036	7,363,986
2003	5,612,879	6,994,775
2004	4,560,664	5,893,701
2005	6,884,095	9,722,054
2006	4,966,157	7,986,793
2007	5,884,400	9,617,734
2008	5,177,589	9,626,757
2009	2,886,096	4,060,793
2010	61,13,989	1,20,40,130
2011	89,70,673	1,52,31,831
2012	86,92,527	1,37,84,824
2013	83,36,637	1,54,80,668
2014	78,96,718	1,70,84,166
2015	80,54,121	2,19,85,708
2016	78,53,065	1,90,13,435
2017	83,81,021	2,48,61,989
2018	74,30,073	2,08,59,913
2019	78,65,503	2,18,51,455
2020	81,24,023	2,40,17,841

Note: Data relates to the responding States only.

Source: Annual returns under the Shops & Commercial Establishments Act

F. Employment in Un-organised Sector

The term 'unorganised worker' has been defined under the Unorganised Workers' Social Security Act, 2008, as a home based worker, self-employed worker or a wage worker in the unorganised sector and includes a worker in the organised sector who is not covered by any of the Acts mentioned in Schedule-II of Act i.e. The Employee's Compensation Act, 1923; The Industrial Disputes Act, 1947; The Employees' State

Insurance Act, 1948; The Employees Provident Funds and Miscellaneous Provisions Act, 1952; The Maternity Benefit Act, 1961; and The Payment of Gratuity Act, 1972. As per the Periodic Labour Force Survey (PLFS) carried out by the National Sample Survey Organisation of the Ministry of Statistics & Programme Implementation, in the year 2017-18, the total employment in both organized and unorganized sector in the country was around 47 crores. Out of this, around 9 crores are engaged in the organized sector and the balance of 38 crores is in the unorganized sector. The workers in the unorganized sector constitute more than 81 per cent of the total employment in the country. In the unorganized sector, maximum workers are employed in agriculture and construction sector and remaining were in manufacturing activities, trade and transport, communication & services. A large number of unorganized workers are home based and are engaged in occupations such as beedi rolling, agarbatti making, papad making, tailoring, and embroidery work.

G. Agricultural Workers

As per the Periodic Labour Force Survey (PLFS) carried out by the National Statistical Office (NSO) of the Ministry of Statistics & Programme Implementation, in the year 2021-22, the largest segment of workers in India are agricultural workers (i.e. 45.5 percent).

Source: Annual Report, PLFS, 2021-2022

H. Building and other Construction Workers

Construction workers constitute second largest categories of workers in India. According to the Periodic Labour Force Survey (PLFS) conducted by NSO in 2021-22, 12.4 percent of workers are employed in the construction activities.

Source: Annual Report, PLFS, 2021-2022

I. Migrant Workers Magnitude

As per the Migration Report carried out by the National Statistical Office (NSO) of the Ministry of Statistics & Programme Implementation, in the year 2020-21, 1,13,998 persons had changed their place of residence within the country and out of this, 59,019 persons from rural areas and 54,979 from urban areas left their place for work. In order to protect the rights and safeguard the interests of migrant workers, the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 was enacted.

J. Women Workers

Women form an integral part of the Indian workforce. According to Periodic Labour Force Survey (PLFS) 2021-22, the percentage share of women self-employed among workers in usual status (ps+ss) is 67.8 and 39.4 in rural and urban respectively. The average daily employment of women in factories is given in Table 1.09.

Table 1.09
Average Daily Employment of Women in Factories ('000)

Year	Total Employment ('000)	Women's Employment ('000)	%age share of women in total employment
2001	3272.1	474.4	14.5
2002	3330.4	542.6	16.3
2003	2139.5	235.6	11.0
2004	3554.0	635.0	17.9
2005	3848.1	640.4	16.6
2006	4373.0	730.0	16.7
2007	3054.0	313.9	10.3
2008	2628.4	220.9	8.4
2009	2662.4	194.0	7.2
2010	4713.7	737.6	15.6
2011	4932.1	764.0	15.5
2012	4002.3	661.0	16.5
2013	1312.4	141.5	10.8
2014	3025.8	297.3	9.8
2015	4056.0	363.0	8.95
2016	4280.7	1013.3	23.7
2017	4367.0	869.8	19.92
2018	3115.7	341.1	10.95
2019	5280.9	1176.3	22.27
2020	5351.2	1032.1	19.29

Source: Annual Returns under the Factories Act, 1948 received by the Labour Bureau

K. Child Labour

The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 as amended in 2016, inter-alia, covers complete prohibition on employment or work of children below 14 years of age in all occupations and processes; linking the age of the prohibition of employment with the age for free and compulsory education under the Right to Education Act, 2009; prohibition on employment of adolescents (14 to 18 years of age) in hazardous occupations or processes and making stricter punishment for the employers contravening the provisions of the Act.

L. A.S.I. Data on Employment

Labour Bureau compiles data on Employment collected under Annual Survey of Industries conducted annually under the Collection of Statistics Act, 2008. The scope of the ASI is extended to all registered manufacturing establishments in the Country except establishments under the control of the Defence Ministry, Oil storage and distribution units, restaurants and cafes and technical training institutions not producing anything for sale or exchange. The field survey for the ASI is conducted by NSO and Industrial Statistics (IS Wing) is responsible for the processing and dissemination of data. Labour Bureau is responsible for processing and dissemination of data on Employment, Mandays Worked, Social Security Benefits, Labour Cost and Cost of Production collected through Block-E of Part-I and; Absenteeism, Labour Turnover and Earnings collected through

Part-II of the ASI schedule. The ASI data for the year 2019 – 20 on employment is as given below:

Table 1.10

Sector	Average Daily Employment					
	Directly Employed			Contract Workers	All Workers	All Employees
	Men	Women	Total			
1	2	3	4	5	6	7
Overall (Public + Private)	6454363	1582701	8037065	5021091	13058156	16624291

N.B.- For State-wise and industry-wise break-up of data kindly refer to our publication “ASI Volume-I 2019-20, Statistics on Employment and Labour Cost.

2. EMPLOYMENT SERVICES

Policies, standards and procedures for the National Employment Service are laid down by the Central Government in consultation with the State Governments. A Working Group on National Employment Service comprising the representatives of the Central and State Government facilitate this consultative process. The Employment exchange (Compulsory Notification of Vacancies) Act, 1959 provides for compulsory notification of vacancies and submission of employment returns (ER-I) by employers to the Employment Exchanges. It applies to all establishments in the Public Sector and such establishments in the Private Sector engaged in non-agricultural activities and employing 25 or more workers. Enforcement of the Act is the responsibility of the States and Union Territories. Majority of the States/ Union Territories have special enforcement machinery for this purpose.

Employment Exchanges not only provide placement and Vocational Guidance Services to Job seekers registered with them but also collect labour market information. Since inception, the network of employment services has expanded from 18 Employment Exchanges to 997 Employment Exchanges. Special emphasis was laid on promotion of self-employment by motivating and guiding the job seekers. At present 22 Self-Employment Promotions Cells are rendering special assistance to job seekers towards promotion of Self Employment.

The Employment Service continued making efforts to cater to the special needs of vulnerable sections of the society. 24 Vocational Rehabilitation Centres (VRC) for the Handicapped provided a comprehensive package of services to the Handicapped. The centre at Vadodara caters to the need of handicapped women only.

25 Coaching-cum-Guidance Centres for SC/STs have been set up in 25 States. Vocational guidance and training in confidence building is provided to SC/ST job seekers through these Centres. Besides, the facilities for practicing typing and shorthand are provided. These Centres have also been arranging Pre recruitment training programme. DGE&T are providing various training facilities for women through the “National Vocational Training Institutes for Women, Noida (NVTI) and Regional Vocational

Training Institutes set up in different parts of the country. The training facilities for women have been steadily growing in NVTI/RVTIs.

Employment Exchanges - The National Employment Service spans the entire country. There were 1005 Employment Exchanges functioning presently including 76 University Employment Information and Guidance Bureau (UEIGBX), 14 Professional and Executive Employment Exchanges, 42 Special Employment Exchanges for the Physically Handicapped, one Special Employment Exchange for Plantation labour and 5 Employemrns Exchanges exclusively for women. The total number of job seekers on the Live Register of Employment Exchanges on 31.12.2022 was 457.2 lakh. As on 31-12-2022 out of total no. of 457.2 lakh job seekers on live register, 294.3 lakh are men and 162.9 lakh are women.

The main activities of the Employment Exchanges are registration, placement of job seekers, career counseling and vocation guidance and collection of employment market information. Year-wise No. of employment exchanges, registrations, placement, vacancies notified, submissions made and live register for the period 2007 to 2022 are given in Table 1.11.

Table 1.11

Number of Employment Exchanges, Registrations, Vacancies Notified, Placements Effected and Submission Made on the Live Register during 2007-2022

(Figures in thousands)

Year	No. of Employment Exchanges	Registrations	Vacancies Notified	Placement	Submission made	Live Register at the End of the Year
1	2	3	4	5	6	7
2007	965	5434.2	525.8	263.5	3661.0	39974.0
2008	968	5315.9	570.8	305.0	3344.0	39112.4
2009	969	5693.7	419.5	261.5	2589.3	38152.2
2010	969	6186.0	706.9	505.4	3747.1	38818.5
2011	966	6206.3	819.7	471.5	5142.9	40171.6
2012	956	9722.2	682.8	427.6	2982.2	44790.1
2013	956	5969.4	510.7	348.5	3002.1	46802.5
2014	978	5957.2	762.0	338.5	4220.4	48261.1
2015	978	6939.4	395.0	810.3	4307.6	43502.7
2016	997	5959.9	405.5	1401.4	3906.4	43376.1
2017	997	3948.9	424.6	813.2	1851.1	42444.9
2018	997	3831.3	404.7	1225.3	2584.6	42122.3
2019	997	3455.0	365.9	540.6	1966.6	42405.1
2020	997	2073.9	308.1	419.0	1187.5	42829.2
2021	1005	3224.4	494.1	824.8	2527.3	44071.7
2022	1005	3996.7	644.6	1367.6	2637.6	45717.7

Source: Ministry of Labour and Employment, Annual Report (2023-24)

Employment of (a) Scheduled Castes/Tribes (b) Ex-Service Personnel and (c) Minorities (d) Handicapped Persons

(a) Scheduled Castes/Tribes- The Performance of Employment Exchanges in respect of Scheduled Caste/Scheduled Tribe and Other Backward Class job seekers during 2017 to 2022 is indicated in Table 1.12.

Table 1.12

Employment of Scheduled Caste / Scheduled Tribe and other Backward Class job-seekers during 2017 to 2022 (in lakh)

		2017	2018	2019	2020	2021	2022
Scheduled Castes	Registration	4.37	3.95	4.65	3.35	3.62	7.09
	Placement	0.31	0.32	0.24	0.21	0.26	0.38
	Live Register	71.05	69.97	70.68	69.96	70.31	72.84
Scheduled Tribes	Registration	2.48	1.89	2.25	1.56	1.67	2.42
	Placement	0.33	0.32	0.30	0.20	0.21	0.22
	Live Register	26.08	26.06	26.39	25.05	25.36	30.18
Other Backward Classes	Registration	7.98	6.77	8.62	6.53	6.46	9.67
	Placement	0.05	0.06	0.05	0.05	0.06	0.18
	Live Register	118.21	114.86	115.15	114.07	114.28	122.15

Source: Annual Report (2023-24), Ministry of Labour and Employment

(b) Ex-Service Personnel- In order to provide placement services to the disabled Ex-Servicemen/ BSF personnel and the dependants of Defence Service personnel/ BSF personnel killed or severely disabled in action against the vacancies reserved for Ex-servicemen and earmarked for priority categories, an Ex-servicemen Cell was set up in the Director General of Employment & Training in July, 1972. Subsequently, the scope of the special service was also extended for the benefit of ex-servicemen disabled during the peace time as well as dependants of the Defence Service personnel killed or severely disabled in peace time provided that the death or disability attributable to military service with effect from February, 1981. During the year 2021(January to November) 18 differently abled ex-servicemen and dependents were registered for employment assistance.

(c) Minorities- In pursuance of the Prime Minister's directive for full integration of minorities in all aspect of national life, the State Governments have been advised to ensure that no discrimination is made against minority communities in matters of Registration and in sponsoring names by Employment Exchanges. The State Governments have also been advised to create monitoring cells to watch the progress in this matter and instruct to organize Mobile Employment Exchange Registration Camps in minority concentration areas.

(d) Handicapped Persons – The employment service continued making efforts to cater to the special needs of disabled job seekers. Special Employment Exchanges were also set up over three decades for their selective placement. At present, 42 Special Employment Exchanges are functioning in the country for Physically Handicapped persons. On the recommendations of the Working Group on the National Employment Service and the Task Force on the reorganisation of Special Employment Exchanges, 38 special Cells for the physically handicapped with a Special Placement Officer attached to the normal Employment Exchanges and funded by the Central Government have so far been set up by the Ministry of Social Justice & Employment. These are in addition to the Special Cells/ Units opened for the handicapped applicants at the Employment Exchanges by various State governments. The Performance of Employment Exchanges in respect of Disabled Job seekers for the period 2006 to 2022 is presented in Table 1.13.

Table 1.13

Performance of Employment Exchanges in respect of Disabled Job seekers

Year	(in thousands)		
	Registration	Placement	Live Register
2006	58.8	3.4	597.4
2007	57.7	3.4	660.0
2008	54.9	3.7	669.4
2009	56.1	3.3	665.5
2010	57.0	3.2	664.2
2011	63.2	3.3	687.3
2012	54.1	2.1	715.2
2013	30.5	1.9	717.3
2014	28.4	1.7	698.2
2015	42.1	2.8	689.0
2016	41.3	2.6	681.5
2017	32.1	2.2	700.6
2018	29.5	2.0	690.9
2019	32.0	2.5	689.5
2020	28.8	2.7	694.3
2021	28.0	2.6	704.8
2022	32.1	2.2	700.6

3. TRAINING & SKILL DEVELOPMENT

Skill development is crucial for enhancing labor market outcomes and fostering economic growth. In India, significant efforts are focused on developing effective strategies to upgrade skill training and improve access for workers. This approach aims to create a cycle of increased productivity, employability, income levels, and sustainable economic growth. The Ministry of Labour & Employment implements various training schemes to provide a steady supply of skilled manpower needed for technological and industrial advancement in the country.

Training Programs/Schemes

The V.V. Giri National Labour Institute (VVGNLI), an autonomous body under the Ministry of Labour and Employment, Government of India, was established in July 1974. It has become a leading institute in labor research and training. Since its inception, the Institute has aimed to address various labor issues in both organized and unorganized sectors through research, training, education, and publications. Its primary goal is to translate academic insights into practical policy applications, ensuring fair treatment for labor in a democratic and equitable society.

Educational and training programs at the Institute are designed to drive structural changes in labor relations and foster a more positive approach to promoting harmonious industrial relations. In rural areas, these programs aim to develop grassroots leadership capable of building and supporting independent organizations that advocate for the interests of rural labor. The training emphasizes not only skill development but also attitudinal change and knowledge enhancement.

The Institute provides education and training for the following groups:

- Labour administrators and officials from Central and State Governments
- Managers and officers from public and private sector industries
- Trade union leaders and organizers from both organized and unorganized sectors
- Researchers, trainers, field workers, and others involved in labor issues

From January to December 2022, the Institute conducted 186 training programs, including one international program, with a total of 5,788 participants, including international attendees from various countries.

New Schemes:

According to the Annual Report of the Ministry of Labour & Employment for the year 2022-23, the Ministry is in the process of formulating following schemes:

- ESI Corporation, in its 188 meeting held on 18-19 June, 2022 approved massive infrastructure creation. In pursuance to it, 326 new ESIC Branch offices, 44 Dispensary Cum Branch Offices (DCBOs) and 180 ESIS Dispensaries have been sanctioned by ESIC till September, 2022. Convergence with Aayushman Bhawat – PMJAY is also being extended from 157 districts currently to 200 more identified districts and eventually to all districts of the country whereby secondary & tertiary care can be availed by ESI beneficiaries from PMJAY empaneled hospitals on cashless basis. As per 2 Generation Reforms ESIC 2.0, the ESI scheme has been extended to 35 states and Union Territories. There has been a massive geographical expansion of ESI scheme since launch of ESIC 2.0 and the scheme stands extended to 601 districts of the country (as on 01.12.2022) which includes 458 fully notified

districts and 143 partially notified districts. The scheme is not notified in 143 districts.

- EPFO has undertaken various initiatives out of which, major initiatives having a larger impact are as under: Information Services (IS) Division of EPFO has undertaken various initiatives out of which, major initiatives having a larger impact are as under: 1. E-Nomination: Online filing of E-nomination has been provided to subscribers, E-nomination facility enables subscribers to avail facility of online filing of Pension claims, it also facilitates nominee in getting Provident Fund (EPF), Pension (EPS) and Insurance (EDLI) benefits through filing of online claims. 1, 27, 49,056 nominations for the period 01.04.2022 to 31.12.2022 have been filed.

4. ABSENTEEISM

Statistics on Absenteeism collected under the Annual Survey of Industries:

Absence means failure of a worker to report for work when he is scheduled to work, i.e., when the employer has work available for him and the worker is aware of it. Authorised absence is also treated as absence, while presence for even a part of a day or a shift is not considered as absence. Absence on account of strike, lock-out or lay-off is not taken into account.

Industry-wise and State-wise Absenteeism rate i.e. percentage of mandays lost due to absence to the number of mandays scheduled to work, are presented in Tables 1.14 and 1.15 respectively.

Table 1.14

Absenteeism Rates amongst Directly Employed Regular Workers in Industries (3-digit level of NIC-2008) during the year 2019-20

Sl. No.	NIC Code	Industry	Absenteeism Rates (%)
			2019-20
1	2	3	4
1	016	Support activities to agriculture and post-harvest crop activities	3.28
2	089	Mining and quarrying, n.e.c.	9.22
3	101	Processing and preservation of meat.	5.56
4	102	Processing and preserving of fish, crustaceans and molluscs and products thereof.	5.37
5	103	Processing and preserving of fruit and vegetables.	5.22
6	104	Manufacture of vegetable and animal oils and fats.	3.98
7	105	Manufacture of dairy products.	5.39
8	106	Manufacture of grain mill products, starches and starch products.	5.22
9	107	Manufacture of other food products.	6.35
10	108	Manufacture of prepared animal feeds.	4.38
11	110	Manufacture of beverages.	5.24

Table 1.14 Contd./-

1	2	3	4
12	120	Manufacture of tobacco products.	7.40
13	131	Spinning, weaving and finishing of textiles.	7.93
14	139	Manufacture of other textiles.	7.48
15	141	Manufacture of wearing apparel, except fur apparel.	7.10
16	142	Manufacture of articles of fur.	1.41
17	143	Manufacture of knitted and crocheted apparel.	4.84
18	151	Tanning and dressing of leather; Manufacture of luggage, handbags, saddlery and harness; dressing and dyeing of fur.	8.09
19	152	Manufacture of footwear.	6.59
20	161	Saw milling and planning of wood.	4.82
21	162	Manufacture of products of wood, cork, straw and plaiting materials.	8.67
22	170	Manufacture of paper and paper products.	6.55
23	181	Printing and service activities relating to printing.	5.62
24	182	Reproduction of recorded media.	-
25	191	Manufacture of coke oven products.	6.17
26	192	Manufacture of refined petroleum products.	5.91
27	201	Manufacture of basic chemicals, fertilizer and nitrogen compounds, plastics and synthetic rubber in primary forms.	5.68
28	202	Manufacture of other chemical products.	5.99
29	203	Manufacture of man-made fibres.	0.74
30	210	Manufacture of pharmaceuticals, medicinal chemical and botanical products.	6.60
31	221	Manufacture of rubber products.	6.77
32	222	Manufacture of plastic products.	6.20
33	231	Manufacture of glass and glass products.	5.39
34	239	Manufacture of non-metallic mineral products n.e.c.	6.31
35	241	Manufacture of basic iron and steel.	5.70
36	242	Manufacture of basic precious and other non-ferrous metals.	7.53
37	243	Casting of metals.	7.31
38	251	Manufacture of structural metal products, tanks, reservoirs and steam generators.	6.13
39	252	Manufacture of weapons and ammunition	7.62
40	259	Manufacture of other fabricated metal products; metalworking service/ activities.	6.98
41	261	Manufacture of electronic components.	6.09
42	262	Manufacture of computers and peripheral equipment.	5.36
43	263	Manufacture of communication equipment.	6.37
44	264	Manufacture of consumer electronics.	6.54
45	265	Manufacture of measuring, testing, navigating and control equipment; watches & clocks.	8.50
46	266	Manufacture of irradiation, electro medical and electrotherapeutic equipment.	6.31
47	267	Manufacture of optical instruments and equipment.	9.02
48	268	Manufacture of magnetic and optical media.	5.29
49	271	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus.	5.86
50	272	Manufacture of batteries and accumulators.	6.09

Table 1.14 Concl./-

1	2	3	4
51	273	Manufacture of wiring and wiring devices.	7.72
52	274	Manufacture of electric lighting equipment.	6.85
53	275	Manufacture of domestic appliances.	9.08
54	279	Manufacture of other electrical equipment.	6.39
55	281	Manufacture of general purpose machinery.	6.24
56	282	Manufacture of special-purpose machinery.	6.50
57	291	Manufacture of motor vehicles.	6.96
58	292	Manufacture of bodies (coach-work) for motor vehicles; manufacture of trailers and semi-trailers.	6.50
59	293	Manufacture of parts and accessories for motor vehicles.	3.59
60	301	Building of ships and boats.	6.89
61	302	Manufacture of railway locomotives and rolling stock.	6.74
62	303	Manufacture of air and spacecraft and related machinery.	3.69
63	304	Manufacture of weapons and ammunition.	6.82
64	309	Manufacture of transport equipment n.e.c.	5.60
65	310	Manufacture of furniture 17	9.82
66	321	Manufacture of jewellery, bijouterie and related articles.	8.05
67	322	Manufacture of musical instruments.	4.52
68	323	Manufacture of sports goods.	7.84
69	324	Manufacture of games and toys.	10.36
70	325	Manufacture of medical and dental instruments and supplies.	9.24
71	329	Other manufacturing n.e.c.	7.38
72	331	Repair of fabricated metal products, machinery and equipment.	4.74
73	332	Installation of industrial machinery and equipment.	4.03
74	351	Electric power generation, transmission and distribution.	5.48
75	352	Manufacture of gas, distribution of gaseous fuels through mains.	4.54
76	353	Steam and air conditions supply.	4.10
77	360	Water Collection, treatment and supply.	3.48
78	370	Sewerage.	8.45
79	381	Waste Collection	5.28
80	382	Waste Treatment & Disposal	6.35
81	383	Materials recovery	5.73
82	390	Remediation activities and other waste management services	-
83	400	All others Manufacturing activities not described above	5.36
All India			6.18

Table 1.15
Absenteeism Rates amongst Directly Employed Regular Workers in States during 2019-20

Sl. No.	State/Union Territory	Absenteeism Rates (%)
		2019-20
1	2	3
1	Jammu & Kashmir	5.17
2	Himachal Pradesh	10.99
3	Punjab	6.52
4	Chandigarh	7.96
5	Uttrakhand	6.34
6	Haryana	8.14
7	Delhi	10.48
8	Rajasthan	11.78
9	Uttar Pradesh	3.70
10	Bihar	4.08
11	Sikkim	5.12
12	Arunachal Pradesh	0.71
13	Nagaland	0.18
14	Manipur	0.80
15	Mizoram	10.54
16	Tripura	0.32
17	Meghalaya	1.36
18	Assam	1.38
19	West Bengal	8.77
20	Jharkhand	6.35
21	Orissa	3.18
22	Chattisgarh	3.77
23	Madhya pradesh	3.72
24	Gujarat	6.55
25	Daman & Diu	6.58
26	Dadar & Nagar Haveli	8.89
27	Maharashtra	6.94
28	Andhra Pradesh	4.32
29	Karnataka	7.15
30	Goa	11.98
31	Kerala	10.29
32	Tamil Nadu	4.21
33	Pondicherry	4.23
34	A & N Islands	4.77
35	Telangana	3.07
36	Ladakh	-
All India		6.18

Source: Annual Survey of Industries (ASI)

5. LABOUR TURNOVER

Data on Labour Turnover, i.e., accession and separation are also collected under the Annual Survey of Industries (ASI). For the purpose of the Survey, the term 'accession' is defined as the total number of workers added to the employment during the period, whether new or re-employed or transferred from other establishments or units under the same management. Inter-departmental transfers within the same establishments are, however, ignored. The term 'separation' implies severance from employment at the instance of workers or employers. It includes termination of service due to death or retirement. Retirement as a result of rationalisation or modernisation or any other cause is also treated as separation. It also includes transfers out of the establishment.

Tables 1.16 and 1.17 show Industry-wise and State-wise rates of Annual Labour Turnover for the years 2019-20 in respect of establishments covered under ASI.

Table 1.16
Labour Turnover Rates amongst Directly Employed Regular Workers in Industries
(3-digit level of NIC-2008) during the years 2019-20

Sl. No.	NIC Code	Percentage of Annual Labour Turnover	
		2019-20	
		Accession	Separation
1	2	3	4
1	016	44.07	34.02
2	089	35.69	45.62
3	101	10.43	10.78
4	102	19.78	17.84
5	103	11.73	14.97
6	104	11.61	9.87
7	105	7.96	7.32
8	106	16.33	13.45
9	107	17.99	27.66
10	108	9.39	8.64
11	110	9.36	7.41
12	120	2.68	3.67
13	131	13.03	13.41
14	139	16.07	14.20
15	141	14.53	16.41
16	142	0.96	0.75
17	143	6.88	6.76
18	151	12.92	11.17
19	152	14.53	12.76
20	161	6.78	8.42
21	162	14.61	11.27
22	170	16.49	12.04
23	181	8.75	9.77
24	182	-	-
25	191	6.13	10.33
26	192	6.64	7.02
27	201	11.21	10.63
28	202	10.35	10.13
29	203	7.68	8.80
30	210	11.51	9.58
31	221	15.63	9.31

Table 1.16 Concl./-

1	2	3	4
32	222	14.31	12.67
33	231	9.48	11.53
34	239	12.42	15.23
35	241	9.84	9.91
36	242	12.10	11.42
37	243	12.16	12.80
38	251	11.32	10.27
39	252	1.02	11.01
40	259	13.45	13.03
41	261	9.70	9.95
42	262	5.34	8.04
43	263	11.93	17.20
44	264	8.13	8.14
45	265	12.57	12.73
46	266	16.11	8.14
47	267	5.98	3.37
48	268	4.09	38.65
49	271	10.83	13.02
50	272	21.85	15.08
51	273	11.11	12.13
52	274	12.84	10.82
53	275	14.04	12.51
54	279	20.26	22.83
55	281	10.69	11.99
56	282	12.01	12.88
57	291	16.62	21.24
58	292	10.72	9.84
59	293	15.30	15.04
60	301	5.08	8.35
61	302	13.38	10.86
62	303	12.11	6.69
63	304	3.85	25.00
64	309	15.04	15.37
65	310	16.44	17.20
66	321	17.60	22.44
67	322	54.74	2.71
68	323	18.44	15.29
69	324	28.84	22.29
70	325	9.70	10.08
71	329	21.95	20.76
72	331	8.94	6.99
73	332	1.05	1.24
74	351	6.79	6.57
75	352	10.87	10.50
76	353	26.25	0.29
77	360	2.89	2.74
78	370	4.96	6.24
79	381	23.08	16.39
80	382	17.12	13.14
81	383	15.21	30.88
82	390	-	-
83	400	9.28	13.31
All India		13.01	13.62

Note: Details of Industries may be seen in Table 1.14.

Source: Annual Survey of Industries (ASI)

Table 1.17
Labour Turnover Rates amongst Directly Employed Regular Workers in States
during 2019-20

Sl. No.	State/UT's	Percentage of Annual Labour	
		2019-20	
		Accession	Separation
1	2	5	6
1	Jammu & Kashmir	8.12	10.34
2	Himachal Pradesh	22.96	20.38
3	Punjab	20.60	29.86
4	Chandigarh	22.49	24.64
5	Uttrakhan	13.94	12.20
6	Haryana	14.80	13.29
7	Delhi	11.34	13.71
8	Rajasthan	19.69	21.05
9	Uttar Pradesh	16.44	17.32
10	Bihar	17.16	16.80
11	Sikkim	14.47	13.35
12	Arunachal Pradesh	10.95	6.99
13	Nagaland	0.00	0.00
14	Manipur	0.00	1.08
15	Mizoram	0.00	0.00
16	Tripura	0.00	0.00
17	Meghalaya	1.78	1.03
18	Assam	5.36	7.56
19	West Bengal	11.66	9.48
20	Jharkhand	7.99	5.33
21	Orissa	5.97	4.42
22	Chattisgarh	5.29	5.75
23	Madhya pradesh	12.24	14.05
24	Gujarat	16.01	16.00
25	Daman & Diu	19.83	24.44
26	Dadar & Nagar Haveli	15.23	12.89
27	Maharashtra	12.16	13.74
28	Andhra Pradesh	10.30	7.23
29	Karnataka	17.84	20.24
30	Goa	11.88	19.68
31	Kerala	9.59	8.53
32	Tamil Nadu	7.18	6.63
33	Pondicherry	3.78	2.25
34	A & N Islands	12.00	10.67
35	Telangana	3.37	5.14
36	Ladakh	-	-
All India		13.01	13.62

Source: Annual Survey of Industries (ASI)

6. WOMEN AND CHILD LABOUR

Women and Children, who represent about two-third of the country's total population, constitute the most important target groups in the present day context of development planning.

A. Women Workers

Participation of women in socio-economic activities is a common practice in the developed as well as the developing countries of the world. Women are known to work on farms, roads, building and construction, and of late in service sector, in factories manufacturing garments and electronic assembly plants. Skilled women workers also have been working in traditional village industries either as self employed or as paid workers. In hill areas, search for forest products including fuel wood engages a fairly large number of women. The majority of women work in the unorganised sector for low wages and at low level of skills.

Worker Population Ratio (WPR) is the percentage of persons employed among the persons in the population. WPR of female according to usual status (ps+ss) and CWS estimated from PLFS 2021-22 is 24.0 and 19.3 respectively.

The Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination and also prevent discrimination against women employees while making recruitment for the same work or work of similar nature, or in any condition of service subsequent to recruitment such as promotions, training or transfer. The provisions of the Act have been extended to all categories of employment. The Act is implemented at two levels viz. Central level and State level.

In this period of economic liberalization and globalization, the quality of women's employment will depend upon several factors. The foremost among these are access to education and opportunities for skill development. The solution lies in creating awareness among women about their legal rights and duties and by providing them adequate opportunities to upgrade their skill level. The emphasis should be on effective enforcement of the Minimum Wages Act, 1948 and the Equal Remuneration Act, 1976. Proper enforcement of these Acts will create an enabling environment for women workers. Besides these proactive measures, policies which encourage education, skill development, and training among women also need to be given priority.

Statutory provisions have also been made in certain Labour laws for organizing child care centers for the benefit of women workers. These include Factories Act, 1948, the Beedi & Cigar Workers (Conditions of Employment) Act, 1966, the Mines Act, 1952, the Plantation Act, 1951 and the Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.

Labour Bureau conducts surveys aimed at assessing the socio-economic conditions of Women Workers and the extent of the welfare amenities available to them vis-a-vis various Labour Laws. In the first instance these studies were conducted in the organised sector of the economy, comprising mines, plantations and factories covered under the relevant Acts. Keeping in view the utility of the data generated by these surveys, the scheme has since been extended to the unorganised sector as well.

B. Child Labour

Child labour though undesirable persists in various employments on account of socio-economic compulsions. According to 2001 census figures, there were 1.26 crore working children in the age group of 5-14 as compared to 1.13 crore in 1991. State-wise distribution of child labour population in this age group shows that Uttar Pradesh (19 lakh) has the highest child labour population in the country, followed by Andhra Pradesh (14 lakh), Rajasthan (13 lakh) and Bihar (10 lakh). More than 90 per cent of the child labour was engaged in rural areas in agriculture and allied employments like cultivation, agricultural labour, livestock, forestry and fishery. As per NSSO survey 2009-10, the working children were estimated at 49.84 lakh as against 90.75 lakh in 2004-05. However, as per 2011 census, the total number of working children between the age group 5-14 years in the country was 43.53 lakh as against 1.26 crore in 2001.

Our Constitution provides for protection of children from involvement in economic activities and avocations unsuited to their age. Directive Principles of State Policy in the Constitution strongly reiterates this commitment and this is also provided for in the Fundamental Rights. Government of India stands committed to the elimination of child labour in the country. Realizing the multifaceted nature of this problem, Government had embarked on a holistic and multi-pronged approach to eliminate child labour from the country in a phased manner, beginning with children working in hazardous occupations and processes and progressively covering those working in other occupations also. On the one hand, it provides for legal action for enforcement purposes and on the other, it also focuses on general development programmes for the economic empowerment of the families of children as well as project based action in areas of high concentration of child labour.

The Government of India has amended the Child Labour (Prohibition & Regulation) Act, 1986 and enacted Child Labour (Prohibition & Regulation) Amendment Act, 2016 which inter alia covers complete prohibition on employment or work of children below 14 years of age in all occupations and processes; linking the age of the prohibition of employment with the age for free and compulsory education under Right to Education Act, 2009; prohibition on employment of adolescents (14 to 18 years of age) in hazardous occupations or processes and making stricter punishment for the employers contravening the provisions of the Act. Subsequent to the amendment in Child Labour Act, Government has framed Child Labour (Prohibition & Regulation) Amendment Rules, 2017 after due

consultations with stakeholders and the same has been notified in the Gazette of India on 02.06.2017. The Rules inter alia cover provision for prevention, rescue and rehabilitation and convergence, definition of "help" in the family enterprises owned by the family of the child and regulation of child artists to ensure their safety and security. The Rules also provides for District Nodal Officer (DNO) and Task Force under the chairmanship of District Magistrate to ensure that the provisions of the Act are properly enforced.

Constitutional and legislative provisions providing protection to children against employment has been elaborated in the National Child Labour Policy announced in 1987. The policy addresses the complex issue of Child Labour in a comprehensive, holistic and integrated manner. For rehabilitation of child labour, Government had initiated the National Child Labour Project (NCLP) Scheme in 1988 to rehabilitate working children in 12 child labour endemic districts of the country. The scheme has so far been sanctioned in 324 districts of India. Under the NCLP Scheme, children in the age group of 9-14 years, withdrawn from work are put into Special Training Centres, where they are provided with bridge education, vocational training, mid-day meal, stipend, health-care facilities etc. and finally mainstreamed to the formal education system. At present, there are around 2705 NCLP training centres being run in the country with an enrolment of approximately 75 thousand children. Since inception about 13.50 lakh working children have already been mainstreamed to regular education system under the NCLP Scheme.

Considering that the poverty and illiteracy are the root causes for child labour, Government is following a multi-pronged strategy to tackle this problem. Educational rehabilitation of these children has to be supplemented with economic rehabilitation of their families so that they are not compelled to send their children to work. The Government is taking various proactive measures towards convergence between the schemes of different Ministries like Ministries of Human Resource Development, Women & Child Development, Housing & Urban Affairs, Rural Development, etc. so that child labour and their families get covered under the benefits of the schemes of these ministries also.

CHAPTER 2

WAGES AND EARNINGS

Wages refer to the remuneration which is paid by the employer to the employee in lieu of the services provided by the latter engaged in a production or related process. The Payment of Wages Act, 1936 defines wages as all remuneration (whether by way of salary, allowances or other-wise) expressed in terms of money or capable of being so expressed which would, if the terms of employment, expressed or implied, were fulfilled, be payable to a person employed in respect of his employment or of work done in such employment. There exists a mechanism for determination of wages in the organized and unorganized sector though not uniform for all sectors of economy. Wages in the organized sector are determined through negotiations and settlements between employer and employees. In the unorganized sector, where the labour is vulnerable to exploitation due to illiteracy and ineffective bargaining power, minimum rates of wages are fixed by the Govt. in the scheduled employments under the provisions of the Minimum Wages Act, 1948. The Act binds them to pay the wages so fixed from time to time.

Labour Bureau collects and compiles data of average daily employment, gross wage bill etc., from the Annual Statutory returns submitted by the State Governments/Union Territories under the Payment of Wages Act, 1936. A brief description is given in the following paragraphs.

The Payment of Wages Act, 1936

The Payment of Wages Act, 1936 was enacted to regulate payment of wages to workers employed in industries and to ensure a speedy and effective remedy to them against illegal deductions and/or unjustified delay caused in paying wages to them. The wage ceiling under Payment of Wages Act, 1936 was fixed at Rs.1600/- p.m. in 1982. With a view to enhance the wage ceiling to Rs.6500/- p.m. for applicability of the Act, to empower the Central Government to further increase the ceiling in future by way of notification and to enhance the penal provisions etc. the Payment of Wages (Amendment) Act, 2005, which was passed by both Houses of Parliament has been notified on 6.9.2005 as an Act 41 of 2005 by the Ministry of Law and Justice. Subsequently the Ministry of Labour and Employment has issued the Notification S.O.1577(E) to make the Payment of Wages (Amendment) Act, 2005 effective from the 9th November 2005. In exercise of the powers conferred by sub-section (6) of Section 1 of the Act, the Central Government, on the basis of figures of the Consumer Expenditure Survey published by National Sample Survey Organisation has enhanced the wage ceiling, further, to Rs. 10,000/- per month vide gazette notification No.S.O. 1380(E) dated 8th August, 2007. The wage ceiling has further been enhanced to Rs. 18000.00 vide notification No. SO 2260(E) dated 11th September, 2012. The wage ceiling has been again enhanced from Rs. 18000.00 to Rs. 24000 vide notification No. SO 2806(E) dated 28th August, 2017.

On the basis of the returns received from the various State/ Union Territory Government's, Labour Bureau compiles data annually as per capita Annual / Daily Earnings of workers etc. and publishes for the use of researchers, policy makers and other stake holders.

The Minimum Wages Act, 1948

The Minimum Wages Act, 1948 provides for fixation/ periodic revision of minimum wages in employments where labour is vulnerable to exploitation. The minimum wages system serves a useful purpose in preventing workers exploitation in terms of payment of unduly low wage and helps in reducing inequalities in the standard of living of different social groups of workers by statutorily prescribing minimum wage rates. This helps in reducing poverty and improving the position of low paid wage earners in the sweated industries.

Labour Bureau brings out an Annual Report on the Working of Minimum Wages Act, 1948 on the basis of returns / reports received from various State/ U.T. Governments containing information on employments added, employments in which the minimum wages were fixed for the first time the minimum wages in different scheduled employments prevalent during the year, the range of minimum wages, comparative minimum wage rates prevailing in scheduled employments and number of inspections etc.

1. MANUFACTURING INDUSTRIES

(A) Data of Per Capita Annual Earnings collected under the Payment of Wages Act, 1936.

Various States and Union Territories are collecting statistics of earnings of factory workers on an annual basis under the Payment of Wages Act, 1936. Over the years various amendments have been carried out in the Act thus widening its scope and coverage. The ceiling has been enhanced in phases from Rs.200/- per month in 1958 to Rs.1600/- per month in 1982 and Rs. 6500/- per month in 2005 as per new NIC 2004. To further enhance the scope and coverage the ceiling was raised to Rs. 10,000/- per month vide the Government of India Notification published on 08.08.2007. The wage ceiling has further been enhanced to Rs. 18000.00 vide notification No. SO 2260(E) dated 11th September, 2012. The wage ceiling again has been enhanced to Rs. 24000/- vide Govt. of India Gazette notification No. S.O.2806 (E) dated 28th August, 2017.

The coverage of the Act has been extended to factories defined not only under Section 2(m) of the Factories Act, 1948 but also to the factories covered under Section 85 of the same Act. The consolidated returns received from the States / Union Territories contain data in respect of only those factories which submit returns. The returns contain industry-wise information on the following items:-

- (a) Number of factories covered under the Act and submitting returns;
- (b) Average daily employment during the year;
- (c) Total man-days worked during the year; and

(d) Total gross wage bill, before deductions, broken up into components like basic wages, cash allowances, bonus, arrears and money value of concessions, etc.

Average daily employment in an industry is derived by dividing total attendances during the year by the number of working days observed by that industry. Total gross wage bill for an industry when divided by the corresponding average daily employment yields the per capita annual earnings. Thus, the per capita annual earnings derived in this manner are subject to variation on account of variation in the number of working days. It is for this reason that the per capita annual earnings have been given only for perennial industries, where the variation in the number of working days during the year is not likely to be appreciable. The per capita daily earnings are derived by dividing the total gross wage bill for a year by the corresponding figures of total mandays worked in that year. The per capita daily earnings are compiled for manufacturing industries i.e. seasonal as well as perennial.

Per Capita Annual/Daily Earnings of workers in different States / Union Territories

State-wise per capita annual and daily earnings during 2019 have been presented in Table Nos. 2.01 (a) and 2.01 (b) respectively.

The per capita annual earnings at All India level in Manufacturing Industries were Rs. 121854/- in the year 2019. The inter State comparison reveals that the States / U.Ts. With highest and lowest per capita earnings vary from year to year. During 2019, the per capita Annual Earnings have been observed to be highest (Rs. 233382/-) in Odisha and lowest (Rs.81842/-) in Tripura. The per capita daily earning during the year 2019 in all Manufacturing Industries is (Rs.371.00). The per capita daily earning during the year 2019 were highest to (Rs.697.00) in Odisha and lowest (Rs.216.00) in Tripura.

Table 2.01 (a)
Per Capita Annual Earnings of Employees in Manufacturing Industries by States/Union Territories during 2019

State/Union Territory	Number of Factories covered Under the Act	Percentage of Factories furnishing Returns (%)	Average Employment (000 ³)	Per Capita Annual Earnings (in Rupees)
1	2	3	4	5
Andhra Pradesh	3483	37	122	174205
Assam	4267	72	88	185555
Bihar	26	100	2	111850
Goa	-	@	14	145567
Haryana	10123	4	95	185417
Himachal Pradesh	-	@	106	139237
Karnataka	12999	25	355	133445
Kerala	13139	45	87	146090
Madhya Pradesh	1877	5	14	159686
Odisha	757	4	2	233382
Rajasthan	7565	9	129	197609
Tamilnadu	26017	75	2004	95192
Telangana	9664	13	152	229037
Tripura	151	11	1	81842
A & N Island	25	64	*	182473

Table 2.01 (a) Concl'd./-

1	2	3	4	5
Chandigarh	-	@	*	185071
Daman & Diu	-	@	14	149348
Puducherry	145	25	7	90747
All States/U.Ts	90238	41	3192	121854

Source: Annual Returns under Payment of Wages Act, 1936 received from States / U.Ts.

1. Per Capita Annual Earnings=Gross wage bill/Average daily employment
2. Per Capita Daily Earnings =Gross wage bill/Total mandays worked
3. Average Daily employment =Total attendance during the year/Number of working days reported
4. * = Figures less than 500
5. - Information not reported
6. @ Not calculated due to non-availability of Units/Factories covered under the Act

Note:

- I. Information has been received only from the above mentioned States.
- II. The figures exclude those for Railway Workshops and groups of Industries of seasonal nature consisting of food beverages tobacco and construction.
- III. The Per Capita Daily / Annual Earnings less than 24000/- per month for the year 2017 for Employees covered under the Payment of Wages Act, 1936.

Table 2.01 (b)
Per Capita Daily Earnings of Employees in Manufacturing Industries by
States/Union Territories during 2019

State/Union Territory	Per Capita Daily Earnings (in Rupees)
1	2
Andhra Pradesh	239
Assam	609
Bihar	377
Goa	493
Haryana	623
Himachal Pradesh	457
Karnataka	433
Kerala	401
Madhya Pradesh	522
Odisha	697
Rajasthan	610
Tamilnadu	314
Telangana	535
Tripura	216
A & N Island	603
Chandigarh	644
Daman & Diu	483
Puducherry	296
All States/U.Ts	371

Source : Annual Returns under Payment of Wages Act, 1936 received from States / U.Ts.

Note:-(i) For Other States / U.Ts kindly see foot note under Table No.2.01(a).

(ii) Figures reported above are based on the returns received from the responding States / U.Ts.

Per capita Annual / Daily earnings of workers in different Manufacturing Industries

Per capita annual earnings for 2019 in Manufacturing industries have been given in Tables 2.02(a). In order to have an idea of the coverage of these statistics, the number of factories covered under the Act and the percentage of units submitting returns have also been given in Table Nos. 2.02(a). It has been observed that about 41.00 percent of factories covered under the Payment of Wages Act, 1936 submitted returns in 2019. Average daily employment worked out to be 3192463 in 2019. Similarly, per capita

annual earnings were Rs.121854 in 2019. Per capita daily earnings of workers during the year 2019 in Manufacturing industries have been given in Table 2.02(b).

Table 2.02 (a)

Per Capita Annual Earnings of Employees in Manufacturing Industries-wise during 2019

NIC Code No. 2008	Industry	2019			
		Number of Factories covered under the Act	Percent-age of units submitti -ng returns	Average daily employ-ment (000')	Per capita Annual Earnings
1	2	3	4	5	6
10	Manufacture of food products	16757	41	262	134075
11	Manufacture of beverages	1896	21	19	169313
12	Manufacture of tobacco products	417	25	48	116721
13	Manufacture of textiles	7800	46	412	111813
14	Manufacture of wearing apparel	5087	43	577	115132
15	Manufacture of leather and related products	2792	53	160	105519
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	4565	12	20	160947
17	Manufacture of paper and paper products	1791	50	48	117944
18	Printing and reproduction of recorded media	3067	42	46	129213
19	Manufacture of coke and refined petroleum products	288	47	17	128938
20	Manufacture of chemicals and chemical products	4119	48	211	106929
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	2930	48	137	182039
22	Manufacture of rubber and plastics products	3813	44	131	141514
23	Manufacture of other non-metallic mineral products	7216	32	143	141583
24	Manufacture of Basic Metals	3464	37	102	151407
25	Manufacture of fabricated metal products, except machinery and equipment	6193	60	296	103852
26	Manufacture of computer, electronic and optical products.	1362	47	57	118158
27	Manufacture of electrical equipment	4596	33	91	133011
28	Manufacture of machinery and equipment n.e.c.	5029	47	88	128678
29	Manufacture of motor vehicles, trailers and semi-trailers	4131	27	206	104998
30	Manufacture of other transport equipment	216	55	59	110048
31	Manufacture of furniture	1169	45	19	124135
32	Other manufacturing	1391	43	33	128145
33	Repair and installation of machinery and equipment	149	98	10	123879
All Manufacturing Industries Total		90238	41	3192	121854

Source: Annual Returns under Payment of Wages Act, 1936 received from States / U.Ts.

1. Per Capita Annual Earnings = Gross wage bill/Average daily employment
2. Per Capita Daily Earnings = Gross wage bill/Total mandays worked
3. Average Daily employment = Total attendance during the year/Number of working days reported
4. Mandays worked = Total Number of attendance during the year
5. Number of days worked = Number of days the production is carried on.
6. - = Return not received.
7. * = Figures less than 500

Table 2.02 (b)
Industry wise Per Capita Daily Earnings of Workers during the year 2019

NIC Code No.2008	Industry	Per Capita Daily Earnings(Rs.)
		2019
1	2	3
10	Manufacture of food products	379
11	Manufacture of beverages	387
12	Manufacture of tobacco products	367
13	Manufacture of textiles	332
14	Manufacture of wearing apparel	376
15	Manufacture of leather and related products	342
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	510
17	Manufacture of paper and paper products	323
18	Printing and reproduction of recorded media	367
19	Manufacture of coke and refined petroleum products	362
20	Manufacture of chemicals and chemical products	330
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	555
22	Manufacture of rubber and plastics products	326
23	Manufacture of other non-metallic mineral products	427
24	Manufacture of Basic Metals	385
25	Manufacture of fabricated metal products, except machinery and equipment	346
26	Manufacture of computer, electronic and optical products.	377
27	Manufacture of electrical equipment	434
28	Manufacture of machinery and equipment n.e.c.	407
29	Manufacture of motor vehicles, trailers and semi-trailers	348
30	Manufacture of other transport equipment	366
31	Manufacture of furniture	403
32	Other manufacturing	367
33	Repair and installation of machinery and equipment	407
All Manufacturing Industries Total		371

Source: Annual Returns under Payment of Wages Act, 1936 received from States / U.Ts.

1. Per Capita Daily Earnings = Gross wage bill/Total mandays worked.
2. Mandays worked = Total Number of attendance during the year.
3. - = Nil information.
4. RNR = Return not received.

Annual Earnings by Components

The percentage distribution of annual earnings according to various components viz. basic wages, cash allowances, money value of concessions, bonus and arrears in respect of various States and Union Territories is given in Table 2.03.

Table 2.03

Percentage Distribution of Annual Earnings of Employees in Manufacturing Industries by Components during the Year 2019

Sl. No	State/Union Territory	Basic wages	Cash allowances	Money value of concessions	Bonus	Arrears
1	2	3	4	5	6	7
1	Andhra Pradesh	99.93	0.00	0.00	0.07	0.00
2	Assam	85.79	11.79	0.00	2.42	0.00
3	Bihar	92.84	5.19	0.00	1.96	0.00
4	Goa	90.45	9.34	0.00	0.22	0.00
5	Haryana	100.00	0.00	0.00	0.00	0.00
6	Himachal Pradesh	78.33	18.85	0.01	2.26	0.55
7	Karnataka	90.47	0.26	6.07	3.20	0.00
8	Kerala	99.81	0.00	0.00	0.19	0.00
9	Madhya Pradesh	100.00	0.00	0.00	0.00	0.00
10	Odisha	99.09	0.00	0.00	0.91	0.00
11	Rajasthan	93.75	5.62	0.00	0.55	0.08
12	Tamilnadu	92.31	0.00	0.00	7.69	0.00
13	Telangana	97.09	0.00	0.00	2.91	0.00
14	Tripura	95.04	0.00	0.00	4.96	0.00
15	A & N Island	83.33	0.00	0.00	16.67	0.00
16	Chandigarh	100.00	0.00	0.00	0.00	0.00
17	Daman & Diu	75.81	8.56	0.00	15.63	0.00
18	Puducherry	85.51	10.17	0.00	4.32	0.00
All above States/ U.Ts		98.37	0.61	0.39	0.62	0.01

N.B. Returns not been received from rest of the States/Union Territories.

Source: Annual Returns under the Payment of Wages Act, 1936 received from States/UTs

Taking all the States/Union Territories together, Table 2.03 shows that during the year 2019, Basic Wages accounted for about (98.37 percent) and other components viz. Cash allowances (0.61 percent), Money value of concessions (0.39 per cent), Bonus (0.62 percent) and arrears accounted for only (0.01 percent) of the total earnings.

(B) Statistics on Average Daily Earnings of Workers collected through Annual Survey of Industries (ASI), under Collection of Statistics Act, 2008.

Data on worker's Earnings is collected through the Annual Survey of Industries (ASI) under the Collection of Statistics Act, 2008 every year. The latest year for which data on Earnings has been collected and disseminated pertains to the years 2019-20.

For the purpose of the Survey, the term 'Earnings' has been defined as "all remuneration capable of being expressed in terms of money which would, if the terms of employment (expressed or implicit) were fulfilled, be payable more or less regularly for each pay period whether conditional upon regular attendance, good work, conduct or behaviour of the person employed or otherwise to a person in respect of his employment or work done in such employment". This include basic wages, dearness allowances, compensatory, house rent, other allowances and regular bonuses such as production bonus, attendance bonus, incentive bonus, etc., which are paid more or less regularly for each pay period. It does not include profit sharing, festival, year-end and other bonuses which are

paid at less frequent intervals. The statistics relate to gross earnings before deductions for fines, damages, taxes, contributions to provident fund, employee's state insurance, etc.

The statistics of average gross daily earnings of workers per manday worked by major industry groups (as per NIC-2008) and by States/Union territories for the years 2019-20 have been presented in Tables 2.04 (a) and 2.04 (b) respectively.

Table 2.04 (a)

Average Earnings {in Rupees} per Mandays Worked in Industries {3-digit Level of NIC-2008} during the Year 2019-20

S No	NIC Code	Average Daily Earnings By				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	5	6	7
1	016	387.46	298.20	414.52	387.80	565.25
2	089	394.68	252.02	406.94	391.10	473.28
3	101	475.40	360.18	460.55	461.82	654.19
4	102	446.89	386.53	475.41	427.19	561.68
5	103	498.80	346.33	392.91	422.05	684.96
6	104	434.97	361.32	446.65	435.73	668.39
7	105	607.75	498.97	426.96	513.04	590.02
8	106	377.22	307.23	369.09	369.96	493.51
9	107	455.74	315.53	113.91	256.29	427.18
10	108	493.99	417.52	467.35	480.73	762.04
11	110	574.76	419.04	148.71	238.65	412.90
12	120	407.22	154.36	59.48	100.14	133.24
13	131	301.43	331.72	425.46	317.45	412.49
14	139	438.15	6.61	412.91	44.84	75.82
15	141	408.11	361.90	394.93	384.86	512.44
16	142	283.53	219.46	-	231.40	246.85
17	143	392.05	381.08	410.02	388.68	479.68
18	151	389.97	347.80	281.89	348.03	485.83
19	152	422.09	205.57	405.26	324.64	468.45
20	161	340.77	382.03	347.30	342.95	375.55
21	162	394.05	357.39	461.95	406.46	615.47
22	170	495.32	321.03	447.93	467.49	211.67
23	181	555.45	354.53	483.10	528.13	400.11
24	191	650.07	584.35	444.81	545.44	809.33
25	192	2300.50	1471.30	621.23	1058.03	2011.84
26	201	893.27	610.34	496.90	698.34	1202.58
27	202	615.35	282.83	462.70	504.93	1002.61
28	203	604.92	384.65	46.10	120.24	198.30
29	210	765.12	550.13	521.75	639.43	1138.35
30	221	712.73	384.83	518.42	617.60	868.12
31	222	462.59	371.47	452.21	452.51	729.99
32	231	532.94	396.31	494.90	516.51	798.16
33	239	529.75	337.64	405.78	454.78	671.78
34	241	896.36	1002.80	561.46	725.75	1035.63

Table 2.04 (a) Concld..

1	2	3	4	5	6	7
35	242	814.43	840.89	484.47	705.01	1091.29
36	243	533.12	404.00	481.58	510.82	731.08
37	251	657.86	726.68	520.68	596.94	936.42
38	252	522.76	372.16	431.18	494.77	831.88
39	259	505.38	396.83	510.54	501.79	743.74
40	261	649.04	603.89	450.00	565.84	868.51
41	262	677.05	529.46	475.90	572.84	4197.28
42	263	726.17	525.21	485.53	586.98	1387.50
43	264	525.01	459.49	478.95	500.07	1088.50
44	265	689.17	638.18	475.93	613.10	1411.51
45	266	1529.64	2888.24	497.37	1187.59	1730.49
46	267	714.08	795.56	593.71	690.85	893.29
47	268	881.89	489.97	499.21	776.64	1331.45
48	271	771.78	542.25	53.79	145.94	325.10
49	272	583.10	353.32	481.16	516.31	829.47
50	273	525.99	500.17	516.47	519.60	910.40
51	274	485.07	368.66	426.03	445.35	790.87
52	275	523.01	426.97	448.44	479.33	813.48
53	279	421.85	517.01	481.94	441.94	891.43
54	281	723.15	536.05	560.25	658.28	1172.59
55	282	653.33	518.34	568.84	621.25	1064.02
56	291	1277.04	939.85	597.05	1008.72	1982.44
57	292	785.82	578.03	561.28	656.51	1172.60
58	293	571.30	475.05	492.42	529.91	850.31
59	301	1743.44	3644.57	939.42	1167.68	1572.04
60	302	610.02	562.54	619.57	616.99	847.57
61	303	852.26	645.12	711.62	799.99	1348.89
62	304	703.06	-	667.97	691.26	996.30
63	309	711.87	590.36	502.83	603.21	1022.45
64	310	489.48	429.50	498.11	490.12	899.72
65	321	725.27	507.24	151.70	415.38	457.34
66	322	475.10	492.62	-	483.00	1679.44
67	323	370.57	305.29	338.26	354.95	551.76
68	324	416.78	414.50	457.39	438.07	624.65
69	325	538.25	417.94	454.70	491.55	801.03
70	329	403.51	336.03	362.65	375.26	552.57
71	331	1125.56	779.69	691.71	981.17	1354.15
72	332	1286.54	1625.27	508.28	1026.26	1179.62
73	351	1071.50	926.72	634.93	753.39	1216.19
74	352	1159.03	1449.38	623.73	763.33	1438.30
75	353	641.60	458.61	519.95	570.01	1019.23
76	360	457.03	308.74	620.43	523.83	705.78
77	370	566.19	-	542.16	546.69	791.22
78	381	407.12	321.58	453.40	436.11	597.25
79	382	514.78	420.38	584.22	552.92	691.37
80	383	392.69	309.54	493.95	416.29	539.37
81	400	501.08	422.30	552.19	506.76	695.49
All India		549.81	143.64	340.62	381.00	610.90

Source: Annual Survey of Industries (ASI)

Table 2.04(b)

Average Earnings {in Rupees} per Mandays Worked in States during the Year 2019-20

Sl. No.	State/U.T.	Average Daily Earnings By				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	5	6	7
1	Jammu & Kashmir	416.76	368.02	443.07	425.51	671.63
2	Himachal Pradesh	524.88	370.13	391.51	466.83	806.62
3	Punjab	425.00	368.71	388.81	412.53	571.45
4	Chandigarh	669.13	478.92	546.53	638.62	872.36
5	Uttarakhand	514.39	348.84	427.62	464.21	699.87
6	Haryana	496.41	443.85	423.02	459.33	883.95
7	Delhi	528.96	509.02	9.98	64.28	146.79
8	Rajasthan	540.47	351.74	460.62	501.93	812.75
9	Uttar Pradesh	461.08	370.30	397.75	437.22	774.28
10	Bihar	503.21	262.26	360.76	411.04	560.75
11	Sikkim	910.30	658.50	475.29	653.12	1089.31
12	Arunachal Pradesh	252.97	257.09	227.47	250.22	356.69
13	Nagaland	244.36	187.45	190.59	220.52	260.84
14	Manipur	256.63	209.46	216.76	229.99	257.07
15	Mizoram	389.29	270.02	325.53	333.15	342.13
16	Tripura	245.53	282.41	228.00	232.51	261.03
17	Meghalaya	403.36	425.80	540.19	487.40	898.23
18	Assam	321.51	264.65	405.64	343.08	499.59
19	West bengal	499.15	344.72	407.52	462.21	662.76
20	Jharkhand	1035.20	442.64	489.51	705.66	180.46
21	Odisha	803.56	517.17	526.85	638.70	924.88
22	Chhattisgarh	624.49	409.36	474.62	572.96	841.89
23	Madhya Pradesh	500.45	355.35	430.05	466.32	777.99
24	Gujarat	416.05	399.49	331.36	384.74	642.55
25	Daman & Diu	481.00	377.73	457.91	456.15	801.36
26	Dadra & Nagar	512.55	410.17	451.35	478.41	768.78
27	Maharashtra	787.44	14.17	485.37	241.19	505.49
28	Andhra Pradesh	632.33	349.10	421.17	508.06	699.49
29	Karnataka	709.80	408.28	167.41	357.05	593.99
30	Goa	807.89	578.20	604.53	688.00	1134.15
31	Kerala	788.85	382.60	554.60	609.27	783.57
32	Tamil Nadu	533.98	296.56	548.62	459.29	697.57
33	Puducherry	657.75	428.34	515.05	571.88	832.97
34	A & N Islands	532.47	485.78	-	524.33	640.43
35	Telangana	666.77	503.62	197.50	335.22	519.86
36	Ladakh	-	-	644.51	644.51	2512.67
	All India	549.81	143.64	340.62	381.00	610.90

Note: Details of Industries may be seen in Table 2.04(a).

Source: Annual Survey of Industries (ASI)

(C) Constitution of Wage Boards

During the 1950s and 60s, when the organized labor sector was still developing, the government recognized the challenges in wage fixation across various sectors. In response, it established need-based Wage Boards in accordance with the Ministry of Labour's policies. These Wage Boards were tripartite, consisting of representatives from workers, employers, and independent members who collectively made recommendations. Currently, only two Wage Boards remain operational: one for Working Journalists and the other for Non-Journalist Newspaper Employees. All other Wage Boards have been dissolved.

Wage Boards for Newspaper Employees

The Working Journalists and other newspaper Employees (conditions of Service) and Miscellaneous Provisions Act, 1955 provides for regulation of conditions of service of working journalists and other persons employed in newspaper establishments. The Section 9 and 13 C of the Act, inter alia, provides for setting up of Wage Boards for fixation and revision of rates of wages in respect of working journalists and non-journalists newspaper/news agency employees respectively. According to the Act, Wage Boards shall consist of the following:

1. Three persons representing employers in relation to newspaper establishment;
2. Three persons representing working journalists for Wage Board under Section 9 and three persons representing non-journalists newspaper employees for Wage Board under Section 13 C of the Act.
3. Four independent persons, one of whom shall be person who is or has been a judge of High Court or the Supreme Court and who shall be appointed by the Government as the Chairman thereof.

The Act does not lay down the periodicity for constituting the Wage Boards. The Wage Boards for such employees were set up in the years 1956, 1963, 1975, 1985, 1994 and 2007.

The Government constituted two Wage Boards one for Working Journalists and other for Non-Journalists Newspaper Employees under Section 9 and 13 C respectively of the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act 1955 vide notification in the Gazette of India (Extra Ordinary) S.O. Nos. 809 (E) and 810 (E) dated 24.05.2007. The Wage Boards were given three years time to submit their reports to the Union Government. The Wage Boards functioned from their Headquarters at New Delhi.

The Government appointed Justice G.R Majithia, retired Judge of High Court of Bombay as common Chairman of the two Wage Boards in place of Justice K. Narayana Kurup who resigned w.e.f. 31.08.2008. Justice G.R. Majithia assumed charge on 04.03.2009.

The Central Government, in exercise of powers conferred by Section 9 & 13 C of the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955), extended the tenure of the Wage Board for Working Journalists and Non-Journalists Newspaper Employees under the

Chairmanship of Justice Gurbax Rai Majithia upto 31.12.2010. The Boards submitted their final Report to the Government on 31.12.2010.

The recommendations of the Majithia Wage Boards has been accepted by the Government and notified in the Official Gazette vide S.O. No.2532(E) dated 11.11.2011. As the implementation part vests with the State government/ UTs, copies of notification have been forwarded to all the State Government/ UTs with the request for its implementation.

Meanwhile, a Writ Petition No.246 of 2011 in the matter of ABP Private Limited vs. UOI & Others alongwith 11 other Writ Petitions by other Newspaper employers were filed before the Hon'ble Supreme Court of India challenging the constitution and recommendations of the Mahjithia Wage Boards. The Hon'ble Supreme Court vide its Judgement dated 07.02.2014 in the said Writ Petition No.246 of 2011 has directed that all the Writ Petitions have been dismissed and the wages as revised / determined shall be payable from 11.11.2011 when the Government of India notified the recommendations of the Majithia Wage Boards. All the arrears upto March, 2014 shall be paid to all the eligible persons in four equal installments within a period of one year from 07.02.2014 and continue to pay the revised wages from April, 2014 onwards.

In order to monitor the implementation of the notification, a Central Level Monitoring Committee has been set up under the Chairmanship of Principal Labour & Employment Advisor. The first meeting of the Committee was held at Hyderabad on 24.09.2012 covering the 7 Southern States/U.Ts. The last meeting of the Committee was held at New Delhi on 09.07.2018 covering all States/UTs to review the implementation of the Wage Board Awards in the country.

2. Mines

(A) Coal Mines; Wages in Coal Sector

The wage rates for the workers employed in Coal Mining industry have been prescribed by the Central Wages Board for Coal Mining Industry.

The wage structure and other conditions of service (including fringe benefits, welfare measures, etc.) of the unionised employees (other than executives) in the coal industry are settled by negotiations in the 'Joint Bipartite Committee for the Coal Industry' (JBCCI). The agreement signed by the JBCCI is applicable to the unionized employees of entire Coal Sector, viz, Coal India Ltd. and its subsidiaries, Singareni Collieries Company Ltd. (SCCL) and the Captive Coal mines of TISCO and IISCO.

The Joint Bipartite Committee for Coal Industry (JBCCI) consists of Central Trade Unions and the Management of Coal Companies. So far ten wage negotiations have been concluded. The 10th Wage Agreement finalized by the JBCCI-X on 10th October 2017, which has come into force w.e.f. 1st July, 2016 and will be effective from 01.07.2016 to 30.06.2021. This Agreement covers all categories of employees in Coal India Ltd. (CIL) & its Subsidiaries and SCCL.

(B) Statistics of Per Capita Annual Earnings Collected under the Mines Act, 1952

The Director General of Mines Safety (DGMS) collects and maintains detailed statistics on employee earnings in the mining sector. For coal mines, this data includes per capita weekly earnings, which are reported monthly. The monthly returns for coal mines provide information on average daily attendance, total wages, and other cash payments for work completed during a full working week of the month. The per capita weekly cash earnings are calculated by dividing the total payments by the average daily employment for that week. For non-coal mines, the DGMS also gathers statutory returns with similar data. Using this information, the DGMS compiles index numbers reflecting the earnings of workers across various mining industries.

Table 2.05**Index Numbers of Money Earnings of Mining Workers in Mines during December each year**

Mineral and State	2010	2011	2012	2013*
1	2	3	4	5
A. Coal (Base year 1985= 100)				
Andhra Pradesh	1509.21	1849.02	2551.36	1473.04
Assam	1655.51	1959.82	2349.46	1299.15
Jharkhand	1593.06	1913.65	2947.06	1716.32
Madhya Pradesh	1848.81	3558.99	5212.38	3182.37
Orissa	1746.36	1712.29	4666.19	1898.76
West Bengal	1498.40	2935.60	3115.91	3779.73
Total Coal	1947.75	2958.71	4092.69	2733.52
B. Minerals other than Coal (Base year 1975=100)				
Mica				
Andhra Pradesh	3476.93	3681.23	4417.90	5962.92
Jharkhand	1634.45	1634.45	1962.26	786.75
Rajasthan	-	-	-	-
Manganese				
Madhya Pradesh	2675.18	2881.18	3960.18	5589.64
Orissa	2898.83	3369.25	3776.22	4613.61
Iron Ore				
Jharkhand	3951.57		5690.38	10465.90
Orissa	3435.23	3945.11	3846.93	3945.35
Copper				
Jharkhand	-	1305.01	-	1705.97
Gold				
Karnataka	1428.38	1406.64	1222.85	-
Limestone				
Bihar	2777.68	2953.70	3351.38	4482.72
Jharkhand	1901.42	2066.37	2885.97	7082.19
Madhya Pradesh	3731.96	4179.85	4951.23	6237.65
China Clay				
Jharkhand	3097.43	3498.30	4109.81	5521.91
Stone				
Bihar	5886.80	7155.15	8586.33	9751.33
Total Metalliferous	3757.70	3607.71	4806.86	6717.88

*Data is provisional

- = Data is not available

Source: Director General of Mines Safety, Dhanbad

The Index of Money Earnings in Coal Mines decreased from 4092.69 in 2012 to 2733.52 during 2013. The index of money earnings of workers employed in Minerals other than Coal has gone up from 4806.86 in 2012 to 6717.88 in 2013.

The average weekly earnings of workers in Mines for the month of December, 2010 to December, 2013 have been presented in Table 2.06.

Table 2.06

Average Weekly Earnings of Workers in Mines as on December, 2010 to 2013 (in Rs.)

Year	Coal Mines (all coal fields)			Mica Mines (Bihar)			Manganese (Madhya Pradesh)			Iron Ore Mines (All India)		
	Miners & Loaders			Miners & Loaders			Miners & Loaders			Miners & Loaders		
	Below ground	Open cast working	Overall	Below ground	Open cast working	Overall	Below ground	Open cast working	Overall	Below ground	Open cast working	Overall
2010	5725	5631	5808	760	473	667	1895	448	2053	-	2403	3005
2011	7950	4084	7802	760	938	831	2013	526	2306	-	2400	3242
2012	11066	7602	11436	913	1125	997	2783	600	2680	-	2638	3691
2013*	8447	6683	10124	-	983	1045	2618	1196	3201	-	2847	5050

*Data is provisional

Note: 1. Below ground figures of non-coal mines relate to Face Workers and Loaders and have been compiled from quarterly returns.

2. After the year 2013, the work of compilation on earnings of employees in mines is not being done.

Source: Directorate General of Mines Safety

3. PLANTATIONS

Previously, wage rates for workers in plantations were set by the Central Wage Boards for Tea, Coffee, and Rubber plantations, with their recommendations being accepted by the Government of India. Over the past two decades, several bilateral and tripartite wage agreements have been established to determine wages in these plantations. Statistics on the per capita annual earnings of plantation workers, as regulated by the Payment of Wages Act, 1936, are detailed in Table 2.07 of the Bureau's report.

Table 2.07

Per Capita Annual Earnings in Plantations during 2019

State/Union Territory	No. of Estates covered	Average daily employment	Per Capita annual earnings (Rs.)
1	2	3	4
Karnataka	103	3870	134182
Kerala	227	33078	123075
Assam	794	520000	127100
Total	1124	556948	126910

Source: Annual returns under the Payment of Wages Act, 1936

4. TRANSPORT AND COMMUNICATIONS

(i) Railways

Statistics of average annual wage per employee in Railways are given in Table 2.08 for the year 2020-21 and 2021-22. The total number of personnel decreased from 1243 to 1213 (in thousands). The average annual wage per employee was up by 11% from Rs. 11,24,418 per annum in 2020-21 and to Rs. 12,51,004 per annum in 2021-22.

Table 2.08
Annual Average Wage per Employee in Railways

Item	2020-21	2021-22
1	2	3
a) Total Number of personnel ('000)	1243	1213
b) Average Annual Wage per employee (in Rs.)	11,24,418	12,51,004

Source: Indian Railways Annual Report and Accounts 2021-22.

(ii) **Department of Post:** The pay scales have been revised in Department of Post w.e.f. 01.01.2016.

5. CENTRAL GOVERNMENT EMPLOYEES

The data in respect of earnings of the Central Government Employees are being collected, compiled and published by the Director General of Employment and Training, New Delhi. The information covers all persons actually holding civilian posts in and under the Central Government on 31st March of each year, whose pay and allowances, honorarium or any other remuneration are paid out of the Consolidated Fund of India. Casual labour, is however, excluded.

Dearness Allowance paid to the Central Government Employees

Dearness allowance to the Central Government Employees belonging to group A, B, and C is being paid as per the recommendations of the Seventh Central Pay Commission as accepted by the Government.

6. EMPLOYEES COVERED UNDER MINIMUM WAGES ACT, 1948

On the recommendation of the 8th Standing Labour Committee, the Minimum Wages Bill was introduced in the Central Legislative Assembly on 11.04.1946 to provide for fixation of minimum wages in certain employments. The Minimum Wages Bill was passed by the Indian Dominion Legislature and came into force on 15th March 1948. Under the Act both State and Central Government are "Appropriate Governments" for fixation/revision of minimum rates of wages for employments covered by the Schedule to the Act. The minimum rates of wages also include Special Allowance i.e. Variable Dearness Allowance (VDA) linked to Consumer Price Index Number, which is revised twice a year effective from April and October.

The Minimum Wages Act, 1948 is applicable to workers in the sweated industries. It empowers both Central and State Governments to fix/revise the minimum rates of wages for the scheduled employments under their respective jurisdiction. The Act also provides for setting up of enforcement machinery to secure compliance with the provisions of the Act.

In order to have a uniform wage structure and to reduce the disparity in minimum wages across the country, the concept of National Floor Level Minimum Wage as a non statutory measure was mooted on the basis of the recommendations of the National Commission on Rural Labour (NCRL) in 1991. On the basis of increase in the Consumer Price Index, the Central Government has fixed the National Floor Level Minimum Wages from Rs. 160/- to Rs.176/-per day with effect from 01.06.2017.

7. WAGES OF AGRICULTURAL LABOUR

Labour Bureau has been compiling and maintaining the wage rate data in respect of selected agricultural and non-agricultural occupations w.e.f. July, 1986. The Technical Working Group on Rural Retail Prices set up by the NSO in 1974 felt that the regular wage data for rural workers are of paramount importance for drawing up and implementation of wage policy and also useful in estimation of State/National Income and in studies on cost of cultivation of crops. Accordingly, the Group suggested to collect the wage rate of large set of occupations from a suitable selected sample of villages in various states so that a fairly representative picture of wage situation is available for the entire country on a continuous (monthly) basis. Village functionaries like Panchayat Secretary, Progress Assistant, Patwari and other Village or Block Officials are the primary informants for collection of data on wage rates.

The average daily wage rate data was collected for eleven agricultural and seven non-agricultural occupations till October, 2013. However, following the recommendations of the Working Group constituted by the CSO on advice of the National Statistical Commission (NSC), wage rate data is now being collected for 25 occupations (12 agricultural and 13 non-agricultural).

All-India average daily wage rates, occupation and sex-wise, for the agricultural year 2021-2022 is presented in table 2.09.

Table 2.09 (i)

All-India Average Daily Wage Rates for Agricultural Occupations for the Agricultural Year 2021-2022 (July, 2021-June, 2022)

Month	Ploughing			Sowing			Harvesting		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	361.28	277.71	-	331.03	271.25	@	325.67	271.02	214.00
August	361.44	267.86	-	333.23	271.88	@	327.92	273.13	216.00
September	362.98	264.52	-	335.31	272.32	@	331.05	274.35	@
October	364.11	265.70	-	337.41	272.77	@	331.85	271.55	210.00
November	362.09	260.23	-	337.75	274.92	@	327.18	270.84	@
December	364.90	273.41	-	337.97	275.38	@	330.62	272.84	@
January	365.40	271.75	-	338.74	276.97	@	327.90	271.71	@
February	368.25	267.53	-	339.53	277.97	@	330.89	275.41	@
March	375.66	281.78	-	341.43	279.88	@	330.35	277.55	@
April	382.70	286.48	-	345.66	283.06	@	335.13	281.39	@
May	383.91	287.25	-	349.21	287.55	@	338.87	284.18	204.00
June	384.88	284.31	-	350.38	288.30	@	340.42	284.77	204.00

Month	Picking Workers*			Horticulture Workers			Fishermen-Inland		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	291.44	264.38	@	328.75	253.67	@	384.29	@	-
August	297.46	269.06	@	326.71	248.96	@	384.83	@	@
September	295.59	266.66	@	328.57	250.11	@	383.23	@	@
October	304.26	264.83	@	331.77	254.88	@	381.57	@	@
November	301.58	264.83	@	331.27	253.01	@	383.89	@	@
December	302.59	263.74	@	329.90	252.57	@	388.30	@	@
January	299.75	261.56	@	330.01	252.50	@	388.70	@	@
February	308.84	263.67	@	336.70	260.18	@	391.57	@	@
March	312.04	267.25	@	339.61	263.71	@	402.23	@	@
April	315.83	272.10	@	342.42	264.76	@	399.75	@	@
May	308.23	269.69	@	343.20	265.72	@	401.58	@	@
June	314.36	275.82	@	345.72	267.96	-	401.58	@	@

Month	Fishermen-coastal/deep sea			Loggers & Wood Cutters			Animal Husbandry Workers		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	398.00	@	-	417.09	222.12	-	271.45	198.44	130.80
August	398.00	@	-	419.55	222.12	-	271.81	198.44	130.80
September	398.00	@	-	421.39	222.12	-	271.92	203.92	130.80
October	@	@	-	422.72	229.39	-	272.28	203.25	134.80
November	@	@	-	423.93	229.39	-	272.77	203.25	133.33
December	@	@	-	424.94	229.39	-	274.67	204.05	134.00
January	@	@	-	425.86	229.39	-	275.70	205.24	136.00
February	@	@	-	428.86	229.39	-	277.75	208.17	136.00
March	@	@	-	431.62	229.39	-	276.89	207.65	136.00
April	@	@	-	433.05	229.39	-	278.48	208.15	136.00
May	@	@	-	434.29	229.39	-	279.94	209.88	136.00
June	@	@	-	436.51	229.39	-	281.18	210.50	137.50

Month	Packaging Labourers			General Agricultural Labourers			Plant Protection Workers		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	301.18	252.66	@	318.82	249.56	218.33	372.02	243.39	-
August	300.93	250.92	@	319.80	250.42	218.33	372.13	246.24	-
September	303.52	249.99	@	323.76	253.70	227.42	379.01	252.95	-
October	306.55	256.57	@	324.79	254.35	227.42	380.04	252.95	-
November	306.55	256.57	@	324.87	254.54	223.20	385.47	252.95	-
December	308.57	256.57	@	325.87	254.95	223.20	386.23	252.95	-
January	309.28	257.79	@	327.84	256.29	216.39	388.94	257.24	-
February	315.90	266.06	@	331.66	259.86	215.13	394.78	257.24	-
March	318.62	269.16	@	332.37	261.16	218.97	395.35	257.46	-
April	319.42	270.35	@	334.11	262.77	218.97	395.85	258.71	-
May	322.80	278.36	@	336.17	264.94	218.97	396.59	261.40	-
June	324.31	279.61	@	338.11	266.46	218.97	398.08	261.40	-

Note :- - =Not reported

@ = Number of quotations are less than five and hence averages are not worked out.

Table 2.09 (ii)

All-India Average Daily Wage Rates for Non-Agricultural Occupations for the Agricultural Year 2021-2022 (July, 2021-June, 2022)

Month	Carpenter			Blacksmith			Mason		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	479.56	@	-	391.49	208.00	-	531.12	369.55	@
August	481.42	-	-	392.85	208.00	-	532.97	369.55	@
September	483.49	-	-	394.14	208.00	-	535.31	369.55	@
October	484.91	-	-	395.40	208.00	-	536.37	369.55	@
November	486.46	-	-	396.09	208.00	-	537.18	369.55	@
December	488.05	-	-	396.50	208.00	-	540.10	369.55	@
January	490.15	-	-	399.78	208.00	-	542.38	372.50	-
February	494.01	-	-	401.83	208.00	-	546.60	372.50	-
March	495.82	-	-	404.07	208.00	-	549.56	366.11	-
April	498.09	-	-	405.98	208.00	-	551.82	366.11	-
May	500.26	-	-	406.72	218.00	-	553.56	372.50	-
June	502.22	-	-	408.88	218.00	-	555.33	372.50	-

Month	Weavers			Beddi Makers			Bamboo, cane basket weavers		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	346.89	268.72	@	225.50	169.70	@	295.58	245.97	@
August	346.82	268.72	@	225.75	165.08	@	294.69	248.24	@
September	350.81	268.72	@	225.75	167.47	@	292.39	246.90	@
October	350.81	268.72	@	225.75	168.28	@	292.39	246.90	@
November	351.89	268.72	@	226.48	168.58	@	292.89	247.83	@
December	353.60	268.72	@	222.14	168.58	@	295.73	250.16	@
January	352.55	268.72	@	223.31	169.50	@	296.35	250.16	@
February	352.55	268.72	@	225.95	172.38	@	301.51	251.83	@
March	352.55	271.50	@	225.19	173.41	@	303.71	251.83	@
April	351.12	271.50	@	225.85	172.71	@	301.68	249.44	@
May	352.28	271.50	@	223.57	173.50	@	300.37	248.50	@
June	352.28	273.45	@	223.57	173.63	@	300.37	248.50	@

Month	Handicraft Workers			Plumbers			Electrician		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	384.06	252.49	@	490.77	-	-	473.05	@	-
August	384.06	252.49	@	490.58	-	-	473.62	@	-
September	385.44	251.24	@	493.62	-	-	476.61	-	-
October	385.44	251.24	@	494.29	-	-	478.01	-	-
November	385.44	251.24	@	496.25	-	-	479.55	-	-
December	386.60	251.24	@	496.65	-	-	480.16	-	-
January	386.60	251.24	@	498.59	-	-	481.39	-	-
February	387.47	245.52	@	502.36	-	-	485.35	-	-
March	387.47	245.52	@	503.92	-	-	488.02	-	-
April	386.88	245.52	@	507.47	-	-	491.74	-	-
May	386.88	245.52	@	507.68	-	-	492.80	-	-
June	388.07	249.09	@	509.83	-	-	495.70	-	-

Month	Construction Workers			LMV & Tractor Drivers		
	Men	Women	Children	Men	Women	Children
July	369.91	272.39	@	408.54	@	-
August	371.65	273.70	@	409.99	@	-
September	373.20	275.83	@	411.17	-	-
October	373.72	276.37	@	413.04	-	-
November	374.67	276.59	@	414.47	-	-
December	376.08	277.55	@	417.12	-	-
January	378.39	279.69	@	420.03	-	-
February	380.53	281.76	@	422.14	-	-
March	380.62	283.11	@	424.10	-	-
April	383.00	287.37	@	426.78	-	-
May	384.73	289.45	@	428.06	-	-
June	386.31	291.09	@	430.44	-	-

Month	Non-Agricultural Labourers			Sweeping/Cleaning Workers		
	Men	Women	Children	Men	Women	Children
July	322.60	235.88	@	272.53	247.94	@
August	323.35	236.00	@	273.69	248.82	@
September	325.58	238.19	@	275.25	251.38	@
October	327.08	238.83	@	276.66	252.45	@
November	327.68	239.14	@	276.39	252.87	@
December	329.26	240.23	@	277.02	253.07	@
January	331.54	241.59	@	277.82	254.92	@
February	335.34	240.78	@	280.13	259.65	@
March	337.41	243.88	@	282.83	260.09	@
April	339.54	245.82	@	284.02	263.14	@
May	340.79	246.14	@	283.89	263.58	@
June	342.51	246.63	@	286.09	265.49	@

Note :- The average daily wage rates at all-India level are derived by dividing the sum total of wages by number of quotations of all the states taken together.

- = Not reported

@ = Number of quotations are less than five and hence averages are not worked out.

8. OCCUPATIONAL WAGE SURVEY

The Occupational Wage Survey provides detailed data on employment structure, wage rates, and earnings across various industries, including Manufacturing, Mining, Plantation, and the Service Sector. This information is also broken down by sex, age, and wage payment system, industry, and job strata. The Labour Bureau has conducted seven rounds of this survey:

1. **First Round (1958-59):** Covered 44 industries (37 in Manufacturing, 4 in Mining, and 3 in Plantation).
2. **Second Round (1963-65):** Expanded to 45 industries (38 in Manufacturing, 4 in Mining, and 3 in Plantation). It included 'Heavy Chemicals' and 'Fine Chemicals' as separate categories, unlike the first round where they were combined.
3. **Third Round (1974-79):** Broadened to 81 industries (69 in Manufacturing, 9 in Mining, and 3 in Plantation), including all 45 industries from the second round.
4. **Fourth Round (1985-1992):** Included 53 industries (45 in Manufacturing, 5 in Mining, and 3 in Plantation), incorporating the 45 industries from the second and third rounds.

5. **Fifth Round (1993-2001):** Covered 53 industries (45 in Manufacturing, 5 in Mining, and 3 in Plantation).
6. **Sixth Round (2002-2007):** Examined 56 industries (45 in Manufacturing, 4 in Mining, 3 in Plantation, and 4 in the Service Sector). Field surveys were completed for 37 of these industries, and reports were published.
7. **Seventh Round (July 2016 - December 2017):** Included 56 industries (45 in Manufacturing, 4 in Mining, 3 in Plantation, and 4 in the Service Sector). The survey was completed for all 56 industries, with 10 reports released with the Ministry's approval.

Tables 2.10(a) and 2.10(b) provide trends in average daily wage rates and earnings for the industries covered in the seventh round of the Occupational Wage Survey.

Table 2.10(a)
Trend in Average Daily Wage Rates (Rs.) under Occupational Wage Survey

Sl. No.	Industry	Round Number	Minimum Wage Rate	Maximum Wage Rate	Overall
1.	2.	3.	4.	5.	6.
1.	Cotton Textile	VII	263.16	376.20	319.68
2.	Wollen Textile	VII	355.36	435.30	395.33
3.	Silk Textile	VII	299.30	419.35	359.33
4.	Synthetic Textile	VII	312.51	494.60	403.55
5.	Jute Textile	VII	288.07	463.05	375.56
6.	Textile Garment	VII	309.98	350.33	330.16
7.	Coffee Plantation	VII	262.17	270.74	266.46
8.	Rubber Plantation	VII	396.32	441.95	419.13
9.	Tea Plantation	VII	139.52	143.63	141.57
10.	Tea Processing	VII	170.20	188.91	179.55
11.	Electricity Generation & Distribution	VII	816.31	1455.77	1136.04
12.	Railways	VII	788.06	1992.34	1390.21
13.	Public Motor Transport	VII	658.48	1264.42	961.45
14.	Ports & Docks	VII	745.36	1077.33	911.35
15.	Iron & Steel	VII	285.91	491.83	388.87
16.	Casting & Forgings	VII	366.82	477.42	422.12
17.	Agricultural Implements	VII	573.81	675.57	624.69
18.	Textile Machinery	VII	367.63	541.83	454.73
19.	Machine Tools	VII	373.82	459.52	416.68
20.	Electrical Industrial Machinery	VII	302.82	399.85	351.33
21.	Electrical Apparatus	VII	304.17	368.59	336.38
22.	Boilers	VII	321.46	396.23	358.84
23.	Aluminium	VII	299.21	344.43	321.83
24.	Sugar	VII	493.89	585.67	539.78
25.	Oils & Fats	VII	294.23	359.26	326.74
26.	Edible Nuts	VII	266.43	290.85	278.65
27.	Tobacco	VII	138.01	152.00	145.01
28.	Paper	VII	380.19	457.59	418.89
29.	Printing/Publishing	VII	319.09	442.58	380.84
30.	Milk Products	VII	401.66	589.03	495.35

31	Soft Drinks	VII	327.41	375.57	351.49
32	Plastic Articles	VII	325.31	385.07	355.19
33	Ship Building	VII	455.38	645.31	550.35
34	Locomotives	VII	355.13	459.15	407.14
35	Motor Vehicles	VII	376.13	468.93	422.53
36	Motor Cycles	VII	397.49	444.52	421.01
37	Bicycles/Rickshaws	VII	321.12	354.12	337.63
38	Aircraft	VII	387.66	659.20	523.43
39	Domestic Appliances	VII	355.25	425.50	390.38
40	Television	VII	323.87	378.22	351.04
41	Computer	VII	325.50	490.39	407.94
42	Watches	VII	319.71	372.62	346.17
43	Footwear	VII	309.66	365.60	337.63
44	Petroleum Refinery	VII	631.22	786.90	709.06
45	Chemicals & Gases	VII	314.81	409.54	362.17
46	Fertilizer	VII	680.63	902.46	791.55
47	Drugs & Medicines	VII	342.56	400.23	371.40
48	Soaps & Detergents	VII	334.35	379.20	356.77
49	Match	VII	244.95	334.78	289.87
50	Glass & Products	VII	351.84	382.29	367.07
51	Cement	VII	454.24	506.24	480.24
52	Tyres & Tubes	VII	364.10	475.30	419.70
53	Coal Mines	VII	1063.24	1613.08	1338.16
54	Iron Ore Mines	VII	513.13	887.13	700.13
55	Manganese mines	VII	559.12	866.71	712.92
56	Oil Mines	VII	706.95	1529.75	1118.35

Table 2.10(b)

Sex-wise Average Daily Earnings of Workers under Occupational Wage Survey

Sl. No.	Industry	Round Number	Average Daily Earnings (In Rs.)				
			Men	Women	Adole-scents	Children	Overall
1.	2.	3.	4.	5.	6.	7.	8.
1.	Cotton Textile	VII	380.92	314.40	-	-	363.97
2.	Wollen Textile	VII	460.35	379.55	-	-	457.17
3.	Silk Textile	VII	500.10	525.19	-	-	502.56
4.	Synthetic Textile	VII	425.08	252.92	-	-	409.36
5.	Jute Textile	VII	422.27	259.52	-	-	412.08
6.	Textile Garment	VII	357.64	318.31	-	-	340.96
7.	Coffee Plantation	VII	297.97	279.70	-	-	287.63
8.	Rubber Plantation	VII	448.96	410.32	-	-	430.64
9.	Tea Plantation	VII	158.99	151.07	127.00	-	154.17
10.	Tea Processing	VII	205.81	207.94	-	-	206.30
11.	Electricity Gen.	VII	1173.70	1085.85	-	-	1171.79
12.	Railways	VII	1419.92	1162.30	-	-	1401.34
13.	Public Motor Tpt.	VII	879.72	722.66	-	-	874.45
14.	Ports & Docks	VII	926.16	724.47	-	-	919.94
15.	Coal Mines	VII	1515.11	1404.72	-	-	1513.37
16.	Iron Ore Mines	VII	792.71	375.78	-	-	774.09
17.	Manganese Mines	VII	779.51	685.18	-	-	768.55
18.	Oil Mines	VII	1470.81	-	-	-	1470.81
19.	Iron and Steel	VII	474.25	353.68	-	-	473.51

20	Casting and Forgings	VII	516.60	312.70	-	-	512.90
21	Agricultural Imp.	VII	763.16	401.00	-	-	760.54
22	Textile Machinery	VII	619.01	521.73	-	-	614.47
23	Machine Tools	VII	510.20	376.09	-	-	507.89
24	Electrical Ind. Mach	VII	444.42	352.69	-	-	436.95
25	Electrical Apparatus	VII	394.05	291.72	-	-	382.64
26	Boilers	VII	413.70	315.39	-	-	410.94
27	Aluminium	VII	362.53	307.06	-	-	358.64
28	Sugar	VII	706.55	305.00	-	-	706.44
29	Oils & Fats	VII	386.44	278.95	-	-	383.24
30	Edible Nuts	VII	294.31	249.69	-	-	263.74
31	Tobacco	VII	157.44	179.63	-	-	170.03
32	Paper	VII	542.11	338.08	-	-	526.20
33	Printing/Publishing	VII	479.27	344.57	-	-	465.00
34	Milk Products	VII	581.21	515.68	-	-	577.71
35	Soft Drinks	VII	400.25	250.07	-	-	382.14
36	Plastic Articles	VII	389.08	328.02	-	-	385.08
37	Ship Building	VII	625.21	928.53	-	-	660.78
38	Locomotives	VII	468.64	343.56	-	-	467.22
39	Motor Vehicles	VII	572.62	312.54	-	-	550.06
40	Motor Cycles	VII	560.52	387.51	-	-	550.09
41	Bicycles/Rickshaws	VII	310.70	226.40	-	-	306.11
42	Aircraft	VII	878.96	553.40	-	-	871.90
43	Domestic Appliances	VII	451.87	325.93	-	-	436.04
44	Television	VII	622.82	485.40	-	-	598.32
45	Computer	VII	523.79	425.86	-	-	504.20
46	Watches	VII	377.42	378.32	-	-	377.78
47	Footwear	VII	340.21	294.22	-	-	324.38
48	Petroleum Refinery	VII	883.46	658.82	-	-	882.02
49	Chemicals & Gases	VII	472.35	345.04	-	-	471.14
50	Fertilizer	VII	964.28	426.61	-	-	944.61
51	Drugs & Medicines	VII	411.61	314.73	-	-	402.05
52	Soaps & Detergents	VII	453.77	285.51	-	-	424.73
53	Match	VII	528.20	290.86	-	-	339.70
54	Glass & Products	VII	397.92	311.84	-	-	393.23
55	Cement	VII	527.64	234.64	-	-	518.03
56	Tyres & Tubes	VII	700.96	299.95	-	-	697.21

9. INDEX NUMBERS OF WAGE RATES (WRI)

Wage Rate Index Numbers (WRIs) track the relative changes in wage rates over time. The Labour Bureau has been compiling these indices for selected industries since 1969. Initially, WRIs were calculated for twelve manufacturing industries. However, in 1976, the scope was expanded to include nine additional industries: three plantations, four mining, and two manufacturing sectors.

Wage Rate Index Series (Base 1963-65=100)

For the base year of 1963-65 = 100, wage rate data were sourced from the Second Occupational Wage Survey conducted by the Labour Bureau during 1963-65. Industries were chosen based on their significance to the national economy and employment levels in

the base year. The fourteen selected manufacturing industries represented about 67% of total employment in the Manufacturing Sector. Four mining industries together accounted for nearly 95% of Mining Sector employment, and three selected plantation industries encompassed almost all employment in the Plantation Sector. In these industries, the chosen occupations represented 75% or more of total employment.

For constructing WRIs, wage rates include the sum of basic wages and dearness allowance for workers receiving both components. For others, the consolidated earnings are used. Data were collected from sample units via mailed questionnaires for January and July of each year, focusing on adult workers. Personal visits were made if responses were not received on time.

WRIs are calculated based on the average of the minimum and maximum wage rates for each occupation in selected industries. For time-rated workers with defined pay scales, the minimum wage rate includes the minimum scale point plus dearness allowance, while the maximum rate includes the maximum scale point plus dearness allowance. For other workers, minimum and maximum wage rates reflect actual consolidated amounts. Monthly, fortnightly, and weekly wage rates are converted to per-day rates by dividing by 26, 12, and 6, respectively.

Weights for WRIs are based on employment in each occupation in the base year, derived from the Second Occupational Wage Survey.

Wage Rate Index Series (Base 2016=100)

Given that the base year of 1963-65 for WRIs is now nearly six decades old, it was necessary to update it to a more current year. Changes in technology, industry patterns, and the emergence of new industries have made an updated index more relevant. The Study Group on Labour Statistics, chaired by Prof. L.K. Deshpande, recommended updating the index numbers to reflect current economic conditions and incorporating methodological improvements.

Consequently, the Government of India established a Technical Advisory Committee (TAC) to oversee the revision of the WRI base. The updated index will cover Manufacturing, Mining, and Plantation sectors, expanding from 21 to 37 industries based on their employment share and growth potential as per the Seventh Occupational Wage Survey. These 37 industries account for 80% of estimated employment in these sectors. The new WRI series will include half-yearly (point-to-point) data.

The indices are calculated using the Laspeyres formula, comparing the weighted average of current-year wages to those of the base year, with base-year employment serving as weights.

Data for the updated WRI, with reference dates of 01.07.2016 (base year), 01.01.2020, 01.07.2020, 01.01.2021, 01.07.2021, and 01.01.2022, are provided in Tables 2.11 (d) and (e). Table 2.11 (f) includes data for 01.01.2020 and 01.07.2020.

Table 2.11 (a)
Index Numbers of Wage Rates for the year 1969, 1976 and 2013 to 2016 (As in January)
(Base: 1963-65 = 100)

Sl. No	Industry /Stratum	1969	1976	2013	2014	2015	2016	%age Variation in 2016 over 2015
1	2	3	4	5	6	7	8	9
A	Manufacturing Ind.(1-12)	150.5	324.5	6954.2	7496.7	7622.6	7659.3	0.48
	Manufacturing Ind.((1-14)	-	320.6	6778.3	7312.0	7432.4	7468.4	0.48
1.	Cotton Textiles	145.8	283.5	4688.7	4923.9	4958.5	4975.3	0.34
	(i) Howrah & Kolkata	162.4	366.2	4322.4	4486.0	4491.6	4491.6	0.00
	(ii) Coimbatore	140.3	319.4	4900.2	5501.9	5497.0	5663.1	3.02
	(iii) Bangalore	129.4	283.7	4814.5	5520.2	5671.9	5671.9	0.00
	(iv) Ahmedabad	142.4	256.4	3801.6	3963.6	3963.6	3963.6	0.00
	(v) Mumbai & Suburbs	150.1	284.8	4595.4	4777.5	4777.5	4777.5	0.00
	(vi) Nagpur	140.4	305.5	3876.0	4030.2	4030.2	4030.2	0.00
	(vii) Indore	143.4	287.4	3126.3	3220.0	3220.0	3220.0	0.00
	(viii) Kanpur	134.5	290.5	3306.1	3405.2	3405.2	3405.2	0.00
	(ix) Residual	146.4	312.2	5234.1	5461.4	5601.3	5614.4	0.23
2.	Cement	160.7	410.1	7153.4	7520.5	8023.7	7952.3	-0.89
3.	Cigarette Factories	170.7	381.8	9447.8	10382.5	10406.9	10936.2	5.09
4.	Hydrogenated Oil	136.5	259.3	4978.2	5179.6	5179.6	5179.6	0.00
5.	Jute Textiles	156.4	385.2	7671.6	8621.5	8646.4	8659.5	0.15
	(i) West Bengal	155.6	394.7	7727.7	8724.4	8724.4	8724.4	0.00
	(ii) Residual	167.9	370.6	6931.1	7262.1	7616.0	7802.8	2.45
6.	Electrical Machinery	144.4	366.8	6582.6	6868.9	7265.1	7254.0	-0.15
7.	Match Factories	148.3	259.4	4860.7	5045.4	5045.8	5043.5	-0.05
8.	Paper & Paper Products	163.4	358.1	7962.1	8274.9	8600.1	8743.7	1.67
9.	Railway Workshops	149.0	314.4	15464.5	17363.5	17593.0	17553.2	-0.23
10.	Smelting & Refining	163.9	357.4	5494.8	5681.5	5681.5	5681.5	0.00
11.	Soap Factories	159.5	331.6	7052.0	7365.3	7389.5	7504.6	1.56
12.	Sugar	159.1	376.6	9560.4	10069.1	10508.1	10789.9	2.68
	(i) Bihar	163.5	411.1	11656.1	12573.3	13065.6	13059.9	-0.04
	(ii) Uttar Pradesh	161.5	344.1	8015.8	8399.4	8754.4	8909.5	1.77
	(iii) Residual	152.5	347.4	11557.8	12091.8	12674.1	13381.7	5.58
13.	Silk Textiles	-	268.8	4407.8	4566.1	4616.5	4679.9	1.37
	(i) Surat	-	292.7	4884.7	5051.0	5063.0	5080.8	0.35
	(ii) Amritsar	-	272.2	3874.6	3990.8	3990.8	3990.8	0.00
	(iii) Bhiwandi	-	255.8	3532.5	3638.5	3638.5	3638.5	0.00
	(iv) Bangalore	-	226.3	5745.5	5886.4	5885.9	5920.2	0.58
	(v) Mumbai & Suburbs	-	295.9	3369.8	3468.1	3469.4	3472.4	0.09
	(vi) Residual	-	233.1	5383.7	5634.0	5811.2	6024.3	3.67
14.	Woollen Textiles	-	257.2	3878.4	4878.9	4896.0	4831.0	-1.33
B	Mining Sector	-	391.2	9399.9	9822.1	9948.9	9933.4	-0.16
15.	Coal Mines	-	404.0	8973.3	9283.2	9283.2	9283.2	0.00
16.	Iron Ore Mines	-	343.4	8883.0	9038.0	9464.9	9450.3	-0.15
17.	Manganese Mines	-	314.2	16867.8	18993.4	20495.3	20278.9	-1.06
18.	Mica Mines	-	283.7	5104.8	5534.2	5485.3	5479.4	-0.11
C	Plantation Sector	-	198.5	4447.5	4670.4	4871.5	5700.3	17.01
19.	Coffee Plantations	-	307.3	7988.2	8709.0	8592.2	10617.8	23.57
20.	Rubber Plantations	-	489.2	11884.4	12668.5	14033.3	15351.2	9.39
21.	Tea Plantations	-	178.9	3862.5	4015.7	4221.6	4905.5	16.20
	(i) North-East India	-	150.5	3252.9	3441.3	3604.5	4158.8	15.38
	(ii) South India	-	335.1	6573.3	6569.9	6966.1	8226.0	18.09
	All Industries	150.5	290.9	6427.0	6835.4	6984.4	7282.9	4.27

Note: Industries from Sl. No. 13 to 21 were added in 1976.

Table 2.11 (b)
Average Daily Wage Rates (Absolute) By Industry & Stratum during 1963-65,
1969, 1976 and 2013 to 2016 (Rs.)

Sl.No.	Industry/Stratum	1963-65	1969	1976	2013	2014	2015	2016
1	2	3	4	5	6	7	8	9
A	Manufacturing Ind.(1-12)	4.86	7.28	15.58	330.70	356.26	361.75	363.16
	Manufacturing Ind.((1-14)	4.86	-	15.39	322.07	347.30	352.54	353.91
1.	Cotton Textiles	5.46	7.96	15.43	252.78	265.41	266.91	267.81
	(i) Howrah & Kolkata	3.76	6.11	13.65	162.55	168.70	168.91	168.91
	(ii) Coimbatore	5.66	7.94	18.10	277.72	311.62	311.34	320.75
	(iii) Bangalore	4.63	5.99	13.47	222.84	255.51	262.53	262.53
	(iv) Ahmedabad	6.81	9.70	17.41	257.89	268.78	268.78	268.78
	(v) Mumbai & Suburbs	6.27	9.41	17.85	288.26	299.69	299.69	299.69
	(vi) Nagpur	5.30	7.44	16.18	205.29	213.46	213.46	213.46
	(vii) Indore	5.12	7.43	14.72	160.03	164.83	164.83	164.83
	(viii) Kanpur	5.12	6.89	14.73	168.02	173.06	173.06	173.06
	(ix) Residual	4.51	6.60	14.05	235.50	245.73	252.03	252.61
2.	Cement	4.50	7.23	18.47	322.16	338.69	361.36	358.14
3.	Cigarette Factories	4.90	8.36	18.72	463.35	509.19	510.38	536.34
4.	Hydrogenated Oil	5.11	6.98	13.25	254.38	264.67	264.67	264.67
5.	Jute Textiles	3.68	5.76	14.18	282.50	317.59	318.43	318.88
	(i) West Bengal	3.71	5.77	14.61	286.08	322.98	322.98	322.98
	(ii) Residual	3.39	5.69	12.58	235.17	246.40	258.41	264.75
6.	Mfg. of Electrical Machinery	5.07	7.32	18.60	333.90	348.43	368.52	367.96
7.	Match Factories	3.43	5.09	8.72	166.57	172.89	172.91	172.83
8.	Paper & Paper Products	3.72	6.08	13.30	296.06	307.70	319.79	325.13
9.	Railway Workshops	5.50	8.20	18.55	850.17	954.57	967.19	965.00
10.	Smelting & Refining	5.17	8.47	18.47	283.92	293.57	293.57	293.57
11.	Soap Factories	5.13	8.18	17.01	361.69	377.76	379.01	384.91
12.	Sugar	3.33	5.30	12.56	322.58	339.64	354.52	364.53
	(i) Bihar	3.23	5.28	13.27	376.60	406.24	422.14	421.96
	(ii) Uttar Pradesh	3.19	5.15	10.98	256.19	268.45	279.79	284.75
	(iii) Residual	3.71	5.29	12.88	428.97	448.79	470.40	496.66
13.	Silk Textiles	4.61	-	12.49	199.41	206.45	208.48	211.03
	(i) Surat	4.46	-	13.08	218.09	225.52	226.06	226.85
	(ii) Amritsar	4.44	-	12.10	172.22	177.39	177.39	177.39
	(iii) Bhiwandi	4.92	-	12.56	173.73	178.94	178.94	178.94
	(iv) Bangalore	2.65	-	6.00	157.01	160.86	160.84	161.78
	(v) Mumbai & Suburbs	5.59	-	16.56	188.30	193.79	193.86	194.03
	(vi) Residual	3.99	-	9.47	214.77	224.75	231.82	240.32
14.	Woollen Textiles	5.06	-	13.00	194.86	246.69	247.59	244.20
B.	Mining Sector	4.18	-	16.57	383.59	398.82	401.71	401.39
15.	Coal Mines	4.49	-	18.13	402.82	416.74	416.74	416.74
16.	Iron Ore Mines	3.06	-	10.49	271.91	276.65	289.72	289.27
17.	Manganese Mines	2.04	-	6.42	345.24	389.87	420.70	416.26
18.	Mica Mines	2.23	-	6.30	113.68	123.25	122.16	122.02
C.	Plantation Sector	2.32	-	4.47	97.32	102.13	106.75	124.52
19.	Coffee Plantations	1.57	-	4.82	125.32	136.63	134.80	166.58
20.	Rubber Plantations	1.81	-	8.86	215.25	229.45	254.17	278.04
21.	Tea Plantations	2.42	-	4.32	91.16	95.00	99.81	115.88
	(i) North-East India	2.50	-	3.76	81.27	85.98	90.05	103.90
	(ii) South India	2.06	-	6.89	135.16	135.09	143.23	169.14
	All Industries	3.87	7.28	11.85	255.65	272.19	276.82	283.52

Note : Industries from Sl. No. 13 to 21 were added in 1976.

Table 2.11 (c)
Average Daily Real Wage Rates at 1960 prices during 1963-65, 1969, 1976
and 2013 to 2016 (in Rs.)

S.No.	Industry/Stratum	1963-65	1969	1976	2013	2014	2015	2016
1	2	3	4	5	6	7	8	9
A	Manufacturing (1-12)	3.92	4.16	5.26	6.25	6.32	6.07	5.81
	Manufacturing (1-14)	3.92	-	5.20	6.08	6.16	5.92	5.66
1.	Cotton Textiles	4.40	4.55	5.21	4.77	4.71	4.48	4.28
	(i) Howrah & Kolkata	3.03	3.49	4.61	3.07	2.99	2.84	2.70
	(ii) Coimbatore	4.56	4.54	6.11	5.24	5.53	5.23	5.13
	(iii) Bangalore	3.73	3.42	4.55	4.21	4.53	4.41	4.20
	(iv) Ahmedabad	5.49	5.54	5.88	4.87	4.77	4.51	4.30
	(v) Mumbai & Suburbs	5.06	5.38	6.03	5.44	5.32	5.03	4.79
	(vi) Nagpur	4.27	4.25	5.47	3.88	3.79	3.58	3.41
	(vii) Indore	4.13	4.25	4.97	3.02	2.92	2.77	2.64
	(viii) Kanpur	4.13	3.94	4.98	3.17	3.07	2.90	2.77
	(ix) Residual	3.64	3.77	4.75	4.45	4.36	4.23	4.04
2.	Cement	3.63	4.13	6.24	6.08	6.01	6.07	5.73
3.	Cigarette Factories	3.95	4.78	6.32	8.75	9.03	8.57	8.58
4.	Hydrogenated Oil	4.12	3.99	4.48	4.80	4.69	4.44	4.23
5.	Jute Textiles	2.97	3.29	4.79	5.34	5.63	5.34	5.10
	(i) West Bengal	2.99	3.30	4.94	5.40	5.73	5.42	5.16
	(ii) Residual	2.73	3.25	4.25	4.44	4.37	4.34	4.23
6.	Mfg. of Electrical Machinery	4.09	4.18	6.28	6.31	6.18	6.19	5.88
7.	Match Factories	2.77	2.91	2.95	3.15	3.07	2.90	2.76
8.	Paper & Paper Products	3.00	3.47	4.49	5.59	5.46	5.37	5.20
9.	Railway Workshops	4.44	4.69	6.27	16.06	16.93	16.23	15.43
10.	Smelting & Refining	4.17	4.84	6.24	5.36	5.21	4.93	4.69
11.	Soap Factories	4.14	4.67	5.75	6.83	6.70	6.36	6.15
12.	Sugar	2.69	3.03	4.24	6.09	6.02	5.95	5.83
	(i) Bihar	2.60	3.02	4.48	7.11	7.21	7.09	6.75
	(ii) Uttar Pradesh	2.57	2.94	3.71	4.84	4.76	4.70	4.55
	(iii) Residual	2.99	3.02	4.35	8.10	7.96	7.90	7.94
13.	Silk Textiles	3.72	-	4.22	3.77	3.66	3.50	3.37
	(i) Surat	3.60	-	4.42	4.12	4.00	3.79	3.63
	(ii) Amritsar	3.58	-	4.09	3.25	3.15	2.98	2.84
	(iii) Bhiwandi	3.97	-	4.24	3.28	3.17	3.00	2.86
	(iv) Bangalore	2.14	-	2.03	2.97	2.85	2.70	2.59
	(v) Mumbai & Suburbs	4.51	-	5.59	3.56	3.44	3.25	3.10
	(vi) Residual	3.22	-	3.20	4.06	3.99	3.89	3.84
14.	Woollen Textiles	4.08	-	4.39	3.68	4.38	4.16	3.90
	B. Mining Sector	3.37	-	5.60	7.24	7.07	6.74	6.42
15.	Coal Mines	3.62	-	6.13	7.61	7.39	6.99	6.66
16.	Iron Ore Mines	2.47	-	3.54	5.14	4.91	4.86	4.63
17.	Manganese Mines	1.65	-	2.17	6.52	6.92	7.06	6.66
18.	Mica Mines	1.80	-	2.13	2.15	2.19	2.05	1.95
	C. Plantation Sector	1.87	-	1.51	1.84	1.81	1.79	1.99
19.	Coffee Plantations	1.27	-	1.63	2.37	2.42	2.26	2.66
20.	Rubber Plantations	1.46	-	2.99	4.07	4.07	4.27	4.45
21.	Tea Plantations	1.95	-	1.46	1.72	1.68	1.68	1.85
	(i) North-East India	2.02	-	1.27	1.53	1.53	1.51	1.66
	(ii) South India	1.66	-	2.33	2.55	2.40	2.40	2.70
	All Industries	3.12	4.16	4.00	4.83	4.83	4.65	4.53

Note- Industries from Sl.No. 13 to 21 were added in 1976.

Table 2.11 (d)

Wage Rate Index:2020- Half Year 1 to 2022- Half Year 1 (Point to Point) (Base: 2016=100)

Sl. No.	Industry	2020	2020	2021	2021	2022
		H1	H2	H1	H2	H1
1	2	3	4	5	6	7
1	Sugar	131.0	129.8	122.9	124.7	127.2
2	Oils & Fats	122.9	125.5	145.9	155.7	167.0
3	Tobacco	113.2	120.3	110.8	111.4	110.0
4	Cotton Textiles	111.5	114.0	123.3	126.0	127.5
5	Woollen Textiles	111.7	111.9	123.0	125.5	127.7
6	Silk Textiles	122.7	120.5	139.6	139.7	141.3
7	Synthetic Textiles	109.7	112.0	126.9	127.4	128.1
8	Jute Textiles	128.0	127.9	128.8	128.8	128.8
9	Textile Garments	113.0	112.4	102.9	105.0	105.5
10	Paper	110.4	110.7	121.4	124.7	126.4
11	Printing/Publishing	121.1	121.8	137.3	136.3	136.8
12	Footwear	116.6	117.0	121.5	123.3	125.4
13	Petroleum	117.2	119.7	124.5	127.7	130.7
14	Chemical & Gases	117.0	120.8	140.1	150.3	154.2
15	Fertilizer	119.1	120.9	126.1	131.4	137.3
16	Drugs & Medicines	126.7	131.4	134.3	137.4	138.6
17	Soaps & Detergents	115.5	117.6	122.0	125.2	125.6
18	Match	114.3	116.0	127.1	130.3	133.0
19	Cement	114.2	117.9	108.1	108.3	108.9
20	Iron & Steel	121.3	123.9	136.4	139.4	143.7
21	Casting & Forgings	109.5	111.3	116.4	121.5	134.0
22	Electrical Ind Mach	123.7	124.3	136.0	136.0	138.4
23	Electrical Apparatus	116.2	120.6	133.2	136.5	137.1
24	Locomotives	112.5	114.8	113.3	116.0	117.1
25	Motor Vehicles	121.0	124.0	140.0	143.3	147.2
26	Motor Cycles	125.6	128.1	143.4	158.9	161.9
27	Tea Processing	124.5	127.6	126.1	132.0	134.5
28	Tyres & Tubes	120.7	123.0	111.3	112.1	112.1
29	Milk Products	120.9	122.8	128.4	128.3	130.9
30	Plastic Articles	114.5	115.6	117.9	119.8	119.8
31	Coal Mines	114.0	116.3	112.7	113.2	113.8
32	Iron Ore Mines	123.4	122.9	122.7	124.6	124.7
33	Manganese Mines	112.0	114.5	102.3	104.6	106.8
34	Oil Mining	116.6	117.4	140.5	143.4	145.4
35	Coffee Plantation	125.4	124.8	122.5	122.6	124.8
36	Rubber Plantation	109.8	106.7	106.0	106.2	107.5
37	Tea Plantation	127.9	127.7	129.8	138.1	140.6
A.	Manufacturing Sector	117.6	119.6	126.5	129.5	132.2
B.	Mining Sector	114.6	116.7	115.0	115.8	116.5
C.	Plantation Sector	126.9	126.5	128.2	135.8	138.1
All Industries		117.8	119.7	125.3	128.4	130.8

Table 2.11 (e)
Absolute Wage Rates: 2020- Half Yearly 1 to 2022- Half Yearly 1 (Point to Point)
(Base: 2016=100)

Sl. No.	Industry	2020	2020	2021	2021	2022
		H1	H2	H1	H2	H1
1	2	3	4	5	6	7
1	Sugar	701.1	694.9	658.1	667.5	681.2
2	Oils & Fats	420.8	429.6	499.4	532.9	571.8
3	Tobacco	300.6	319.5	294.1	295.6	292.0
4	Cotton Textiles	427.6	436.9	472.8	483.2	489.0
5	Woollen Textiles	429.6	430.1	472.8	482.5	491.1
6	Silk Textiles	500.7	491.6	569.7	570.2	576.5
7	Synthetic Textiles	443.1	452.7	512.9	514.7	517.7
8	Jute Textiles	669.2	698.5	703.7	703.7	703.5
9	Textile Garments	420.7	418.6	383.1	391.0	392.7
10	Paper	480.7	482.1	528.8	542.7	550.6
11	Printing/Publishing	457.2	459.6	518.3	514.4	516.3
12	Footwear	411.2	412.5	428.6	434.8	442.0
13	Petroleum	690.8	705.3	733.8	752.9	770.3
14	Chemical & Gases	355.0	366.4	449.3	455.9	467.8
15	Fertilizer	531.2	539.6	562.5	586.4	612.4
16	Drugs & Medicines	433.3	449.4	459.5	470.1	474.0
17	Soaps & Detergents	411.1	418.8	434.4	445.8	447.2
18	Match	193.3	196.2	214.9	220.4	225.0
19	Cement	505.0	521.3	477.9	479.0	481.5
20	Iron & Steel	486.7	496.9	547.2	559.1	576.4
21	Casting & Forgings	454.6	462.0	483.4	504.5	556.3
22	Electrical Ind Mach	418.9	420.8	460.4	460.5	468.6
23	Electrical Apparatus	393.4	408.4	451.0	462.1	464.2
24	Locomotives	476.1	485.8	479.6	491.1	495.9
25	Motor Vehicles	469.4	481.1	542.9	555.7	570.8
26	Motor Cycles	457.1	466.1	521.9	578.2	589.1
27	Tea Processing	237.0	243.0	240.0	251.3	256.1
28	Tyres & Tubes	717.8	731.7	662.3	666.7	667.0
29	Milk Products	625.1	634.6	663.9	663.0	676.9
30	Plastic Articles	390.0	394.0	401.9	408.2	408.3
31	Coal Mines	1696.4	1730.4	1676.6	1684.6	1693.7
32	Iron Ore Mines	681.8	679.4	678.3	688.4	689.2
33	Manganese Mines	830.4	849.2	758.7	775.9	791.7
34	Oil Mining	1069.0	1075.9	1287.3	1314.0	1332.3
35	Coffee Plantation	342.8	341.1	334.8	335.0	341.2
36	Rubber Plantation	437.5	425.2	422.2	422.9	428.3
37	Tea Plantation	194.0	193.7	196.9	209.5	213.2
A.	Manufacturing Sector	467.5	475.0	501.8	513.3	524.2
B.	Mining Sector	1574.6	1604.3	1571.8	1581.5	1591.0
C.	Plantation Sector	213.2	212.3	214.7	226.1	230.0
All Industries		576.1	585.5	604.1	615.4	625.7

Table 2.11 (f)

**Real Wages at 2001 prices: 2020- Half Yearly 1 to 2020- Half Yearly 2
(Point to Point) (Base: 2016=100)**

Sl. No.	Industry	2016 H2	2020	2020
			H1	H2
1	2	3	4	5
1	Sugar	191.2	212.5	206.8
2	Oils & Fats	122.3	127.5	127.9
3	Tobacco	94.8	91.1	95.1
4	Cotton Textiles	136.9	129.6	130.0
5	Woollen Textiles	137.3	130.2	128.0
6	Silk Textiles	145.7	151.7	146.3
7	Synthetic Textiles	144.3	134.3	134.7
8	Jute Textiles	195.1	211.9	207.9
9	Textile Garments	133.0	127.5	124.6
10	Paper	155.5	145.7	143.5
11	Printing/Publishing	134.8	138.5	136.8
12	Footwear	125.9	124.6	122.8
13	Petroleum	210.5	209.3	209.9
14	Chemical & Gases	108.3	107.6	109.1
15	Fertilizer	159.4	161.0	160.6
16	Drugs & Medicines	122.2	131.3	133.7
17	Soaps & Detergents	127.2	124.6	124.6
18	Match	60.4	58.6	58.4
19	Cement	158.0	153.0	155.2
20	Iron & Steel	143.3	147.5	147.9
21	Casting & Forgings	148.3	137.8	137.5
22	Electrical Ind Mach	120.9	126.9	125.2
23	Electrical Apparatus	121.0	119.2	121.6
24	Locomotives	151.2	144.3	144.6
25	Motor Vehicles	138.5	142.2	143.2
26	Motor Cycles	130.0	138.5	138.7
27	Tea Processing	68.0	71.8	72.3
28	Tyres & Tubes	212.5	217.5	217.8
29	Milk Products	184.6	189.4	188.9
30	Plastic Articles	121.7	118.2	117.3
31	Coal Mines	531.5	514.1	515.0
32	Iron Ore Mines	197.4	206.6	202.2
33	Manganese Mines	264.8	251.6	252.8
34	Oil Mining	327.3	324.0	320.2
35	Coffee Plantation	97.6	103.9	101.5
36	Rubber Plantation	142.3	132.6	126.6
37	Tea Plantation	54.2	58.8	57.7
	A. Manufacturing Sector	141.8	141.7	141.4
	B. Mining Sector	492.1	477.2	477.5
	C. Plantation Sector	60.7	64.6	63.2
	All Industries	176.1	174.6	174.3

10. LABOUR COST

The practice of offering paid holidays, social security benefits, and various other amenities to employees significantly impacts the Total Labour Cost. The main goals of collecting and disseminating Labour Cost data are to provide comparative information on Total Labour Cost across different industries and states, and to analyze the extent of expenses incurred by employers on social welfare and social security for the benefit of workers.

Labour Cost includes:

- I. **Wages/Salaries:** This covers all monetary compensation regularly paid to workers for their work during the accounting year.
- II. **Bonuses:** This includes profit-sharing bonuses, festival bonuses, year-end bonuses, and other less frequent bonuses or ex-gratia payments.
- III. **Provident and Other Funds:** This encompasses employer contributions to old age benefits like provident funds, pensions, gratuities, and other social security benefits such as Employees' State Insurance (ESI), work injury compensation, provident fund-linked insurance, and benefits for retrenchment and lay-offs.
- IV. **Workmen and Staff Welfare Expenses:** This includes expenditures on maternity benefits, crèches, and other employee benefits such as food, beverages, clothing, group lodging at reduced rates, educational and recreational facilities, and grants to trade unions and co-operative stores for employees. All group benefits are also included.

Tables 2.12 and 2.13 present Labour Cost data by component, categorized by industries and states/union territories. The data covers both Census and Sample Sectors for the year 2019-20.

Table 2.12
Average Labour Cost Per Manday Worked and its distribution in Industries
{3 digit level of NIC-2008} during 2019-20

Sl. No.	NIC Code	Average Labour Cost {in Rs.} Per Manday Worked during 2019-20				Average Labour Cost Per Manday Worked 2019-20
		Wages Salary	Bonus	Provident Fund	Welfare Expenses	
1	2	3	4	5	6	7
1	016	635.86	14.40	30.88	16.58	697.72
2	089	501.66	25.90	23.08	14.78	565.42
3	101	725.50	26.90	31.22	26.49	810.11
4	102	626.04	21.78	32.85	37.89	718.56
5	103	768.68	27.62	56.29	30.42	883.01
6	104	764.54	26.32	37.71	29.72	858.29
7	105	831.94	27.05	83.83	34.94	977.77
8	106	556.27	14.88	18.94	14.83	604.91

9	107	736.25	35.59	59.10	34.68	865.62
10	108	853.75	38.50	51.82	34.27	978.34
11	110	879.55	31.14	56.46	48.82	1015.97
12	120	229.54	32.09	19.22	7.12	287.97
13	131	614.42	24.33	39.28	23.22	701.24
14	139	700.42	29.01	44.42	27.45	801.30
15	141	652.15	29.97	50.85	23.40	756.37
16	142	249.77	26.21	27.44	3.23	306.64
17	143	544.91	34.63	35.20	18.95	633.69
18	151	631.66	39.38	42.67	29.15	742.85
19	152	648.70	34.11	54.95	30.19	767.96
20	161	442.90	12.40	12.38	11.08	478.75
21	162	727.89	25.84	41.08	19.16	813.97
22	170	850.22	33.93	52.62	43.85	980.62
23	181	1096.81	40.82	86.12	41.59	1265.35
24	191	917.45	34.15	71.08	64.73	1087.41
25	192	2223.80	123.16	241.91	240.75	2829.62
26	201	1391.96	50.91	127.65	109.58	1680.09
27	202	1152.13	42.89	92.01	74.96	1361.98
28	203	857.57	28.94	50.33	39.77	976.61
29	210	1332.24	51.66	90.91	61.41	1536.23
30	221	985.34	39.22	72.59	78.92	1176.07
31	222	830.09	31.65	48.07	34.74	944.55
32	231	902.03	46.85	57.98	47.08	1053.94
33	239	741.18	22.38	45.19	35.83	844.59
34	241	1161.55	38.97	97.80	52.14	1350.46
35	242	1413.83	50.34	156.08	119.93	1740.18
36	243	822.47	34.36	54.02	35.48	946.33
37	251	1070.35	38.78	86.81	58.27	1254.21
38	252	990.07	15.06	78.64	43.17	1126.94
39	259	859.12	32.60	53.43	39.90	985.05
40	261	1007.27	40.50	80.64	66.17	1194.57
41	262	5044.41	50.00	379.44	87.95	5561.82
42	263	1661.11	106.86	117.43	184.34	2069.74
43	264	1255.32	42.05	100.31	99.85	1497.54
44	265	1703.46	96.70	113.84	93.44	2007.45
45	266	2005.85	48.17	309.63	151.69	2515.33
46	267	1046.23	50.00	105.01	72.13	1273.37

47	268	1523.83	46.88	172.05	75.94	1818.70
48	271	1360.23	52.41	132.68	93.75	1639.07
49	272	998.60	32.65	76.30	94.20	1201.76
50	273	1045.11	31.25	59.04	58.05	1193.45
51	274	896.30	25.48	49.50	49.47	1020.74
52	275	942.76	40.81	71.28	52.07	1106.92
53	279	1237.88	53.72	122.51	77.39	1491.50
54	281	1356.57	54.19	97.17	86.36	1594.29
55	282	1250.45	52.68	90.12	81.91	1475.17
56	291	2429.53	96.36	158.81	256.32	2941.01
57	292	1378.22	33.87	98.81	82.21	1593.12
58	293	1030.19	38.23	66.36	88.38	1223.16
59	301	1713.42	100.13	143.06	91.76	2048.37
60	302	898.82	16.59	69.82	48.50	1033.73
61	303	1609.93	85.94	122.38	146.00	1964.25
62	304	1166.02	45.67	38.57	13.87	1264.12
63	309	1189.24	33.37	79.98	95.47	1398.06
64	310	1077.45	38.27	61.53	39.96	1217.20
65	321	947.50	37.43	44.45	33.19	1062.57
66	322	2046.69	120.47	76.81	186.84	2430.82
67	323	673.31	49.30	62.34	19.77	804.71
68	324	692.27	15.80	28.93	30.42	767.43
69	325	966.36	44.43	80.80	46.56	1138.15
70	329	629.67	25.76	40.75	20.46	716.64
71	331	1569.13	96.22	177.16	126.07	1968.58
72	332	1435.37	28.00	118.55	75.12	1657.05
73	351	1354.61	23.49	127.39	68.49	1573.97
74	352	1540.15	53.44	200.36	108.58	1902.53
75	353	1126.18	12.10	95.64	193.93	1427.85
76	360	777.08	15.10	38.70	31.04	861.92
77	370	850.48	36.66	41.31	40.43	968.89
78	381	639.11	12.66	23.98	37.51	713.25
79	382	770.73	27.17	43.98	39.09	880.97
80	383	599.51	29.80	45.76	29.01	704.08
81	400	823.65	32.77	54.35	40.09	950.86
All India		948.73	37.50	69.19	53.62	1109.05

Table 2.13
Average Labour Cost Per Manday Worked and its distribution in States during the year 2019-20

Sl. No.	State	Average Labour Cost {in Rs.} Per Manday Worked during 2019-20				Average Labour Cost Per Manday Worked 2019-20
		Wages Salary	Bonus	Provident Fund	Welfare Expenses	
1	2	3	4	5	6	7
1	Jammu & Kashmir	762.70	21.73	55.86	22.74	863.02
2	Himachal Pradesh	995.65	31.59	72.89	44.44	1144.58
3	Punjab	677.77	25.95	51.52	21.52	776.77
4	Chandigarh	1196.32	32.30	140.32	61.80	1430.74
5	Uttaranchal	854.57	21.61	54.60	38.37	969.15
6	Haryana	1104.14	30.45	68.68	57.18	1260.45
7	Delhi	1084.75	48.10	80.29	33.21	1246.36
8	Rajasthan	939.93	25.16	66.01	39.26	1070.36
9	Uttar Pradesh	912.07	32.75	63.83	40.07	1048.72
10	Bihar	624.84	18.26	42.64	43.05	728.80
11	Sikkim	1285.24	28.74	79.07	50.59	1443.65
12	Arunachal Pradesh	439.51	12.70	11.38	14.48	478.07
13	Nagaland	294.26	4.64	4.49	9.99	313.38
14	Manipur	280.82	1.87	2.53	6.75	291.97
15	Mizoram	348.82	2.44	3.32	6.11	360.70
16	Tripura	297.30	14.63	9.90	18.48	340.31
17	Meghalaya	981.85	6.36	36.35	38.44	1062.99
18	Assam	555.78	25.17	40.21	48.05	669.22
19	West Bengal	755.61	32.47	67.83	36.15	892.06
20	Jharkhand	1176.89	77.57	104.06	53.98	1412.51
21	Orissa	1025.46	27.87	96.11	60.72	1210.16
22	Chhattisgarh	1027.79	16.44	94.40	43.40	1182.04
23	Madhya Pradesh	891.86	29.55	72.47	43.14	1037.02
24	Gujarat	973.56	34.79	58.91	46.04	1113.30
25	Daman & Diu	856.32	37.85	48.91	27.02	970.10
26	D & Nagar Haveli	821.31	34.71	41.38	31.31	928.71
27	Maharashtra	1284.47	54.51	94.57	74.24	1507.79
28	Andhra Pradesh	825.34	27.32	61.78	57.42	971.85
29	Karnataka	1101.30	48.54	91.86	73.40	1315.09
30	Goa	1354.92	47.89	108.99	83.29	1595.09
31	Kerala	884.44	47.12	87.03	63.13	1081.71
32	Tamil Nadu	809.66	45.80	60.26	68.23	983.95
33	Pondicherry	949.75	36.79	70.49	89.08	1146.11
34	A & N Islands	744.93	30.17	46.66	26.18	847.94
35	Telangana	766.26	22.88	48.05	34.40	871.59
36	Ladakh	2694.97	10.22	480.70	280.34	3466.23
	All India	948.73	37.50	69.19	53.62	1109.05

CHAPTER 3

FAMILY INCOME AND EXPENDITURE SURVEYS AND CONSUMER PRICE INDEX NUMBERS

1. FAMILY INCOME AND EXPENDITURE SURVEYS

A (i) Industrial Workers

1. The Family Budget Survey in India originated from the need to address the deteriorating economic conditions of workers due to the sharp rise in prices during the First and Second World Wars. The survey was first conducted between 1943 and 1946 in 28 key industrial centers, following the recommendations of the Rau Court of Enquiry, which was established by the Government of India in 1940 to investigate the issue of dearness allowance. This survey later became mandatory for the Central and State Governments to maintain Cost of Living Indices under the Minimum Wages Act of 1948. The 7th International Conference of Labour Statisticians, held in 1949, adopted a resolution defining the objectives of family living studies and established new international standards. The Committee of Experts on the International Definition and Measurement of Standards and Levels of Living, jointly convened by the United Nations, the International Labour Organization, and UNESCO, with the cooperation of the FAO and the WHO, made further improvements in the field, emphasizing the importance of planning and conducting family living studies for a comprehensive measurement of actual family living conditions.

2. Subsequently, several State Governments and the Labour Bureau of the Government of India conducted Family Budget Surveys in various centers to compile Consumer Price Index Numbers. To introduce a uniform and scientific procedure for conducting such surveys across the country, the Labour Bureau conducted a Family Living Survey at 50 centers nationwide during 1958-59. The weighting diagram derived from the survey results was used to compile Consumer Price Index Numbers for Industrial Workers, with a base year of 1960=100, for each of the 50 centers. An all-India index was also compiled as a weighted average of the centers' indices.

3. During the survey, in addition to data on income, expenditure, and consumption, data were collected from sampled families on other components of living standards, such as education, housing conditions, employment, working and service conditions, savings, assets, and indebtedness. Center-wise analytical reports for all 50 centers were published, along with a General Report discussing the technical details of the survey and providing inter-center comparisons of key aspects. Similar surveys were also conducted in Tripura (1960-61), Himachal Pradesh (1964-65), Bhilwara (1965), Bhilai (1965), Chhindwara (1965), Kothagudem (1965), Rourkela (1965), and Goa (1966-67). However, these centers did not form part of the all-India index.

4. In 1981-82, the Labour Bureau conducted the Working Class Family Income and Expenditure Survey at 70 important industrial centers to derive a new set of weighting diagrams for compiling Consumer Price Index Numbers for individual centers, as well as an all-India average index based on the latest consumption patterns of the working class. In addition to the three sectors of employment (factories, mines, and plantations) covered in the 1958-59 survey, four more sectors—(i) Railways, (ii) Motor Transport Undertakings, (iii) Electricity Generating and Distributing Establishments, and (iv) Ports & Docks—were included in the 1981-82 survey. The technical details of the survey were finalized by the Labour Bureau under the guidance of the Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL), which was constituted by the Government of India to provide guidance on such matters. The survey was also conducted in six additional centers to update the old series of Consumer Price Index Numbers to a base year of 1982=100. Extensive consultations were held with index users, including employers, employees, and State Governments, on various aspects of the survey, both before its commencement and before the release of Consumer Price Index Numbers based on the 1982=100 series. Linking factors between the old and new series were determined following a decision made at the National Level Tripartite Meeting of Index Users, chaired by the Union Labour Minister on October 6, 1988. This series of Consumer Price Index Numbers, with a base year of 1982=100, was released in December 1988, starting with the index for October 1988.

5. During 1999-2000, the NSSO, on behalf of the Labour Bureau, conducted the Working Class Family Income and Expenditure Survey at 78 important industrial centers to derive a new set of weighting diagrams for compiling Consumer Price Index Numbers for individual centers and an all-India average index based on the latest consumption patterns of the working class. The Labour Bureau, under the guidance of TAC on SPCL, undertook the entire exercise of updating the series. The results were tabulated by the Regional Computer Centre, now known as DOEACC Center, Chandigarh, based on the Tabulation Plan & Estimation Procedures provided by the Bureau. The weighting diagram (average consumption pattern) was derived for all 78 centers, and indices were compiled using prices from the calendar year 2001 as the base prices, with the help of software developed by DOEACC, Chandigarh. The technical details and indices were thoroughly examined and approved by TAC on SPCL, chaired by the Director General of the Central Statistical Organization. The new series, with a base year of 2001=100, replaced the old series (base 1982=100) starting with the index for January 2006.

6. An Index Review Committee, chaired by Prof. G.K. Chadha, former Vice-Chancellor of Jawaharlal Nehru University and Member of the Prime Minister's Economic Advisory Council, with representatives from Trade Unions and Employers' Organizations, was set up on November 17, 2006, to examine various aspects of the new CPI(IW) series with a base year of 2001=100. The Committee held seven meetings in different locations across

the country—Shimla, New Delhi (twice), Chennai, Mumbai, Dhanbad, and Mysore—and submitted its report on March 20, 2009.

7. According to the recommendations of the International Labour Organisation, Family Living Surveys should be conducted at intervals not exceeding 10 years to revise the base of the Consumer Price Index Numbers. However, due to administrative reasons, the scheme for base revision of the CPI series, which was scheduled to start in 2011-12, could only commence in 2015-2016. The fieldwork for the new Working Class Family Income & Expenditure Survey (WCFI & ES) at 88 centers was undertaken by the NSO in 2016. The Labour Bureau, under the guidance of TAC on SPCL, managed the entire process of updating the series. The weighting diagram (average consumption pattern) was derived for all 88 centers based on the survey results. The indices were compiled using prices from the calendar year 2016, with software developed by NIELIT, Chandigarh.

8. The sample size for the Working Class Family Income & Expenditure Survey, which forms the basis for deriving the weighting diagrams, increased to 48,384 families from 41,040 families in the 2001 series. The number of items directly included in the index basket also increased to 465 items from 392 items in the 2001 series. Similarly, the number of markets and centers, which were 289 and 78 in the old series, increased to 317 and 88, respectively, under the 2016 series. A Repeat House Rent Survey was conducted in six-monthly rounds at all 88 centers to collect data on house rent and related changes for compiling house rent indices.

9. Various technical issues, such as sector coverage, center selection, sample size determination, and the conduct of the working-class family income and expenditure survey, were discussed in detail and decided by technical bodies. For this purpose, TAC on SPCL, a Group of TAC on SPCL, and the Standing Tripartite Committee (STC) were constituted by the Government of India. The recommendations of the Sub-Group were presented to TAC on SPCL for consideration and approval in its 67th meeting held on January 28, 2020, where TAC approved the base revision of CPI-IW to 2016=100. Subsequently, the STC, chaired by the Principal Labour & Employment Adviser, Ministry of Labour & Employment, with members/representatives from Central Trade Unions/Workers' Representatives, Employers' Organizations, Independent Members, Women's Organizations, representatives from Central and State Governments, etc., also concurred with the methodology for compiling the indices during its meeting held on February 27, 2020. Following this, the National Tripartite Forum, consisting of national-level leaders from Trade Unions, Employers' Organizations, and Central Ministries/State Government Departments, was consulted regarding the CPI-IW methodology. Finally, the updated CPI-IW series with a base year of 2016=100 was released by the Hon'ble Minister of State for Labour & Employment (I/C) on October 22, 2020, along with the index for September 2020.

A (ii) Urban Population

1. The National Statistical Commission (NSC) in its 2001 report noted that CPI numbers catering to specific population segments could be considered partial indices that do not accurately reflect the true price behavior and the effects of price fluctuations on the goods and services consumed by the general population over time. Therefore, the Commission recommended compiling a CPI for both rural and urban areas. This recommendation was further endorsed by the Standing Committee on Finance (2009-10) (15th Lok Sabha, 6th Report on Inflation and Price Rise), which urged the Government to act on this recommendation without further delay and expedite the compilation of a nationwide Consumer Price Index for urban and rural areas as a prelude to formulating a national CPI. In response to these recommendations, the Central Statistics Office (CSO) began compiling a new series of CPI for the entire urban population (CPI-U), the entire rural population (CPI-Rural), and the entire population (Urban+Rural), known as CPI (Combined), reflecting changes.

2. The weighting diagram (consumption pattern) of the CPI-U (2010=100) were derived on the basis of average monthly consumer expenditure of an urban household obtained from Consumer Expenditure Survey data (2004-05) of 61st Round of National Sample Survey (NSS). All cities/towns having population (2001 Census) more than 9 lakh and all State/UT capitals not covered therein were selected purposively for price collection of CPI-U. In all, 310 towns were selected covering all the States and UTs from which 1114 price quotations are canvassed every month. In the selected towns, market survey was undertaken by NSSO (FOD) for (i) identification of popular markets (ii) selection of shops/outlets for different commodities in the selected markets and (iii) determination of specifications of commodities to be priced. Specification is Structured Product Description (SPD), which uniquely identifies a product/item. It contains price determining characteristic of an item e.g. brand, variety, unit, quantity etc. Markets allocated to a particular town were distributed by ensuring both the geographical coverage of the selected town and the different segments of population living in the town (poor, middle and affluent). Further, markets allotted for the town were distributed over four weeks of a month to take into account week to week variation in prices. These prices are collected on regular basis by the NSSO (FOD) and specified Directorates of Economics and Statistics (DES).

3. Rented dwellings from which house rent data are collected were also identified in all the selected towns during the market survey. A total of 13,368 dwelling units of different types are in the sample for collection of rent data.

4. The base year of this series has been revised to 2012=100 and the revised series was released starting from the index of January 2015. In the revised series, many methodological changes have been incorporated. The weighting diagram was updated using the Mixed Modified Reference Period (MMRP) data of Consumer Expenditure

Survey of 68th Round (2011-12) of NSS. The elementary/item level indices are being computed now as Geometric Mean (GM) of the Price Relatives of current prices to base prices in place of Arithmetic Mean as applied in old series. Sample size of dwelling units for compilation of House Rent Index was also doubled. The classification of items was made adopting the international standard classification COICOP (Classification of Individual Consumption according to Purpose). This ensures better comparability with CPIs of other countries and those compiled within home country at various levels of Groups, Categories, Sub-groups and Sections.

2. CONSUMER PRICE INDEX NUMBERS

A. Industrial Workers

1. The Consumer Price Index Numbers for Industrial Workers (CPI-IW) which measure the rate of change in prices of fixed basket of goods and services consumed by the defined population are being compiled and maintained by the Labour Bureau since its inception in October, 1946. The Consumer Price Index Numbers are one of the most widely used statistical products which is being put to numerous uses, such as (i) revision of wages and determination of Variable Dearness Allowance to lakhs of workers/employees in the Government and Corporate, (ii) revision of minimum wages of workers in Unorganized, (iii) measuring inflationary trend in the country, (iv) for policy formulation by the Government and (v) for analytical purposes by the researchers. These index numbers are being compiled on scientific lines by following the standard methodology approved by the Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL).

2. The three essential ingredients of Consumer Price Index Numbers are (i) the percentage share of expenditure on each item in relation to the total consumption expenditure known as the “Weighting Diagram” (ii) base year prices which are average prices of 12 months of the year and (iii) current prices. The average consumption expenditure per family as revealed by the Working Class Family Income and Expenditure Survey (2016) forms the basis for deriving the weighting diagram of the existing series i.e., 2016=100. The non-consumption expenditure such as taxes, interest, remittances and litigation expenses were excluded. A uniform base year was adopted for all the selected centres so that All-India index could be obtained directly from the constituent centre’s indices without resorting to any arithmetical shifting of base in any series. The retail prices firstly for the base period and subsequently for the current period are collected on continuous basis in respect of all the items on a fixed day every week/month from two selected shops of the selected markets of a centre. These prices are inclusive of taxes and levies payable by the consumer. As the Consumer Price Index Numbers are designed to measure the changes of prices alone, all other elements such as specifications, units, shops, markets and price collection day/time are kept fixed during the lifetime of the series so as

to exclude spurious changes in prices. All these elements are settled in advance before the main survey when the organization of price collection machinery and other details are worked out. The guiding factor for deciding these elements is their popularity with the working class families in the base year. The number of markets in a given centre depends on the size of the centre, the concentration of working class population, the variability in prices, etc.

3. Prices are collected for different items and services included in the index basket by personal interview method from the shopkeepers/vendors of the selected shops by the State Government employees. Prices are collected on weekly basis for price sensitive items. For a few standard items such as tea, cigarette, cinema ticket, barber charges, utensils, toilet soap, clothing and footwear etc., prices are collected on monthly basis as they are not expected to fluctuate at short intervals. In case of items distributed through the Public Distribution System, the average price is calculated as the weighted average of the fair price and the open market price, the weights being the proportion of the quantity available through Public Distribution System and the quantity procured from the open market in relation to the base year requirement of an average working class family. The house rent data is collected at an interval of six month and the school/college fees and price of books are collected once in an academic year.

4. Data on house rent are collected for rented, rent free and owner occupied dwellings. For this purpose, a six monthly House Rent Survey is conducted at all the centres in order to reflect the changes in rental level that the index population has experienced in such industrial centres. The rent index is compiled by using the chain base method in which rent movements are first compared with those of the last six months and then chained (linked) with the base period. Uniform method is followed in compilation of house rent index for all the centres irrespective of the sectors to which they represent. In pursuance of the recommendations of the Committee on Consumer Price Index Numbers (Seal Committee) the weighted house rent index is compiled with weights being the proportion of the families residing in rent free, rented and self-owned dwellings in a centre as selected in the base year survey. The rent index of free dwellings is kept fixed at 100. The rent index of owner-occupied dwelling is based on rent paid for similar or comparable rented dwellings in the same building or nearby locality even if it is occupied by a non-working class family. If it is not possible to collect data from comparable rented dwellings, the self-owned dwellings are substituted by the rented dwellings.

5. Indices are compiled centre-wise at subgroup/group/centre level by using Laspeyre's Index formula. The all-India index is computed as a weighted average of the index numbers of the constituent 88 centres, weights being the ratio of total consumption expenditure of estimated number of families allocated to a centre in the state to the sum total of all such expenditures over all centres in the country.

6. As per the direction of Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL), the Classification of Individual Consumption by Purpose (COICOP) method for grouping & sub-grouping of consumption items, has been used for derivation of weighting diagrams under new series. First time, the Geometric mean based methodology (using the GM of Price relatives) is used for compilation of indices instead of Arithmetic mean used in previous series of CPI-IW with base 2001=100. The reference period of WCFI&ES and base year of index have been synchronized for the first time under new series of CPI-IW. Unlike earlier series of CPI-IW, the indices under new series of CPI-IW (2016=100) are released at one decimal place as recommended by TAC on SPCL.
7. The all-India CPI index on base 2016=100 can be linked to the earlier series on base 2001=100 by using conversion factors of 2.88 and 3.00 for General and Food index respectively.
8. A detailed note on the scope and method of compilation of All-India Consumer Price Index Numbers for Industrial Workers (Base: 2016=100) was published in December, 2020 issue of the Bureau's monthly publication captioned "Indian Labour Journal."
9. Annual average of Consumer Price Index Numbers for Industrial workers on base: 2016=100 for 88 centres for the years 2021 and 2022 are presented in Table 3.01.
10. All-India Consumer Price Index Numbers for General and Food Group on base: 2001=100 for the year 2006 to 2020 and on base: 2016=100 for the years 2021 and 2022 along-with month-wise figures for the period January, 2021 to December, 2022 are given in Table 3.02. A comparative chart on General and Food Groups' indices for the years 2021 and 2022 is also presented in Figure 1.
11. Y-o-Y inflation based on CPI-IW for the period January, 2021 to December, 2022 is shown in Table 3.03 and Figure 2.

Table 3.01(a)

**Consumer Price Index Numbers for Industrial Workers on base 1982=100
(General Index – Annual Averages)**

Sr. No.	State/U.T. wise Centre	Centre Weight in All India	1998	1999	2000	2001	2002	2003	2004	2005
1	2	3	4	5	6	7	8	9	10	11
Andhra Pradesh										
1	Gudur	0.75	416	435	438	443	451	469	486	505
2	Guntur	1.11	394	414	431	438	473	504	510	523
3	Hyderabad	1.63	377	395	419	438	468	496	512	532
4	Visakhapatnam	1.63	388	410	436	444	469	484	501	525
5	Warangal	1.54	399	415	440	464	501	526	530	555
Assam										
6	D.D. Tinsukia	0.57	362	386	389	384	398	416	430	450
7	Guwahati	0.66	405	436	460	471	480	496	516	531
8	Labac-Silchar	0.44	345	375	370	372	374	383	411	415
9	Mariani-Jorhat	0.51	389	416	418	411	411	432	441	449
10	Tezpur Rangapra	0.63	390	412	408	419	417	427	433	439
Bihar										
11	Munger Jamalpur	1.10	379	415	416	416	435	459	479	511
Chhattisgarh										
12	Bhilai	1.91	361	373	390	407	413	439	459	480
Gujarat										
13	Ahmedabad	2.74	399	422	441	460	476	488	507	519
14	Bhavnagar	0.99	425	447	466	483	492	504	523	537
15	Rajkot	1.17	393	409	430	433	447	457	465	496
16	Surat	0.86	417	432	446	474	484	490	490	505
17	Vadodra	0.88	385	405	430	453	467	470	485	500
Haryana										
18	Faridabad	1.17	426	435	443	469	480	499	532	550
19	Yamunanagar	1.05	378	392	412	428	443	462	486	521
Jammu & Kashmir										
20	Srinagar	0.22	414	471	480	520	547	574	599	632
Jharkhand										
21	Jamshedpur	1.63	385	397	405	419	431	456	479	508
22	Jharia	2.39	353	363	363	365	374	393	414	442
23	Kodarma	0.59	359	379	368	373	388	402	426	471
24	Noamundi	1.22	371	377	391	410	411	436	461	483
25	Ranchi Hatia	1.35	402	414	418	426	433	438	470	497
Karnataka										
26	Bangalore	3.27	391	405	425	438	452	476	501	533
27	Belgaum	1.33	423	457	473	486	514	535	563	588
28	Hubli-Dharwar	1.29	409	430	434	451	471	494	520	544
29	Mercara	1.16	418	444	458	457	458	474	491	495
Kerala										
30	Alwaye	1.58	404	423	442	458	478	490	515	542
31	Mundakayam	1.01	419	443	453	451	469	489	500	514
32	Quilon	0.58	395	428	449	457	486	522	533	546
33	Thiruvananthapuram	1.02	430	468	499	504	541	563	574	607

Table 3.01(a) Concl'd.

Sr. No.	Centre	Weight	1998	1999	2000	2001	2002	2003	2004	2005
1	2	3	4	5	6	7	8	9	10	11
Madhya Pradesh										
34	Balaghat	1.37	375	382	385	409	424	443	459	473
35	Bhopal	1.51	406	425	451	488	510	525	537	561
36	Indore	1.28	409	435	445	470	488	511	521	537
37	Jabalpur	1.32	409	435	446	458	468	488	508	540
Maharashtra										
38	Mumbai	7.87	453	468	505	528	558	583	604	611
39	Nagpur	1.56	427	438	461	483	495	503	524	554
40	Nasik	2.04	423	432	465	498	514	532	554	576
41	Pune	1.94	448	466	493	516	528	554	574	589
42	Solapur	1.24	431	450	467	471	486	501	529	539
Orissa										
43	Barbil	0.80	371	390	411	420	429	434	452	479
44	Rourkela	1.67	390	396	406	407	416	432	453	473
Punjab										
45	Amritsar	1.86	369	379	388	403	418	431	452	492
46	Ludhiana	1.17	374	381	396	413	431	441	469	504
Rajasthan										
47	Ajmer	1.59	392	411	433	452	472	487	510	537
48	Jaipur	1.25	387	390	403	423	442	452	467	495
Tamil Nadu										
49	Chennai	3.47	425	446	475	487	513	533	549	565
50	Coimbatore	1.89	383	402	432	441	472	495	500	508
51	Coonoor	1.54	404	414	433	445	473	497	501	511
52	Madurai	1.51	401	423	440	446	459	482	496	509
53	Salem	1.16	394	414	432	443	464	483	482	481
54	Tiruchirapally	1.35	435	463	481	488	533	568	544	579
Uttar Pradesh										
55	Agra	1.09	384	398	403	418	435	455	480	514
56	Ghaziabad	1.27	406	440	448	467	475	493	519	555
57	Kanpur	1.30	411	428	428	447	459	471	489	520
58	Saharanpur	1.68	369	388	402	420	436	454	472	506
59	Varanasi	1.42	450	473	466	477	486	504	531	571
West Bengal										
60	Asansol	1.00	381	400	412	431	456	472	491	509
61	Darjeeling	0.59	355	384	382	393	399	423	431	440
62	Durgapur	0.98	430	443	472	509	553	564	581	592
63	Haldia	0.83	433	464	481	533	582	590	608	624
64	Howrah	1.78	439	482	499	519	542	556	587	620
65	Jalpaiguri	0.94	379	399	400	407	417	421	440	452
66	Kolkata	4.24	416	437	451	492	530	541	565	587
67	Raniganj	1.31	357	373	380	399	416	426	450	471
Chandigarh										
68	Chandigarh	0.16	401	447	460	488	514	526	560	615
Delhi										
69	Delhi	1.79	447	480	514	529	550	570	598	648
Puducherry										
70	Puducherry	0.25	464	467	477	482	510	543	556	580
All-India		100.00	405	424	441	458	477	496	514	536

Table 3.01(b)
Consumer Price Index Numbers for Industrial Workers on base 2001=100

Sr.No.	State/Centre	Weight	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020*
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Andhra Pradesh/Telangana																	
1	Guntur	0.81	120	126	139	161	181	194	208	233	251	259	270	275	281	294	302
2	Hyderabad	1.51	116	123	135	152	165	174	190	207	217	228	240	275	252	267	280
3	Visakhapatnam	1.98	119	126	135	153	173	192	213	236	249	263	275	279	286	298	309
4	Warangal	0.98	123	133	149	172	199	204	222	247	259	272	287	287	302	323	336
5	Godavarikhani	1.17	125	135	150	169	193	200	216	242	262	274	287	293	302	334	349
6	Vijayawada	1.18	119	126	137	161	180	188	207	236	240	251	267	275	282	298	308
Assam																	
7	D-D Tinsukia	0.44	116	125	133	147	160	170	182	196	213	235	246	259	266	284	304
8	Guwahati	0.50	115	120	128	143	156	168	184	198	214	226	242	247	255	281	295
9	Labac-Silchar	0.33	121	130	143	155	178	186	197	216	243	247	257	258	262	278	286
10	Mariani-Jorhat	0.46	116	127	133	147	158	171	185	195	217	230	241	243	249	266	278
11	Rangapara-Tezpur	0.46	114	126	131	144	154	163	171	186	213	228	238	241	247	259	266
Bihar																	
12	Munger Jamalpur	1.06	126	134	145	162	182	199	215	238	253	274	297	298	316	351	362
Chhattisgarh																	
13	Bhilai	0.97	121	132	145	162	180	206	241	265	277	291	306	310	319	332	338
Gujarat																	
14	Ahmedabad	1.37	120	129	138	151	171	186	206	233	238	249	261	266	273	288	298
15	Bhavnagar	1.66	119	129	135	147	174	189	206	221	225	239	257	265	280	300	312
16	Rajkot	1.81	118	126	132	146	174	193	216	231	237	248	269	270	284	300	319
17	Surat	1.18	118	127	134	146	162	174	192	218	224	238	248	258	263	278	286
18	Vadodra	2.00	120	127	133	147	167	180	198	219	230	244	261	261	269	282	290
Goa																	
19	Goa	0.36	121	130	144	164	188	203	222	248	258	276	289	295	319	332	348
Haryana																	
20	Faridabad	1.34	122	130	145	160	182	194	207	218	226	240	253	257	267	280	292
21	Yamunanagar	1.67	127	133	145	162	183	197	215	230	241	248	265	273	282	300	313
Himachal Pradesh																	
22	Himachal Pradesh	0.57	120	126	135	147	161	172	188	208	222	232	242	254	261	274	283
Jammu & Kashmir																	
23	Srinagar	0.45	118	125	134	145	159	172	190	203	219	235	247	261	270	282	302
Jharkhand																	
24	Giridih	0.55	134	146	156	177	204	232	250	282	293	289	295	301	321	350	366
25	Bokaro	0.91	121	130	142	158	168	192	210	229	251	268	276	276	289	307	316
26	Jamshedpur	1.02	126	132	142	157	182	213	232	251	265	288	314	327	342	363	390
27	Jharia	0.84	126	136	146	161	180	198	222	262	279	290	304	306	332	367	380
28	Kodarma	0.43	132	140	149	169	190	215	236	263	285	297	319	321	351	389	409
29	Ranchi-Hatia	0.71	125	133	148	170	199	220	235	267	286	297	305	317	349	392	413
Karnataka																	
30	Bangalore	1.95	125	136	150	167	181	194	211	238	253	268	278	287	289	299	307
31	Belgaum	0.96	125	133	144	162	179	200	217	242	254	266	279	290	297	310	321
32	Hubli-Dharwar	1.18	123	132	147	164	182	200	219	248	266	281	293	299	314	337	351
33	Mercara	0.63	114	121	135	154	172	188	208	240	255	269	282	296	302	313	318
34	Mysore	0.92	123	130	142	160	174	187	205	242	258	267	280	295	302	316	325
Kerala																	
35	Ernakulam	3.08	125	131	142	153	167	185	199	225	248	260	268	289	304	321	336
36	Mundakayam	1.83	124	130	145	159	174	191	213	251	264	274	280	299	304	320	338
37	Quilon	1.75	126	129	143	154	173	195	206	236	260	277	297	323	339	365	379
Madhya Pradesh																	
38	Bhopal	1.35	127	135	145	161	185	205	221	238	251	260	271	276	301	333	344
39	Indore	1.05	122	131	140	152	168	181	200	222	232	243	252	257	269	288	301
40	Jabalpur	1.55	128	135	148	159	184	198	212	231	240	256	274	279	298	325	338
41	Chhindwara	1.21	127	137	150	162	177	195	216	242	247	262	281	286	293	314	328

Table 3.01(b) Concl.

Sr.No.	Centre	Weight	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020*
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
Maharashtra																	
42	Mumbai	9.57	126	134	144	159	174	192	212	237	257	276	287	289	294	312	325
43	Nagpur	1.06	130	140	151	174	203	220	240	265	277	294	306	312	344	396	408
44	Nasik	1.50	124	130	139	157	181	204	223	242	255	271	285	291	322	364	383
45	Pune	1.81	127	136	146	162	181	200	217	237	254	266	277	275	306	345	366
46	Solapur	0.95	123	139	149	160	179	199	216	239	261	281	293	294	305	335	351
Odisha																	
47	Rourkela	0.71	124	137	149	166	186	204	222	245	260	270	289	296	308	320	331
48	Angul Talchar	0.88	120	128	143	160	181	200	221	241	256	265	284	297	310	335	352
Punjab																	
49	Amritsar	1.07	130	139	149	163	190	208	227	240	255	263	271	281	308	343	356
50	Ludhiana	0.57	129	134	146	160	175	188	205	222	235	251	273	275	282	299	313
51	Jalandhar	0.96	126	131	141	155	174	190	205	224	239	250	270	281	299	326	335
Rajasthan																	
52	Ajmer	1.56	122	129	138	152	175	191	215	233	240	248	256	260	272	292	300
53	Jaipur	1.09	127	134	145	159	179	192	214	230	238	245	257	268	282	313	325
54	Bhilwara	0.73	125	133	144	158	176	192	215	236	245	259	269	274	278	296	307
Tamil Nadu																	
55	Chennai	2.31	118	124	135	149	161	171	196	218	230	248	255	261	269	284	293
56	Coimbatore	1.26	119	127	137	151	166	176	193	217	231	243	250	265	275	290	302
57	Coonoor	1.18	115	122	134	148	168	182	204	224	241	261	272	281	304	336	347
58	Madurai	1.17	116	121	134	147	162	174	196	218	239	259	265	277	281	303	315
59	Salem	1.12	114	122	134	151	163	172	192	216	233	254	268	270	280	297	304
60	Tiruchirapally	1.37	119	126	141	156	174	184	208	232	253	261	266	285	289	304	324
Tripura																	
61	Tripura	0.26	115	123	131	144	156	167	177	194	210	227	244	256	264	267	277
Uttar Pradesh																	
62	Agra	1.91	128	136	146	168	193	208	220	240	255	269	291	303	332	362	383
63	Ghaziabad	1.82	125	132	142	159	182	198	209	232	240	256	270	277	306	341	351
64	Kanpur	2.09	125	132	141	158	183	200	214	237	255	268	285	287	313	347	363
65	Varanasi	2.64	122	131	142	160	183	194	208	231	247	265	278	279	302	338	355
66	Lucknow	2.75	121	129	144	163	185	195	203	224	242	261	274	275	305	343	364
West Bengal																	
67	Asansol	1.08	124	138	151	171	195	211	231	256	277	290	303	301	318	342	355
68	Darjeeling	0.53	120	130	142	153	170	184	196	215	232	239	253	260	272	279	283
69	Durgapur	1.14	121	130	140	155	178	193	215	263	282	287	298	307	317	331	339
70	Haldia	1.74	116	124	131	144	161	185	211	230	241	275	302	310	325	351	410
71	Howrah	0.79	121	130	139	154	171	183	199	215	228	240	258	267	281	293	306
72	Jalpaiguri	0.48	117	125	136	150	167	179	192	221	241	252	266	272	280	285	292
73	Kolkata	1.51	121	132	142	156	172	185	199	222	239	251	261	266	278	292	301
74	Raniganj	0.99	124	132	140	156	169	180	195	214	228	238	253	251	271	297	313
75	Siliguri	0.48	124	135	144	156	173	187	197	218	233	241	252	261	268	287	296
Chandigarh																	
76	Chandigarh	0.16	125	131	140	155	175	197	213	232	245	254	269	278	296	314	326
Delhi																	
77	Delhi	1.99	122	128	137	147	163	176	191	209	223	234	246	257	275	303	314
Puducherry																	
78	Puducherry	0.59	123	130	146	163	173	184	209	237	256	271	286	299	308	320	330
All-India		100.00	123	131	142	157	176	192	209	232	247	261	274	281	295	317	331

Note: *Annual averages for the year 2020 relate to 8 months only as new series of index number on base 2016=100 was released w.e.f. September, 2020.

Table 3.01 (c)
Consumer Price Index Numbers for Industrial Workers on base 2016=100
(General Index – Annual Averages)

Sr. No.	State/U.T. wise Centre	Centre Weight in All India	2021	2022
1	2	3	4	5
Andhra Pradesh				
1	Guntur	2.25	122.7	132.7
2	Nellore	2.81	119.8	127.0
3	Visakhapatnam	3.37	133.6	141.4
Assam				
4	Biswanath-chariali	0.42	127.2	135.2
5	D.D. Tinsukia	0.51	132.7	144.2
6	Guwahati	0.58	133.1	143.4
7	Labac-Silchar	0.31	117.8	129.3
8	Numaligarh-Golaghat	0.36	116.7	130.0
9	Sibsagar	0.41	120.4	132.9
Bihar				
10	Munger Jamalpur	1.57	119.5	127.5
11	Patna	0.96	120.5	127.4
Chhattisgarh				
12	Bhilai	1.11	116.5	122.5
13	Korba	0.96	125.7	132.5
14	Raipur	0.57	117.6	126.8
Goa				
15	Goa	0.51	117.9	125.3
Gujarat				
16	Ahmedabad	0.97	117.2	123.7
17	Bhavnagar	0.82	117.7	126.3
18	Rajkot	0.75	120.5	130.3
19	Surat	0.87	117.8	117.8
20	Vadodra	1.10	118.6	118.6
Haryana				
21	Faridabad	1.21	119.5	119.5
22	Gurugram	1.01	122.1	122.1
23	Yamunanagar	1.48	119.5	119.5
Himachal Pradesh				
24	Himachal Pradesh	0.76	123.4	123.4
Jammu & Kashmir				
25	Jammu & Kashmir	0.26	127.1	127.1
Jharkhand				
26	Bokaro	1.24	121.4	121.4
27	Dhanbhad- Jharia	1.40	126.4	126.4
28	Jamshedpur	1.40	133.4	133.4
29	Ramgarh	1.26	126.8	126.8
Karnataka				
30	Belgaum	0.83	122.6	122.6
31	Bengaluru	2.86	117.6	117.6
32	Chikmanglur	0.76	113.3	113.3
33	Davanagere	0.85	124.9	124.9
34	Hubli-Dharwar	0.97	120.3	120.3
35	Mercara-Kodagu	0.68	115.9	125.5
36	Mysore	0.95	120.5	128.1

Table 3.01 (c) Contd..

Sr. No.	Centre	Centre Weight in All India	2021	2022
1	2	3	4	5
Kerala				
37	Ernakulam/Alwaye	1.13	126.8	131.9
38	Idukki	0.74	125.5	132.6
39	Kollam	0.76	123.7	129.7
Madhya Pradesh				
40	Bhopal	1.47	119.1	124.9
41	Chhindwara	1.24	120.9	127.9
42	Indore	0.72	116.9	123.1
43	Jabalpur	1.38	124.1	131.9
Maharashtra				
44	Mumbai	3.56	116.6	122.7
45	Nagpur	2.37	121.2	128.7
46	Nasik	2.51	118.3	123.3
47	Pune	2.93	119.0	122.5
48	Solapur	1.88	125.0	134.8
49	Thane	2.51	115.9	123.7
Meghalaya				
50	Shiliong	0.13	131.9	139.4
Odisha				
51	Angul-Talcher	0.49	129.3	140.5
52	Cuttack	0.45	129.1	139.0
53	Keonjhar	0.41	128.9	138.6
Punjab				
54	Amritsar	0.87	121.7	124.8
55	Jalandhar	0.78	120.9	131.0
56	Ludhiana	0.75	122.3	130.8
57	Sangrur	0.90	119.4	128.2
Rajasthan				
58	Alwar	0.82	120.9	126.3
59	Bhilwara	1.00	118.5	127.0
60	Jaipur	1.20	115.8	123.1
Tamil Nadu				
61	Chennai	3.09	122.5	127.3
62	Coimbatore	1.21	120.7	125.7
63	Coonoor	1.06	126.6	127.3
64	Madurai	1.69	125.3	132.1
65	Salem	1.84	121.9	127.2
66	Tirunelveli	1.33	125.6	134.6
67	Virudhunagar	1.22	122.4	128.1
Telangana				
68	Hyderabad	1.51	121.2	128.3
69	Mancheriyal	0.30	131.0	138.8
70	Warangal	0.18	121.9	131.2
Tripura				
71	Tripura	0.27	120.5	130.3
Uttar Pradesh				
72	Agra	1.20	123.5	132.3
73	Ghaziabad/G.B. Nagar	1.62	122.8	131.3
74	Kanpur	1.31	124.1	131.8
75	Lucknow	1.56	126.0	136.1

Table 3.01(c) Concl'd.

Sr. No.	Centre	Centre Weight in All India	2021	2022
1	2	3	4	5
76	Varanasi	1.50	124.8	130.9
Uttarakhand				
77	Udham Singh Nagar	0.48	130.7	138.4
West Bengal				
78	Darjeeling	0.36	116.0	120.4
79	Durgapur	0.71	123.2	133.1
80	Haldia	0.96	117.0	120.7
81	Howrah	0.55	122.2	130.9
82	Jalpaiguri	0.51	119.2	128.9
83	Kolkata	1.51	126.0	137.4
84	Raniganj	1.30	130.7	139.8
Chandigarh				
85	Chandigarh	0.17	124.6	133.2
Dadra & Nagar Haveli				
86	Dadra & Nagar Haveli	0.39	115.7	123.6
Delhi				
87	Delhi	1.40	116.4	125.7
Puducherry				
88	Puducherry	0.64	127.1	134.9
All-India		100.00	122.0	129.2

(General Index - Annual Averages)

Table 3.02

All India Consumer Price Index Numbers for Industrial Workers

Year/Month	General Index	Food Index
1	2	3
I-Base: 2001=100		
2006	123	122
2007	131	134
2008	142	149
2009	157	169
2010	176	190
2011	192	204
2012	209	223
2013	232	254
2014	247	271
2015	261	288
2016	274	304
2017	281	308
2018	295	310
2019	317	328
2020*	331	344
II-Base: 2016=100		
2021	122.0	121.8
2022	129.2	129.3

Month	General		Food	
	2021	2022	2021	2022
January	118.2	125.1	117.4	124.7
February	119.0	125.0	117.9	123.9
March	119.6	126.0	118.0	125.4
April	120.1	127.7	119.1	127.5
May	120.6	129.0	120.0	129.5
June	121.7	129.2	121.8	130.0
July	122.8	129.9	122.4	129.7
August	123.0	130.2	122.3	130.2
September	123.3	131.3	122.4	131.9
October	124.9	132.5	125.7	133.9
November	125.7	132.5	127.8	133.3
December	125.4	132.3	126.8	132.0

Note: 1. CPI (IW) on base: 2016=100 is effective from September, 2020.

2. Linking Factors between 2016 and 2001 series for General and Food index are 2.88 and 3.00 respectively.

* Averages for the year 2020 relate to 8 months only as new series of index number on base 2016=100 was released w.e.f. September, 2020.

Table 3.03

Y-o-Y inflation based on All-India Consumer Price Index Numbers for Industrial Workers on base: 2001=100 and 2016=100 for 2021 & 2022

Year	Month	Inflation
2021	January	3.15
	February	4.48
	March	5.64
	April	5.14
	May	5.24
	June	5.57
	July	5.27
	August	4.79
	September	4.41
	October	4.50
	November	4.84
	December	5.56
2022	January	5.84
	February	5.04
	March	5.35
	April	6.33
	May	6.97
	June	6.16
	July	5.78
	August	5.85
	September	6.49
	October	6.08
	November	5.41
	December	5.50

Figure 1: All-India General and Food Index (Annual Avg.) for the years 2021 to 2022.

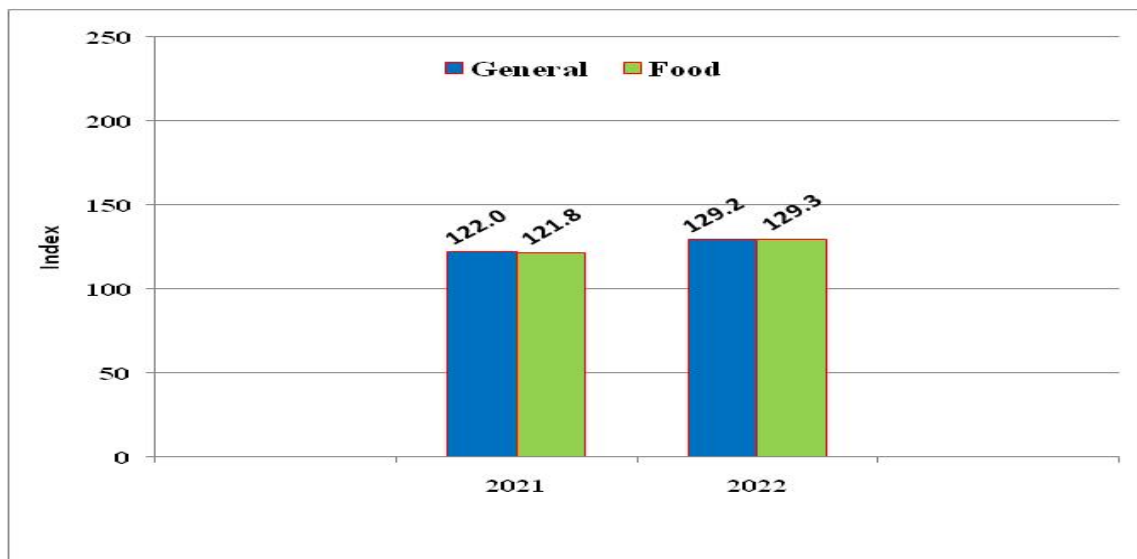
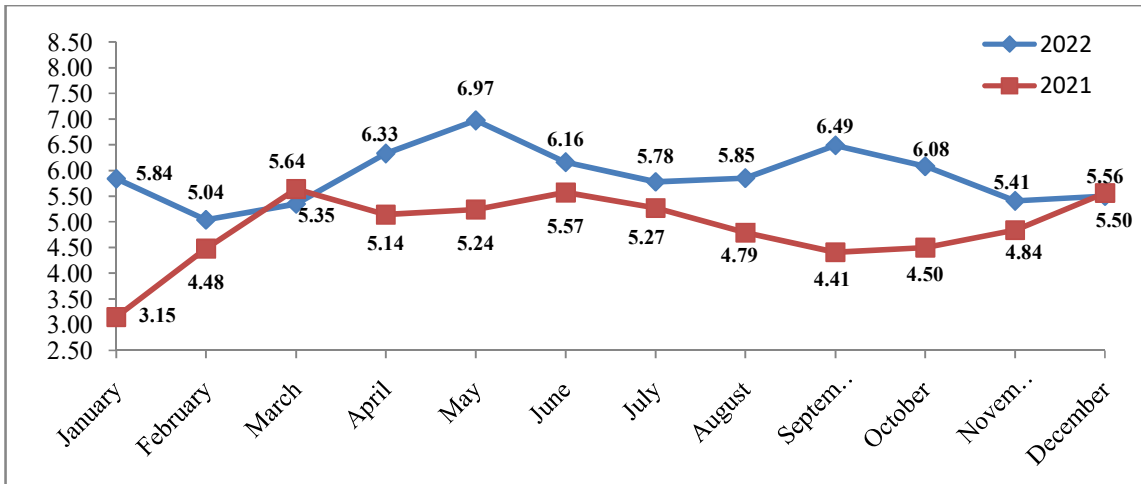


Figure- 2 Y-o-Y Inflation based on CPI (IW) for the year 2021 & 2022



B. Agricultural/Rural Labourers

The current series of Consumer Price Index Numbers for Agricultural and Rural Labourers on base 1986-87=100 came into being with effect from the index of November, 1995 replacing the old series of CPI (AL) on base 1960-61=100. The previous series was being compiled for Agricultural Labourers only, whereas the new series is being compiled for Rural Labourers as well as its sub-set Agricultural Labourers.

These index numbers measure the temporal change in prices of fixed basket of goods and services consumed by the target group, i.e. agricultural/rural labourers and serve as a guiding principle for fixation and revision of minimum wages of labourers engaged in agricultural occupations under the Minimum Wages Act, 1948. The rural retail prices utilized in the compilation of CPI-AL/RL are collected regularly by the staff of the Field Operations Division (FOD) of the NSO from 600 representative sample villages spread over 20 States in respect of the items included in the index basket of each State representing the consumption pattern of the target population. The collection of retail prices is staggered over four weeks of a month with one-fourth of the sample villages being covered every week on a fixed price collection day.

The weighting diagrams for the series were derived from the data of Consumer Expenditure Survey conducted during 38th Round of NSS in 1983. These indices are compiled separately for 20 States and on the basis of these State indices, an all-India index is compiled as per the methodology approved by Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL). The All-India index is a weighted average of 20 constituent State indices.

The State-wise and All India annual average indices for General and Food Group are presented in Table 3.04(a) and 3.04(b) for Agricultural Labourers and in Table 3.04(c) and 3.04(d) for Rural Labourers during 2020-21 & 2021-22 (Agricultural Year) and 2021 & 2022 (Calendar Year). For Agricultural Labourers maximum increase of 6.42% &

6.74% respectively in annual average General and Food Index was registered by Bihar and Rajasthan States. Increase in the All-India Average for General and Food Group indices stood at 4.80% and 3.22% respectively. Similarly, for Rural Labourers, maximum increase of 7.95% and 7.00% in the annual average General and Food Group Indices respectively was registered by Madhya Pradesh and Rajasthan States, during the Agricultural Year (2020-21 & 2021-22). Increase in All-India Average for General and Food Group indices for Rural Labourers stood at 5.05% and 3.40% respectively.

A comparative picture of percentage change during Calendar Year 2022 as compared to 2021 in annual averages of general and food group indices for all 20 States as well as All India in respect of Agricultural and Rural Labourers are also presented in 3.04(a), 3.04(b), 3.04(c) & 3.04(d).

Table 3.04(a)

**Consumer Price Index Numbers for Agricultural Labourers on base 1986-87=100
Annual Averages for Agricultural Year (July to June) 2020-2021 & 2021-2022 and
Calendar Year (January to December) 2021 & 2022**

Sl. No.	State	Weight	GENERAL INDEX					
			Agricultural Year		Percentage increase/decrease (2021-2022 over 2020-2021)	Calendar Year		Percentage increase/decrease (2022 over 2021)
			2020-2021	2021-2022		2021	2022	
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	12.97	1186	1244	4.92	1211	1281	5.78
2	Assam	1.69	998	1029	3.15	1011	1054	4.25
3	Bihar	11.38	851	906	6.42	865	948	9.60
4	Gujarat	5.2	1052	1106	5.09	1066	1153	8.16
5	Haryana	1.81	1128	1188	5.37	1148	1233	7.40
6	Himachal Pradesh	0.1	815	866	6.26	836	891	6.70
7	Jammu & Kashmir	0.26	986	1042	5.64	1009	1082	7.23
8	Karnataka	6.67	1186	1252	5.55	1225	1268	3.51
9	Kerala	5.02	1063	1115	4.91	1087	1159	6.62
10	Madhya Pradesh	6.86	888	943	6.24	914	977	6.89
11	Maharashtra	9.96	1173	1217	3.76	1188	1257	5.81
12	Manipur	0.1	1026	1031	0.48	1028	1043	1.46
13	Meghalaya	0.13	1083	1115	2.99	1097	1139	3.83
14	Orissa	5.07	905	942	4.12	918	975	6.21
15	Punjab	3.02	1095	1153	5.32	1117	1194	6.89
16	Rajasthan	2.14	1087	1151	5.86	1100	1211	10.09
17	Tamil Nadu	8.47	1244	1273	2.33	1253	1308	4.39
18	Tripura	0.15	896	907	1.25	897	935	4.24
19	Uttar Pradesh	9.61	928	971	4.64	940	1009	7.34
20	West Bengal	9.39	905	958	5.84	920	996	8.26
	All-India	100	1042	1092	4.80	1060	1129	6.51

Table 3.04(b)

**Consumer Price Index Numbers for Agricultural Labourers on base 1986-87=100
Annual Averages for Agricultural Year (July to June) 2020-2021 & 2021-2022 and
Calendar Year (January to December) 2021 & 2022**

Sl. No.	State	Weight	FOOD INDEX					
			Agricultural Year		Percentage increase/ decrease (2021-2022 over 2020-2021)	Calendar Year		Percentage increase/ decrease (2022 over 2021)
			2020-2021	2021-2022		2021	2022	
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	11.97	1166	1214	4.12	1184	1243	4.98
2	Assam	1.79	979	981	0.20	979	994	1.53
3	Bihar	12.52	757	790	4.36	762	817	7.22
4	Gujarat	5.13	1051	1088	3.52	1053	1128	7.12
5	Haryana	1.69	1172	1218	3.92	1181	1263	6.94
6	Himachal Pradesh	0.09	839	886	5.60	857	912	6.42
7	Jammu & Kashmir	0.27	977	1032	5.63	1000	1072	7.20
8	Karnataka	6.32	1186	1240	4.55	1223	1243	1.64
9	Kerala	4.85	1047	1080	3.15	1064	1126	5.83
10	Madhya Pradesh	7.19	832	858	3.13	847	884	4.37
11	Maharashtra	9.34	1218	1237	1.56	1217	1276	4.85
12	Manipur	0.1	919	916	-0.33	918	918	0.00
13	Meghalaya	0.14	1038	1044	0.58	1039	1060	2.02
14	Orissa	5.7	792	811	2.40	797	835	4.77
15	Punjab	2.68	1139	1193	4.74	1153	1234	7.03
16	Rajasthan	1.94	1038	1108	6.74	1046	1184	13.19
17	Tamil Nadu	8.43	1166	1168	0.17	1159	1196	3.19
18	Tripura	0.15	936	924	-1.28	926	938	1.30
19	Uttar Pradesh	9.19	914	948	3.72	917	993	8.29
20	West Bengal	10.51	800	834	4.25	802	870	8.48
	All-India	100	994	1026	3.22	1002	1059	5.69

Table 3.04(c)

Consumer Price Index Numbers for Rural Labourers on base 1986-87=100 Annual Averages for Agricultural Year (July to June) 2020-2021 & 2021-2022 and Calendar Year (January to December) 2021 & 2022

Sl. No.	State	Weight	GENERAL INDEX					
			Agricultural Year		Percentage increase/decrease (2021-2022 over 2020-2021)	Calendar Year		Percentage increase/decrease (2022 over 2021)
			2020-2021	2021-2022		2021	2022	
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	12.21	1181	1242	5.12	1207	1280	6.05
2	Assam	1.96	1010	1045	3.50	1024	1072	4.69
3	Bihar	9.81	858	914	6.51	872	958	9.86
4	Gujarat	5.04	1052	1107	5.23	1066	1155	8.35
5	Haryana	2.07	1121	1186	5.78	1143	1232	7.79
6	Himachal Pradesh	0.19	865	917	6.07	887	942	6.20
7	Jammu & Kashmir	0.52	992	1051	5.97	1015	1097	8.08
8	Karnataka	6.27	1178	1249	6.01	1220	1266	3.77
9	Kerala	6.33	1074	1128	5.00	1100	1166	6.00
10	Madhya Pradesh	6.38	908	980	7.95	939	1023	8.95
11	Maharashtra	9.96	1159	1211	4.47	1178	1255	6.54
12	Manipur	0.08	1032	1038	0.62	1036	1051	1.45
13	Meghalaya	0.12	1080	1111	2.84	1094	1132	3.47
14	Orissa	4.47	907	945	4.19	920	978	6.30
15	Punjab	3.28	1109	1170	5.50	1134	1210	6.70
16	Rajasthan	2.78	1071	1137	6.14	1088	1193	9.65
17	Tamil Nadu	9.35	1229	1260	2.52	1239	1296	4.60
18	Tripura	0.27	917	933	1.78	920	962	4.57
19	Uttar Pradesh	9.74	938	983	4.75	951	1019	7.15
20	West Bengal	9.17	921	975	5.89	936	1014	8.33
	All-India	100	1049	1102	5.05	1068	1141	6.84

Table 3.04(d)

Consumer Price Index Numbers for Rural Labourers on base 1986-87=100 Annual Averages for Agricultural Year (July to June) 2020-2021 & 2021-2022 and Calendar Year (January to December) 2021 & 2022

Sl. No.	State	Weight	FOOD INDEX					
			Agricultural Year		Percentage increase/ decrease (2021-2022 over 2020-2021)	Calendar Year		Percentage increase/ decrease (2022 over 2021)
			2020-2021	2021-2022		2021	2022	
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	11.41	1164	1213	4.21	1183	1242	4.99
2	Assam	2.13	999	1007	0.80	1001	1022	2.10
3	Bihar	10.89	752	786	4.52	757	813	7.40
4	Gujarat	5	1056	1094	3.60	1059	1135	7.18
5	Haryana	1.88	1183	1230	3.97	1192	1275	6.96
6	Himachal Pradesh	0.19	885	935	5.65	906	958	5.74
7	Jammu & Kashmir	0.54	976	1031	5.64	997	1075	7.82
8	Karnataka	6.12	1164	1225	5.24	1206	1229	1.91
9	Kerala	6.37	1057	1092	3.31	1076	1127	4.74
10	Madhya Pradesh	6.42	836	864	3.35	851	890	4.58
11	Maharashtra	9.31	1194	1217	1.93	1196	1255	4.93
12	Manipur	0.08	923	920	-0.33	923	922	-0.11
13	Meghalaya	0.13	1032	1038	0.58	1033	1053	1.94
14	Orissa	5.18	794	814	2.52	800	838	4.75
15	Punjab	2.77	1139	1193	4.74	1153	1235	7.11
16	Rajasthan	2.51	1028	1100	7.00	1039	1171	12.70
17	Tamil Nadu	8.97	1171	1174	0.26	1165	1202	3.18
18	Tripura	0.3	935	924	-1.18	925	937	1.30
19	Uttar Pradesh	9.37	922	957	3.80	926	1002	8.21
20	West Bengal	10.43	805	837	3.98	807	874	8.30
All-India		100	1000	1034	3.40	1009	1066	5.65

C. Retail Price Indices for 31 Selected Essential Commodities

In accordance with the decision of the Cabinet Committee on Economic Affairs, the Labour Bureau has been compiling Retail Price Indices for 31 selected essential commodities for urban areas. This is done using the prices collected for the compilation of Consumer Price Index Numbers for Industrial Workers. The methodology for compiling these indices has been developed by the Labour Bureau and approved by the Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL). These indices are regularly provided to the Ministry of Consumer Affairs, Food and Public Distribution, formerly known as the Ministry of Civil Supplies.

The Retail Price Indices for 31 essential commodities for Industrial Workers were initially compiled on the base year 1960=100 from April 1985 to September 1988, then on the base year 1982=100 from July 1989 to December 2005, and later on the base year 2001=100 from January 2006 to August 2020. Since the compilation of the CPI(IW) was shifted to the base year 2016=100 with the release of the September 2020 index, the Retail Price Indices for the 31 essential commodities are now being compiled using prices collected from 88 centers on a monthly basis, effective from September 2020.

CHAPTER 4

INDUSTRIAL RELATIONS

The term "industrial relations," which describes the relationship between employees and management, has become one of the most delicate and complex issues in modern industrial society, playing a crucial role in the process of industrialization. Therefore, it is essential to establish and maintain good relations between workers and management by implementing effective measures. The development of such measures and policies, however, depends on the regular collection, processing, and dissemination of industrial relations statistics. The following paragraphs provide a brief discussion of some important aspects, including Trade Unions, Industrial Relations Machinery, Consultative Machinery, and Workers' Participation.

1. TRADE UNIONS

Trade Unions Statistics

Statistics related to the number of trade unions registered under the Trade Unions Act, 1926, the number of unions submitting returns, sex-wise membership, and average membership per union submitting returns are presented in Table 4.01. It is important to note that the figures for the years 2013 to 2020 pertain only to those States/UTs that have provided responses.

Table 4.01
Number of Registered Trade Unions (Workers' and Employers') and Membership of Trade Unions submitting Returns for the years 2013 to 2020

Year	Number of Registered Trade Unions	Number of Trade Unions Submitting Returns	Membership of Trade Unions Submitting Returns				Average Membership per Union	
			Men		Women			
			Number ('000)	Percentage	Number ('000)	Percentage		
1	2	3	4	5	6	7	8	9
2013	11556*	2534 (21.9)	2567	79.4	664	20.6	3231	1275
2014	12486*	4359 (34.9)	5373	68.1	2512	31.9	7885	1809
2015	12420*	4300 (34.6)	5773	71.3	2323	28.7	8096	1883
2016	12392*	4396 (35.5)	6101	68.2	2845	31.8	8946	2035
2017	9626*	4031 (41.9)	5569	54.3	4683	45.7	10252	2543
2018	34433*	4771 (7.2)	7264	60	4683	40	12102	2537
2019	11124*	2311 (20.77)	3744	60.6	2438	39.4	6182	2675
2020	19875*	2862 15.3	6190	59.6	4194	40.4	10384	3628

Note: 1. Figures below the values in col.3 denotes percentages of Unions Submitting Returns to Total No of Registered Unions.

2. The figures are exclusive of Federations in all the statements.

3. The data is based on the returns received.

4. *: Data pertains to responding State/UTs only.

Source: Annual Returns received under the Trade Unions Act, 1926.

Table 4.02 (a) & (b) presents state-wise number and membership of trade unions of Workers' and Employers' during 2019 and 2020 respectively.

Table 4.02 (a)

State/UT wise Distribution of Registered Trade Unions during 2019

State/ Union Territory	Workers' Unions		Employers' Unions		All Unions		Total
	State	Central	State	Central	State	Central	
1	2	3	4	5	6	7	8
State							
Chhattisgarh	409	81	-	-	409	81	490
Goa	110	29	-	-	110	29	139
Gujarat	334	72	-	-	334	72	406
Haryana	-	1725	-	-	-	1725	1725
Himachal Pradesh	-	225	-	-	-	225	225
Jammu & Kashmir	1726	10	-	-	1726	10	1736
Mizoram	114	-	-	-	114	-	114
Meghalaya	51	-	-	-	51	-	51
Manipur	27	-	-	-	27	-	27
Nagaland	5	-	-	-	5	-	5
Rajasthan	1173	106	-	-	1173	106	1279
Tripura	477	-	-	-	477	-	477
Uttar Pradesh	3069	734	-	-	3069	734	3803
Uttarakhand	51	-	-	-	51	-	51
UTs							
Chandigarh	431	43	-	-	431	43	474
Andaman And Nicobar Islands	122	-	-	-	122	-	122
Total	8099	3025	-	-	8099	3025	11124

Note: The data is based on the returns received.

- = Not reported

Source: Annual Returns received under the Trade Unions Act, 1926.

Table 4.02 (b)**State/UT wise Distribution of Registered Trade Unions during 2020**

State/ Union Territory	Workers' Unions		Employers' Unions		All Unions		Total
	State	Central	State	Central	State	Central	
1	2	3	4	5	6	7	8
State							
Assam	1121	-	-	-	1121	-	1121
Chhattisgarh	434	91	-	-	434	91	525
Goa	34	8	-	-	34	8	42
Gujarat	4737	2109	11	-	4748	2109	6857
Haryana	-	1725	-	-	-	1725	1725
Himachal Pradesh	-	1395	-	-	-	1395	1395
Jammu & Kashmir	1752	10	-	-	1752	10	1762
Mizoram	122	-	-	-	122	-	122
Meghalaya	85	-	-	-	85	-	85
Manipur	359	-	48	-	407	-	407
Nagaland	12	-	-	-	12	-	12
Rajasthan	1253	117	-	-	1253	117	1370
Tripura	477	-	-	-	477	-	477
Uttar Pradesh	3097	748	-	-	3097	748	3845
UTs							
Andaman And Nicobar Islands	129	-	-	-	129	-	129
Dadar and Nagar Haveli	1	-	-	-	1	-	1
Total	13613	6203	59	-	13672	6203	19875

Note: The data is based on the returns received.

- = Not reported

Source: Annual Returns received under the Trade Unions Act, 1926

Income and Expenditure

Income and Expenditure of Workers and Employers Unions submitting returns for the year 2001 to 2020 are presented in Table 4.03. However, no significant data was provided for Employers Union for the year 2009 to 2017 and 2019.

Table 4.03**Income and Expenditure of Registered Workers' and Employers' Trade Unions Submitting Returns for the Years 2001 to 2020**

Year	Workers' Unions			Employers' Unions		
	No. of unions submitting returns	Income (Rs. in Lakh)	Expenditure (Rs. in Lakh)	No. of unions submitting returns	Income (Rs. in Lakh)	Expenditure (Rs. in Lakh)
1	2	3	4	5	6	7
2001	6513	5558.52	4895.56	18	22.21	17.59
2002	7734	6254.54	5340.46	78	404.19	341.70
2003	7229	9432.81	6733.15	29	31.08	23.89
2004	5217	6983.41	5627.83	25	78.41	-40.18
2005	8255	8521.84	6182.51	62	63.59	-41.54
2006	8411	11565.82	8980.36	60	124.91	-578.57
2007	7405	10294.95	8437.25	3	29.38	-27.40
2008	9702	11380.82	8098.74	7	37.15	-33.76
2009	3861	4861.12	3868.19	-	-	-
2010	2936	3763.53	3417.55	1	*	*
2011	2769	4638.55	4043.20	-	-	-
2012	4785	6699.44	6275.46	-	-	-
2013	2534	2901.52	2608.32	-	-	-
2014	4359	6389.16	6593.03	-	-	-
2015	4300	8234.16	7805.76	-	-	-
2016	4396	10001.68	9037.45	-	-	-
2017	4031	10448.29	15552.15	-	-	-
2018	4528	10160.04	9501.31	243	708.15	899.94
2019	2311	6317.73	5745.52	-	-	-
2020	2862	9639.94	7276.25	13	140.71	153.69

Note: - not reported

* less than 50,000

Source: Annual Returns received under the Trade Unions Act, 1926.

Number and Membership of Unions Classified According to Industries

Table 4.04 (a) & (b) present industry wise number and membership of Workers' and Employers' unions respectively for the year 2020 according to NIC 2008.

Table 4.04 (a)
Number and Membership of Workers' Unions classified according to Industries
during 2020

Industry code (NIC- 2008)	Industry	No. of Unions submitting returns	Membership	Average membership per union submitting returns
1	2	3	4	5
A	Agriculture, forestry and fishing	97	2485716	25625.94
01	Crop and animal production, hunting and related service activities	86	2430186	28257.98
011	Growing of non-perennial crops	16	994418	62151.13
012	Growing of perennial crops	12	516590	43049.17
13	Animal production	2	637	318.50
14	Mixed farming	7	2736	390.86
15	Support activities to agriculture and post-harvest crop activities	6	120163	20027.17
16	Forestry and logging	42	795630	18943.57
17	Silviculture and other forestry activities	1	12	12.00
02	Logging	11	55530	5048.18
20	Gathering of non-wood forest products	2	215	107.50
21	Support services to forestry	3	1211	403.67
24	Manufacture of electrical equipment	5	54024	10804.80
29	Fishing and aquaculture	1	80	80.00
03	Fishing	0	0	0
32	Mining and quarrying	0	0	0
04	Mining of coal and lignite	0	0	0
47	Mining of hard coal	0	0	0
B	Mining of lignite	128	163250	1275.39
05	Extraction of crude petroleum and natural gas	41	65266	1591.85
50	Extraction of crude petroleum	1	44	44.00
51	Mining of metal ores	29	49189	1696.17
52	Mining of iron ores	11	16033	1457.55
06	Mining of non-ferrous metal ores	36	25305	702.92
61	Other mining and quarrying	33	11771	356.70
62	Quarrying of stone, sand and clay	2	13479	6739.50
66	Mining and quarrying n.e.c.	1	55	55.00
07	Mining support service activities	23	63410	2756.96
71	Support activities for petroleum and natural gas mining	1	1020	1020.00
72	Support activities for other mining and quarrying	22	62390	2835.91
08	Manufacturing	10	2598	259.80
81	Manufacture of food products	8	2444	305.50
89	Processing and preserving of meat	2	154	77.00
09	Processing and preserving of fish, crustaceans and molluscs	18	6671	370.61

Table 4.04 (a) Contd.

1	2	3	4	5
91	Processing and preserving of fruit and vegetables	5	1725	345.00
99	Manufacture of vegetable and animal oils and fats	13	4946	380.46
C	Manufacture of dairy products	720	610159	847.44
10	Manufacture of grain mill products, starches and starch products	75	55458	739.44
101	Manufacture of other food products	1	600	600.00
102	Manufacture of prepared animal feeds	1	115	115.00
103	Manufacture of beverages	3	2405	801.67
104	Manufacture of beverages	8	9371	1171.38
105	Manufacture of tobacco products	13	12230	940.77
106	Manufacture of tobacco products	8	2107	263.38
107	Manufacture of textiles	41	28630	698.29
11	Spinning, weaving and finishing of textiles	18	16274	904.11
110	Manufacture of other textiles	18	16274	904.11
12	Manufacture of wearing apparel	21	55894	2661.62
120	Manufacture of wearing apparel, except fur apparel	21	55894	2661.62
13	Manufacture of leather and related products	96	52875	550.78
131	Tanning and dressing of leather; manufacture of luggage, handbags, saddlery and harness; dressing and dyeing of fur	88	48263	548.44
139	Manufacture of footwear	8	4612	576.50
14	Manufacture of wood and products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	4	1961	490.25
141	Sawmilling and planing of wood	4	1961	490.25
15	Manufacture of products of wood, cork, straw and plaiting materials	8	3356	419.50
151	Manufacture of paper and paper products	2	2873	1436.50
152	Manufacture of paper and paper products	6	483	80.50
16	Printing and reproduction of recorded media	11	965	87.73
161	Printing and service activities related to printing	1	68	68.00
162	Manufacture of coke and refined petroleum products	9	757	84.11
163	Manufacture of coke oven products	1	140	140.00
17	Manufacture of refined petroleum products	12	2995	249.58
170	Manufacture of chemicals and chemical products	11	2977	270.64
171	Manufacture of basic chemicals, fertilizer and nitrogen compounds, plastics and synthetic rubber in primary forms	1	18	18.00
18	Manufacture of other chemical products	5	1058	211.60
181	Manufacture of man-made fibres	5	1058	211.60
19	Manufacture of pharmaceuticals, medicinal chemical and botanical products	29	22262	767.66
192	Manufacture of pharmaceuticals, medicinal chemical and botanical products	29	22262	767.66
20	Manufacture of rubber and plastics products	60	20471	341.18

Table 4.04 (a) Contd.

1	2	3	4	5
201	Manufacture of rubber products	32	11676	364.88
202	Manufacture of plastics products	27	8141	301.52
203	Manufacture of other non-metallic mineral products	1	654	654.00
21	Manufacture of glass and glass products	26	11826	454.85
210	Manufacture of non-metallic mineral products n.e.c.	26	11826	454.85
22	Manufacture of basic metals	27	11690	432.96
221	Manufacture of basic iron and steel	23	10643	462.74
222	Manufacture of basic precious and other non-ferrous metals	4	1047	261.75
23	Casting of metals	84	118528	1411.05
231	Manufacture of fabricated metal products, except machinery and equipment	5	2270	454.00
239	Manufacture of structural metal products, tanks, reservoirs and steam generators	79	116258	1471.62
24	Manufacture of other fabricated metal products; metalworking service activities	52	110594	2126.81
241	Manufacture of computer, electronic and optical products	41	107435	2620.37
242	Manufacture of electronic components	6	1367	227.83
243	Manufacture of computers and peripheral equipment	5	1792	358.40
25	Manufacture of communication equipment	46	42837	931.24
251	Manufacture of consumer electronics	15	8241	549.40
259	Manufacture of measuring, testing, navigating and control equipment; watches and clocks	31	34596	1116.00
26	Manufacture of irradiation, electromedical and electrotherapeutic equipment	15	972	64.80
261	Manufacture of optical instruments and equipment	2	66	33.00
262	Manufacture of magnetic and optical media	1	34	34.00
263	Manufacture of electrical equipment	7	438	62.57
265	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus	1	35	35.00
266	Manufacture of wiring and wiring devices	0	0	0.00
267	Manufacture of electric lighting equipment	3	273	91.00
268	Manufacture of domestic appliances	1	126	126.00
27	Manufacture of other electrical equipment	25	7873	314.92
271	Manufacture of machinery and equipment n.e.c.	5	5139	1027.80
273	Manufacture of general purpose machinery	1	29	29.00
274	Manufacture of special-purpose machinery	6	1482	247.00
275	Manufacture of motor vehicles, trailers and semi-trailers	8	385	48.13
279	Manufacture of motor vehicles	5	838	167.60
28	Manufacture of bodies (coachwork) for motor vehicles; manufacture of trailers and semi-trailers	59	44084	747.19
281	Manufacture of parts and accessories for motor vehicles	3	425	141.67
282	Manufacture of other transport equipment	56	43659	779.63
29	Building of ships and boats	23	7643	332.30
291	Manufacture of railway locomotives and rolling stock	11	3808	346.18

Table 4.04 (a) Contd.

1	2	3	4	5
292	Manufacture of transport equipment n.e.c.	5	1704	340.80
293	Manufacture of furniture	7	2131	304.43
30	Manufacture of furniture	8	16542	2067.75
301	Other manufacturing	4	15699	3924.75
309	Manufacture of jewellery, bijouterie and related articles	4	843	210.75
32	Manufacture of musical instruments	0	0	0.00
321	Repair and installation of machinery and equipment	0	0	0.00
33	Repair of fabricated metal products, machinery and equipment	16	4001	250.06
331	Installation of industrial machinery and equipment	2	1250	625.00
332	Electricity, gas, steam and air conditioning supply	14	2751	196.50
D	Electricity, gas, steam and air conditioning supply	139	139131	1000.94
35	Electric power generation, transmission and distribution	139	139131	1000.94
351	Manufacture of gas; distribution of gaseous fuels through mains	127	126883	999.08
352	Water supply; sewerage, waste management and remediation Activities	12	12248	1020.67
E	Water collection, treatment and supply	45	97510	2166.89
36	Water collection, treatment and supply	29	11055	381.21
360	Sewerage	29	11055	381.21
361	Sewerage	0	0	0.00
37	Waste collection, treatment and disposal activities; materials recovery	8	77921	9740.13
370	Waste treatment and disposal	8	77921	9740.13
38	Construction	8	8534	1066.75
381	Electricity, gas, steam and air conditioning supply	6	2309	384.83
382	Construction of buildings	2	6225	3112.50
F	Water collection, treatment and supply	287	2024184	7052.91
41	Legal activities	220	1895659	8616.63
410	Construction of roads and railways	220	1895659	8616.63
42	Construction of utility projects	46	77579	1686.50
420	Construction of other civil engineering projects	0	0	0.00
421	Sewerage	39	55939	1434.33
422	Demolition and site preparation	5	20619	4123.80
429	Electrical, plumbing and other construction installation activities	2	1021	510.50
43	Building completion and finishing	21	50946	2426.00
431	Wholesale and retail trade; repair of motor vehicles and motorcycles	5	41368	8273.60
432	Wholesale and retail trade and repair of motor vehicles and motorcycles	13	8207	631.31
433	Sale of motor vehicles	3	1371	457.00
G	Maintenance and repair of motor vehicles	95	85093	895.72
45	Sale of motor vehicle parts and accessories	21	19052	907.24

Table 4.04 (a) Contd.

1	2	3	4	5
451	Sale, maintenance and repair of motorcycles and related parts and accessories	1	5276	5276.00
452	Wholesale trade, except of motor vehicles and motorcycles	9	6641	737.89
453	Wholesale on a fee or contract basis	2	498	249.00
454	Wholesale of agricultural raw materials and live animals	8	5932	741.50
455	Wholesale of food, beverages and tobacco	1	705	705.00
46	Wholesale of household goods	41	46646	1137.71
462	Other specialized wholesale	27	13163	487.52
463	Retail trade, except of motor vehicles and motorcycles	8	28179	3522.38
464	Retail sale in non-specialized stores	4	1892	473.00
466	Retail sale of food, beverages and tobacco in specialized stores	2	3412	1706.00
47	Retail sale of automotive fuel in specialized stores	33	19395	587.73
471	Retail sale of information and communications equipment in specialized stores	2	331	165.50
472	Retail sale of other household equipment in specialized stores	6	11882	1980.33
474	Retail sale of cultural and recreation goods in specialized stores	1	1524	1524.00
476	Retail sale of other goods in specialized stores	0	0	0.00
477	Retail sale via stalls and markets	6	1798	299.67
478	Retail trade not in stores, stalls or markets	18	3860	214.44
H	Transportation and storage	409	666073	1628.54
49	Land transport and transport via pipelines	397	648586	1633.72
491	Transport via railways	27	321074	11891.63
492	Other land transport	368	327221	889.19
493	Transport via pipeline	1	201	201.00
498	Water transport	1	90	90.00
50	Sea and coastal water transport	4	3678	919.50
501	Inland water transport	2	558	279.00
502	Air transport	2	3120	1560.00
52	Passenger air transport	8	13809	1726.13
521	Warehousing and support activities for transportation	6	11879	1979.83
522	Warehousing and storage	2	1930	965.00
I	Support activities for transportation	45	19710	438.00
55	Postal and courier activities	33	7569	229.36
551	Postal activities	26	6482	249.31
552	Accommodation and Food service activities	1	50	50.00
559	Accommodation	6	1037	172.83
56	Short term accommodation activities	12	12141	1011.75
561	Camping grounds, recreational vehicle parks and trailer parks	7	10972	1567.43
562	Other accommodation	3	1052	350.67
563	Food and beverage service activities	2	117	58.50

Table 4.04 (a) Contd.

1	2	3	4	5
J	Restaurants and mobile food service activities	60	36397	606.62
58	Event catering and other food service activities	19	7486	394.00
581	Beverage serving activities	19	7486	394.00
59	Information and communication	6	1677	279.50
591	Publishing activities	6	1677	279.50
60	Publishing of books, periodicals and other publishing activities	21	23275	1108.33
601	Motion picture, video and television programme production, sound recording and music publishing activities	10	2483	248.30
602	Motion picture, video and television programme activities	11	20792	1890.18
61	Broadcasting and programming activities	1	100	100.00
611	Radio broadcasting	1	100	100.00
62	Television programming and broadcasting activities	5	708	141.60
620	Telecommunications	5	708	141.60
63	Wired telecommunications activities	8	3151	393.88
630	Computer programming, consultancy and related activities	2	440	220.00
639	Computer programming, consultancy and related activities	6	2711	451.83
K	Information service activities	169	365559	2163.07
64	Other information service activities	131	334936	2556.76
641	Financial and insurance activities	121	331889	2742.88
649	Financial service activities, except insurance and pension funding	10	3047	304.70
65	Monetary intermediation	36	27507	764.08
651	Other financial service activities, except insurance and pension funding activities	23	6897	299.87
653	Insurance, reinsurance and pension funding, except compulsory social security	13	20610	1585.38
66	Insurance	2	3116	1558.00
661	Pension funding	2	3116	1558.00
M	Other financial activities	32	21256	664.25
69	Activities auxiliary to financial service activities, except insurance and pension funding	5	917	183.40
691	Activities auxiliary to insurance and pension funding	3	453	151.00
692	Fund management activities	2	464	232.00
70	Professional, scientific and technical activities	6	6652	1108.67
701	Legal and accounting activities	3	1698	566.00
702	Legal and accounting activities	3	4954	1651.33
72	Accounting, bookkeeping and auditing activities; tax consultancy	7	5323	760.43
721	Activities of head offices	5	5211	1042.20
722	Activities of head offices	2	112	56.00
74	Architecture and engineering activities; technical testing and analysis	7	6045	863.57

Table 4.04 (a) Contd.

1	2	3	4	5
742	Architectural and engineering activities and related technical consultancy	0	0	0.00
749	Scientific research and development	7	6045	863.57
75	Research and experimental development on natural sciences and engineering	0	0	0.00
750	Research and experimental development on social sciences and humanities	0	0	0.00
77	Advertising and market research	7	2319	331.29
773	Advertising	7	2319	331.29
N	Specialized design activities	45	434798	9662.18
78	photographic activities	2	90240	45120.00
782	Veterinary activities	1	2055	2055.00
783	Veterinary activities	1	88185	88185.00
79	Administrative and support service activities	3	1993	664.33
791	Rental and leasing activities	1	25	25.00
792	Renting and leasing of motor vehicles	1	984	984.00
799	Renting and leasing of motor vehicles	1	984	984.00
80	Renting and leasing of personal and household goods	17	105089	6181.71
801	Renting and leasing of other machinery, equipment and tangible goods	16	104902	6556.38
802	Employment activities	1	187	187.00
81	Activities of employment placement agencies	9	5825	647.22
812	Human resources provision and management of human resources functions	1	1083	1083.00
813	Travel agency, tour operator and other reservation service activities	8	4742	592.75
82	Travel agency and tour operator activities	14	231651	16546.50
821	Travel agency and tour operator activities	5	230604	46120.80
829	Travel agency activities	9	1047	116.33
O	Other reservation service activities	68	30020	441.47
84	Security and investigation activities	68	30020	441.47
841	Private security activities	31	19620	632.90
842	Security systems service activities	37	10400	281.08
843	Services to buildings and landscape activities	0	0	0.00
P	Cleaning activities	46	19472	423.30
85	Landscape care and maintenance service activities	46	19472	423.30
851	Office administrative, office support and other business support activities	8	10640	1330.00
852	Office administrative and support activities	18	5149	286.06
853	Business support service activities n.e.c.	7	1157	165.29
854	Public administration and defence; compulsory social security	6	1522	253.67
855	Public administration and defence; compulsory social security	7	1004	143.43

Table 4.04 (a) Concl..

1	2	3	4	5
Q	Administration of the State and the economic and social policy of the community	66	70215	1063.86
86	Provision of services to the community as a whole	33	28834	873.76
861	Compulsory social security activities	8	14247	1780.88
862	Social work activities without accommodation for the elderly and disabled	9	5195	577.22
869	Social work activities without accommodation for the elderly and disabled	16	9392	587.00
87	Education	27	37720	1397.04
871	Education	1	140	140.00
872	Primary education	1	381	381.00
879	Secondary education	25	37199	1487.96
88	Higher education	6	3661	610.17
881	Other education	4	3438	859.50
884	Educational support services	1	50	50.00
889	Human health and social work activities	1	173	173.00
R	Human health activities	11	5969	542.64
90	Hospital activities	7	5504	786.29
900	Medical and dental practice activities	7	5504	786.29
91	Other human health activities	4	355	88.75
912	Residential care activities	3	355	118.33
93	Residential care activities for mental retardation, mental health and abuse	1	110	110.00
932	Other residential care activities n.e.c.	1	110	110.00
S	Social work activities without accommodation	374	3083373	8244.31
94	Social work activities without accommodation for the elderly and disabled	364	3071744	8438.86
941	Arts, entertainment and recreation	10	22783	2278.30
942	Creative, arts and entertainment activities	344	3048453	8861.78
949	Creative, arts and entertainment activities	10	508	50.80
95	Libraries, archives, museums and other cultural activities	2	383	191.50
951	Libraries, archives, museums and other cultural activities	1	68	68.00
952	Gambling and betting activities	1	315	315.00
96	Gambling and betting activities	8	11246	1405.75
960	Other service activities	8	11246	1405.75
969	Activities of membership organizations	0	0	0.00
T	Activities of business, employers and professional membership organizations	3	390	130.00
97	Activities of trade unions	3	390	130.00
970	Activities of other membership organizations	3	390	130.00
U	Repair of computers and personal and household goods	10	19252	1925.20
99	Repair of computers and communication equipment	10	19252	1925.20
990	Repair of personal and household goods	10	19252	1925.20
TOTAL		2849	10377527	3642.52

- = Not reported.

Note: Totals may not necessarily tally due to rounding off.

Source: Annual Returns received under the Trade Unions Act, 1926

Table 4.04 (b)
Number and Membership of Employers' Unions classified according to Industries

Industry Code NIC-2008	Industry	No. of Unions Submitting Returns	Membership at the end of the year	Average Membership per union submitting returns
1	2	3	4	5
C	Manufacturing	2	1775	888
20	Manufacture of chemicals and chemical products	1	72	72
201	Manufacture of basic chemicals, fertilizer and nitrogen compounds, plastics and synthetic rubber in primary forms	1	72	72
27	Manufacture of electrical equipment	1	1703	1703
271	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus	1	1703	1703
H	Transportation and storage	2	621	311
49	Land transport and transport via pipelines	2	621	311
492	Other land transport	2	621	311
J	Information and communication	2	70	35
60	Broadcasting and programming activities	2	70	35
602	Television programming and broadcasting activities	2	70	35
S	Other service activities	7	3961	566
94	Activities of membership organizations	7	3961	566
942	Activities of trade unions	7	3961	566
TOTAL		13	6427	494

Note: 1. Totals may not necessarily tally due to rounding off.

Federations of Trade Unions

Table 4.05 gives information relating to the number of Registered Federations submitting returns and their income and expenditure for the years 2002 to 2020.

Table 4.05

Number of Registered Federations submitting returns and Income and Expenditure of Federations submitting returns for the Years 2002 to 2020

Year	Number of Federations Submitting Returns	Income (Rs. in Lakh)	Expenditure (Rs. in Lakh)
1	2	3	4
2002	27	56.60	36.18
2003	27	96.36	75.24
2004	25	122.94	81.34
2005	27	227.37	113.77
2006	23	203.05	159.35
2007	29	59.48	42.06
2008	5	30.79	27.94
2009	-	-	-
2010	2	824.90	31.96
2011	-	-	-
2012	-	-	-
2013	-	-	-
2014	-	-	-
2015	-	-	-
2016	-	-	-
2017	-	-	-
2018	-	-	-
2019	-	-	-
2020	-	-	-

- = Not reported.

Source: Annual Returns received under the Trade Unions Act, 1926.

2. INDUSTRIAL DISPUTES

Industrial dispute is taken as a cessation of work in a unit due to breakdown of understanding between workers and the employers on some issue. ‘Strikes’ and ‘Lockouts’ are two manifestations of industrial disputes. ‘Strike’ signifies temporary stoppage of work by a group or all employees of an establishment to express a grievance or to enforce a demand, whereas ‘Lockout’ represents temporary withholding of work from all or a group of employees by the employers for matters relating to employment or non-employment or the terms or conditions of employment.

The statistics of industrial disputes given here relate to those work stoppages in which at least ten workers are involved directly and / or indirectly and are not in the nature of political strikes, sympathetic strikes and the like. These statistics are collected on a voluntary basis from the primary units by the State Labour Departments and Regional Labour Commissioners (Central), which in turn send them to the Bureau for the compilation and maintenance.

(a) Industrial Disputes by Sectors

The statistics on industrial disputes by sectors during the last five years, viz., 2015 to 2019 are presented in Table 4.06. It may be seen from the table that the number of disputes and the number of mandays lost showed a fluctuating trend.

Table 4.06

Number of Industrial Disputes in Public and Private Sectors during 2015 to 2019

Year	No. of Disputes			Number of Workers Involved			Number of Mandays Lost			Average No. of Workers Involved per Dispute
	Public	Private	Total	Public	Private	Total	Public	Private	Total	
1	2	3	4	5	6	7	8	9	10	11
2015	35	115	150	642733	115117	757850	905100	4006600	4911700	5052
2016	16	81	97	901032	60145	961177	1014086	4031744	5045830	9909
2017	15	97	112	684392	78440	762832	837659	4395808	5233467	6811
2018	14	72	86	698836	44132	742968	1030764	2118790	3149554	8639
2019	15	64	79	585450	39894	625344	1400992	1927111	3328103	7916

Source: State Labour Departments and Regional Labour Commissioners (Central).

(b) Types of Work-stoppages

Table 4.07 showed a fluctuating trend in the number of Strikes and a decreasing trend in number of Lockouts during the last five years.

Table 4.07
Number of Disputes by Strikes and Lockouts during 2015 - 2019

Year	Strikes			Lockouts		
	Number	Number of Workers Involved	Man-days Lost	Number	Number of Workers Involved	Man-days Lost
1	2	3	4	5	6	7
2015	119	745163	2786842	31	12687	2124858
2016	70	948477	2257778	27	12700	2788052
2017	87	748980	2579704	25	13852	2653763
2018	69	733536	1685446	17	9432	1464108
2019	65	614068	2011620	14	11276	1316483

Source: State Labour Departments and Regional Labour Commissioners (Central).

(c) Industrial Disputes by States

Data on Strikes and Lockouts (State-wise) for the years 2017, 2018 and 2019 are presented in Table Nos. 4.08, 4.09 and 4.10., respectively.

During 2017, the maximum number of strikes (28) and number of workers involved (132703) were recorded in the State of Tamil Nadu whereas man-days lost (947830) due to strikes was highest in the state of Andhra Pradesh. On the other hand, during this period, the highest number of lockouts (9) was in Kerala. The maximum time-loss due to lockouts was however witnessed by the State of Andhra Pradesh (1505116 man-days).

During 2018, the maximum number of strikes (21) was recorded in the state of Tamil Nadu and the highest number of workers involved (150298) in the strikes was recorded in the state Karnataka whereas man-days lost (275169) due to strikes was highest in the state of Kerala. On the other hand, during this period, the highest number of lockouts (5) each was in Kerala and Tamil Nadu. The maximum time-loss due to lockouts was however witnessed by the state of Uttar Pradesh (750000 man-days).

During 2019, the highest number of strikes (16) was recorded in the State of Tamil Nadu whereas the number of workers involved (129054) was the highest in the State of Assam and man-days lost (320106) due to strikes was highest in the state of Maharashtra. On the other hand, during this period, Assam has the highest number of lockouts (4). The maximum time-loss due to lockouts was however witnessed by the State of Uttar Pradesh (750000 man-days).

Table 4.08
Industrial Disputes during 2017 (By States)

State / Union Territory	Strikes			Lockouts		
	Number of Strikes	Number of Workers Involved	Man-days Lost	Number of Lockouts	Number of Workers Involved	Man-days Lost
1	2	3	4	5	6	7
Andhra Pradesh	2	2990	947830	8	4748	1505116
Arunachal	-	-	-	-	-	-
Assam	*	47560	47560	1	2202	4404
Bihar	*	50625	50625	-	-	-
Chhattisgarh	2	22828	23027	-	-	-
Goa	1	175	10325	-	-	-
Gujarat	22	55191	99883	-	-	-
Haryana	2	1969	20042	1	255	57205
Himachal	1	189	10584	-	-	-
Jammu	-	-	-	-	-	-
Jharkhand	-	-	-	-	-	-
Karnataka	2	37824	37824	-	-	-
Kerala	7	66734	206234	9	1285	296323
Madhya Pradesh	6	77038	214318	1	397	7940
Maharashtra	7	14178	66236	2	1100	15150
Manipur	-	-	-	-	-	-
Meghalaya	-	-	-	-	-	-
Mizoram	#	#	#	#	#	#
Nagaland	-	-	-	-	-	-
Orissa	4	714	4340	-	-	-
Punjab	-	-	-	-	-	-
Rajasthan	2	50728	106959	-	-	-
Sikkim	#	#	#	#	#	#
Tamil Nadu	28	183177	596857	2	1365	17625
Telangana	-	-	-	-	-	-
Tripura	-	-	-	-	-	-
Uttar Pradesh	*	59377	59377	1	2500	750000
Uttarakhand	1	73000	73000	-	-	-
West Bengal	*	4683	4683	-	-	-
A & N Islands	-	-	-	-	-	-
Chandigarh	-	-	-	-	-	-
D & Nagar	-	-	-	-	-	-
Daman and Diu	-	-	-	-	-	-
Delhi	-	-	-	-	-	-
Lakshadweep	-	-	-	-	-	-
Puducherry	-	-	-	-	-	-
Total	87	748980	2579704	25	13852	2653763

- = NIL

= ID Act 1947 yet to be implemented.

* = The number of disputes have been shown as 'nil' as the same relates to All India strikes and not counted in the State / Union Territory. During the year 2017, three(3) All India strikes took place which has been accounted for in the State / Union Territory in which the mandays lost were maximum but the number of workers involved and mandays lost have been included in the concerned States/Union Territories.

Source: State Labour Departments and Regional Labour Commissioners (Central).

Table 4.09
Industrial Disputes during 2018 (By States)

State / Union Territory	Strikes			Lockouts		
	Number of Strikes	Number of Workers Involved	Man-days Lost	Number of Lockouts	Number of Workers Involved	Man-days Lost
1	2	3	4	5	6	7
Andhra Pradesh	-	-	-	-	-	-
Arunachal	-	-	-	-	-	-
Assam	5	74500	101425	1	4200	184800
Bihar	1	42470	72780	-	-	-
Chhattisgarh	1	20466	27480	-	-	-
Goa	-	-	-	-	-	-
Gujarat	14	69185	147712	-	-	-
Haryana	-	-	-	1	255	48027
Himachal	1	120	720	1	103	8343
Jammu	-	-	-	-	-	-
Jharkhand	-	-	-	-	-	-
Karnataka	4	150298	199514	-	-	-
Kerala	7	66236	275169	5	1040	252100
Madhya Pradesh	7	80157	212371	-	-	-
Maharashtra	4	26717	142479	2	392	110446
Manipur	-	-	-	-	-	-
Meghalaya	-	-	-	-	-	-
Mizoram	#	#	#	#	#	#
Nagaland	-	-	-	-	-	-
Orissa	1	250	11500	-	-	-
Punjab	1	832	18304	-	-	-
Rajasthan	*	64706	75854	-	-	-
Sikkim	#	#	#	#	#	#
Tamil Nadu	21	8202	175180	5	802	94292
Telangana	1	102	27234	1	140	16100
Tripura	-	-	-	-	-	-
Uttar Pradesh	*	24554	51450	1	2500	750000
Uttrakhand	*	84000	112000	-	-	-
West Bengal	1	20741	34274	-	-	-
A & N Islands	-	-	-	-	-	-
Chandigarh	-	-	-	-	-	-
D & Nagar	-	-	-	-	-	-
Daman and Diu	-	-	-	-	-	-
Delhi	-	-	-	-	-	-
Lakshadweep	-	-	-	-	-	-
Puducherry	-	-	-	-	-	-
Total	69	733536	1685446	17	9432	1464108

- = NIL

= ID Act 1947 yet to be Implemented.

* = The number of disputes have been shown as 'nil' as the same relates to All India strikes and not counted in the State / Union Territory. During the year 2018, four(4) All India strikes took place which has been accounted for in the State / Union Territory in which the mandays lost were maximum but the number of workers involved and mandays lost have been included in the concerned States/Union Territories.

Source: State Labour Departments and Regional Labour Commissioners (Central).

Table 4.10
Industrial Disputes during 2019 (By States)

State / Union Territory	Strikes			Lockouts		
	Number of Strikes	Number of Workers Involved	Man-days Lost	Number of Lockouts	Number of Workers Involved	Man-days Lost
1	2	3	4	5	6	7
Andhra Pradesh	-	-	-	1	635	66040
Arunachal	-	-	-	-	-	-
Assam	6	129054	301878	4	5244	38430
Bihar	2	38431	62602	-	-	-
Chhattisgarh	2	86731	228813	-	-	-
Goa	-	-	-	-	-	-
Gujarat	10	20928	62485	-	-	-
Haryana	-	-	-	1	255	41847
Himachal	2	371	3062	-	-	-
Jammu	-	-	-	-	-	-
Jharkhand	-	-	-	-	-	-
Karnataka	2	15284	133649	-	-	-
Kerala	2	42594	231374	3	1042	214110
Madhya Pradesh	9	97856	162751	-	-	-
Maharashtra	3	54114	320106	1	106	27348
Manipur	-	-	-	-	-	-
Meghalaya	-	-	-	-	-	-
Mizoram	#	#	#	#	#	#
Nagaland	1	99	297	1	1300	172900
Orissa	-	-	-	-	-	-
Punjab	-	-	-	-	-	-
Rajasthan	6	43337	126927	-	-	-
Sikkim	#	#	#	#	#	#
Tamil Nadu	16	6687	100010	1	54	1188
Telangana	3	840	72110	1	140	4620
Tripura	-	-	-	-	-	-
Uttar Pradesh	1	60577	171320	1	2500	750000
Uttarakhand	*	5000	15000	-	-	-
West Bengal	*	12165	19236	-	-	-
A & N Islands	-	-	-	-	-	-
Chandigarh	-	-	-	-	-	-
D & Nagar	-	-	-	-	-	-
Daman and Diu	-	-	-	-	-	-
Delhi	-	-	-	-	-	-
Lakshadweep	-	-	-	-	-	-
Puducherry	-	-	-	-	-	-
Total	65	614068	2011620	14	11276	1316483

- = NIL

= ID Act 1947 yet to be implemented.

* = The number of disputes have been shown as 'NIL' as the same relates to All India strikes and not counted in the State / Union Territory. During the year 2019, Five (5) All India strikes took place which has been accounted for in the State / Union Territory in which the mandays lost were maximum but the number of workers involved and mandays lost have been included in the concerned States/Union Territories.

Source: State Labour Departments and Regional Labour Commissioners (Central).

(d) Industrial Disputes by Industrial Divisions

Table 4.11 presents the statistics of Industrial Disputes (Strikes & Lockouts) by Major Industry Divisions for the years 2017, 2018, and 2019 (as per NIC, 2008).

In 2017, the 'Manufacturing Division' accounted for the highest time-loss, with 4,132,604 man-days lost, representing 78.96% of the total time-loss. This was followed by 'Financial & Insurance Activities' with 526,245 man-days lost (10.06% of the total), and 'Transportation & Storage' with 298,090 man-days lost (5.70% of the total). These three divisions collectively accounted for 86 disputes, or 76.79% of the total number of disputes, involving 745,286 workers (97.70% of the total) and resulting in a time-loss of 4,956,939 man-days (94.72% of the total).

In 2018, the 'Manufacturing Division' again led with the highest time-loss of 1,618,798 man-days, constituting 51.40% of the total time-loss. This was followed by 'Financial & Insurance Activities,' which accounted for 1,010,453 man-days lost (32.08% of the total). Together, these two divisions were involved in 70 disputes, making up 81.39% of the total number of disputes, affecting 733,421 workers (98.71% of the total), and resulting in a time-loss of 1,837,777 man-days (83.48% of the total).

In 2019, the 'Manufacturing Division' remained the highest, with 1,975,733 man-days lost, or 59.36% of the total time-loss. This was followed by 'Financial & Insurance Activities' with 458,117 man-days lost (13.76% of the total) and 'Mining & Quarrying' with 406,577 man-days lost (12.21% of the total). These three divisions together accounted for 52 disputes, or 65.82% of the total number of disputes, involving 503,316 workers (80.49% of the total) and resulting in a time-loss of 2,840,427 man-days (85.35% of the total).

Table 4.11

Industrial Disputes during 2017 to 2019 (By Industry Division)

Industry Code As per NIC 2008	Industry Division	2017			2018			2019		
		Number of Disputes	No. of Workers Involved	No. of Mandays Lost	Number of Disputes	No. of Workers Involved	No. of Mandays Lost	Number of Disputes	No. of Workers Involved	No. of Mandays Lost
1	2	3	4	5	6	7	8	9	10	11
A	Agriculture, Forestry & fishing	2	2224	5658	7	6482	201346	9	9814	92340
B	Mining & Quarrying	3	501	12032	-	-	-	6	148789	406577
C	Manufacturing	75	66218	4132604	63	36487	1618798	42	82381	1975733
D	Electricity, Gas, steam & air conditioning supply	4	551	14220	1	250	11500	6	3821	13477
E	Water supply, sewerage, waste management & remediation activities	-	-	-	-	-	-	1	200	1800
F	Construction	2	104	2600	-	-	-	*	192	576

Table 4.11 Concl'd.

1	2	3	4	5	6	7	8	9	10	11
G	Wholesale & Retail Trade; Repair or Motor Vehicles, Motorcycles.	5	1123	167720	4	947	272104	1	500	139500
H	Transportation & storage	2	153090	298090	1	963	17334	2	77090	158080
I	Accommodation & food service activities	1	80	800	1	103	8343	-	-	-
J	Information & communication	1	8000	16000	-	-	-	3	12793	28151
K	Financial & insurance activities	9	525978	526245	7	696934	1010453	4	272146	458117
L	Real estate activities	-	-	-	-	-	-	-	-	-
M	Professional, scientific & technical activities	-	-	-	-	-	-	-	-	-
N	Administrative & support service activities	-	-	-	1	650	3900	-	-	-
O	Public administration & defence, compulsory social security	-	-	-	-	-	-	1	17043	51018
P	Education	-	-	-	-	-	-	*	81	162
Q	Human health & social work activities	8	3153	57498	1	152	5776	4	494	2572
R	Arts, entertainment & recreation	-	-	-	-	-	-	-	-	-
S	Other service activities	-	-	-	-	-	-	-	-	-
T	Activities of households as employers	-	-	-	-	-	-	-	-	-
U	Activities of extraterritorial organizations & bodies	-	-	-	-	-	-	-	-	-
TOTAL		112	762832	5233467	86	742968	3149554	79	625344	3328103

- = NIL

* = The number of disputes have been shown as 'NIL' as the same relates to All India strikes and not counted in the Industry. During the year 2019, five (5) All-India strikes took place respectively which has been accounted for in the Industry in which the mandays lost were maximum but the number of workers involved and mandays lost have been included in the concerned Industries.

Source: State Governments and Regional Labour Commissioners (Central)

(e) Industrial Disputes by Causes:

Table 4.12 presents the statistics of Industrial Disputes categorized by their causes for the years 2017, 2018, and 2019. When disputes arise from multiple causes, the immediate cause is considered, and if there are several immediate causes, the most significant one is taken into account.

The table clearly shows that throughout these three years, 'Wages and Allowances,' 'Charter of Demands,' and 'Personnel' issues have been major concerns for industrial establishments, consistently emerging as the primary causes of disputes.

workers involved showed a decreasing trend and the number of mandays lost showed a fluctuating trend.

Table 4.13

Industrial Disputes in the Central Sphere Undertakings during 2017 to 2019

Industry	2017			2018			2019		
	Number of Disputes	No. of Workers Involved	No. of Mandays Lost	Number of Disputes	No. of Workers Involved	No. of Mandays Lost	Number of Disputes	No. of Workers Involved	No. of Mandays Lost
1	2	3	4	5	6	7	8	9	10
Ports and Docks	2	2768	2768	-	-	-	*	1927	3854
Air Transport	-	-	-	-	-	-	-	-	-
Coal Mines	1	307	10438	-	-	-	2	124203	346557
Non-coal Mines	1	124	124	-	-	-	*	1167	2334
Oil Fields	-	-	-	-	-	-	*	20482	40964
Banks	9	525978	526245	7	696934	1010453	2	257775	430360
Insurance	-	-	-	-	-	-	*	14188	27376
Railways (except Workshops)	1	3865	3865	-	-	-	1	60000	120000
Posts & Telegraphs	2	16090	24090	1	963	17334	*	16333	32666
Defence Undertakings	-	-	-	-	-	-	2	64000	241478
Cantonment Boards	-	-	-	-	-	-	-	-	-
C.P.W.D.	-	-	-	-	-	-	-	-	-
Other Central Undertakings	1	386	386	2	7791	7791	6	35063	170685
Total	17	549518	567916	10	705688	1035578	13	595138	1416274

- = Nil

* = The number of disputes have been shown as 'NIL' as the same relates to All India strikes and not counted in the Industry. During the years 2019, five(5) All-India strikes took place respectively which has been accounted for in the Industry in which the mandays lost were maximum but the number of workers involved and mandays lost have been included in the concerned Industries..

Source: Regional Labour Commissioners (Central).

3. MACHINERY FOR THE PREVENTION AND SETTLEMENT OF INDUSTRIAL DISPUTES

The Government has established a mechanism to ensure industrial harmony, which includes:

1. **Consultative Machinery**
2. **Conciliation or Arbitration Machinery**

The consultative machinery exists at various levels:

- **Undertaking Level:** Works Committees and Joint Committees.
- **Industrial Level:** Wage Boards and Industrial Committees.
- **State Level:** Labour Advisory Boards.
- **National Level:** Indian Labour Conference and Standing Labour Committees.

A brief description of the machinery in this field is provided below.

Union Government

The Ministry of Labour and Employment, Government of India, provides extensive support to State Governments in taking prompt measures to prevent work stoppages. The Central Industrial Relations Machinery (CIRM), also known as the Chief Labour Commissioner (Central) Organisation, is responsible for maintaining harmonious relations within the Central Sphere. This is achieved through monitoring, intervention, mediation, and conciliation in industrial disputes, as well as the implementation of settlements and awards.

Tripartite Machinery

The Indian Labour Conference is the apex tripartite body, with other tripartite bodies formed as Industrial Tripartite Committees (ITCs). These bodies offer a platform for social partners to understand each other's industry-specific challenges through dialogue, facilitating the development of consensual policy options. These Committees are non-statutory and meet as needed. The proactive role of the Government in these Committees has successfully shifted the attitude from confrontation to cooperation between employers and workers.

Board of Arbitration: Joint Consultative Machinery (JCM) for Central Government Employees

In 1966, the Government of India introduced a scheme for Joint Consultative and Compulsory Arbitration to resolve differences between the Government as an employer and its employees. This scheme mandates compulsory arbitration on issues related to Pay and Allowances, weekly working hours, and leave for specific classes or grades of employees. The Board of Arbitration (JCM), established in July 1968 under the administrative control of the Ministry of Labour and Employment, comprises a Chairman and two members, representing both the staff and official sides.

Recognition of Trade Unions

The verification of union membership within establishments in the Central Sphere is conducted by the Chief Labour Commissioner (Central)'s office under the Code of Discipline. This verification is done for the purpose of granting recognition as directed by the Ministry of Labour and Employment.

Retrenchment, Lay-off and Closure

The Government of India grants prior permission for the retrenchment and lay-off of workers, as well as the closure of industrial undertakings, in respect of industries for which it is the appropriate government under Chapter V-B of the Industrial Disputes Act.

Tribunals and Labour Court

Twenty-two Central Government Industrial Tribunal-cum-Labour Courts have been established under the Industrial Disputes Act, 1947, to adjudicate industrial disputes in organizations for which the Central Government is the appropriate authority. Following the Finance Act, 2017, these Tribunals were also empowered to settle appeals arising from the Employees' Provident Fund & Miscellaneous Provisions Act, 1952. These Tribunals are located in Dhanbad (Jharkhand), Mumbai, New Delhi, and Chandigarh (with two courts each), and one each in Kolkata, Jabalpur, Kanpur, Nagpur, Lucknow, Bangalore, Jaipur, Chennai, Hyderabad, Bhubaneswar, Ahmedabad, Ernakulam, Asansol, and Guwahati. Additionally, the two Industrial Tribunals in Mumbai (No.1) and Kolkata function as National Tribunals.

To address the significant backlog of unresolved industrial disputes, Lok Adalats have been introduced as an alternative grievance redressal mechanism within the adjudication system of the CGITs since the 10th Five Year Plan. The goal is to settle industrial disputes through this parallel forum, focusing on relatively straightforward cases. However, the success of this system relies on the willingness of the litigating parties to resolve their cases through this method. The Presiding Officers of the CGITs act as facilitators in this process.

4. CONSULTATIVE MACHINERY

The Indian Labour Conference (ILC) stands at the apex of the Tripartite Consultative Machinery, which includes the Indian Labour Conference, the Standing Labour Committee, and the Industrial Committees. This machinery advises the Government on labour policies. Members of the ILC include all Central Trade Union Organisations, Central Organisations of Employers, all State Governments and Union Territories, and relevant Central Ministries/Departments.

The first meeting of the Indian Labour Conference, initially known as the Tripartite National Labour Conference, was held in 1942. To date, a total of 46 sessions have been convened. The 46th Session of the Indian Labour Conference was held on July 20-21, 2015, at Vigyan Bhavan, New Delhi. The 48th Session of the Standing Labour Committee (SLC) took place on May 11, 2017, in New Delhi under the chairmanship of Shri Bandaru Dattatreya, the then Minister of State for Labour and Employment (Independent Charge). The meeting was attended by senior representatives from Central Trade Union Organisations, Central Employers Organisations, Labour Ministers, senior officers from State Governments/UT Administrations, and senior officers from Central Ministries/Departments. The 48th Session of the Standing Labour Committee reviewed the

Action Taken Report of the 46th Indian Labour Conference and decided on the agenda items for discussion in the upcoming 47th Indian Labour Conference.

5. WORKERS' EDUCATION

The Dattopant Thengadi National Board for Workers Education and Development, formerly known as the Central Board for Workers Education (CBWE), was established in 1958 to implement Workers Education Schemes at the National, Regional, Unit, and Village levels. The Board, tripartite in nature, includes representatives from Central Organisations of Workers and Employers, Central and State Governments, and Educational Institutions. The Board organizes various training programmes for workers in the organized, unorganized, rural, and informal sectors. The Central Board for Workers Education is headed by a Chairman, with its headquarters located in Nagpur. The Chief Executive of the Board is the Director, who is supported by an Additional Director, Deputy Directors, Financial Advisor, and other staff. The Board operates through 50 Regional Directorates and 7 Sub-Regional Directorates. Six Zonal Directorates in Delhi, Guwahati, Kolkata, Mumbai, Chennai, and Bhopal monitor the activities of the Regional Directorates in their respective zones. Tripartite Regional Advisory Committees, constituted for each Regional Directorate, review the progress of the scheme and recommend measures for the effective implementation of Workers Education Programmes.

The Indian Institute of Workers Education (IIWE), located in Mumbai, is the Board's apex-level training institute, established in 1970. The training programmes for workers in the organized sector are conducted at three levels:

- **First Level:** Candidates selected as Education Officers trainees receive training. Upon successful completion, they are appointed as Education Officers and posted at Regional Directorates. These officers conduct various programmes at the Regional Directorates.
- **Second Level:** Workers from different establishments, sponsored by trade unions, receive training at the regional level.
- **Third Level:** Trainers conduct classes for the rank-and-file workers in their respective establishments.

National-level programmes for representatives from Central Trade Union Organisations, Federations, and Voluntary Organisations on various subjects are conducted by the IIWE. In addition, the IIWE provides pre-employment training to Education Officers and reorientation training to Regional Directors and Education Officers of the Board. To address specialized training needs for tackling specific issues faced by Trade Unions, the Institute has established three cells:

1. Industrial Health, Safety, and Environment
2. Education for Rural and Unorganized Sector Workers

3. Women and Child Labour

Initially, the Board focused its activities on the organized sector. In 1977-78, based on the recommendations of the Workers Education Review Committee, the Board shifted its emphasis to the rural sector. Starting with seven pilot projects, the rural workers' education programmes have evolved into a regular and continuous programme. The objectives of the programme are:

- To promote critical awareness of problems, privileges, and obligations as workers and citizens;
- To enhance self-confidence and develop a scientific attitude;
- To educate workers on developing their organizations to fulfill socio-economic functions and responsibilities within the rural economy, while strengthening the democratic, secular, and socialist fabric of rural society;
- To educate workers on protecting and promoting their individual and social interests;
- To motivate workers towards family welfare planning and combating social evils.

Rural Volunteers are provided with one-week orientation/refresher courses at Regional Directorates to assist Education Officers in conducting Rural Awareness Camps. These camps are attended by landless labourers, tribal labourers, artisans, forest workers, and educated unemployed individuals in rural areas. The Board also organizes tailor-made programmes, lasting from one to four days, based on the functional and educational needs of workers in sectors such as Handloom, Powerloom, Khadi & Village Industries, Industrial Estates, Small Scale Units, Handicrafts, Sericulture, Coir Industry, Beedi Industry, and Workers of Weaker Sections including women workers, handicapped workers, rickshaw drivers, construction workers, and civic and sanitation workers.

CHAPTER 5

LABOUR WELFARE

The term Labour Welfare is defined differently by various agencies. The International Labour Organization (ILO) has defined the term 'Labour Welfare' as "such services, facilities and amenities as may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy, congenial surroundings and provided with amenities conducive to good health and high morale"*. This was further elucidated in the I.L.O. Recommendation (No. 102) (1952) concerning welfare facilities for workers. The term 'Welfare' in that Recommendation includes inter-alia "(i) feeding facilities, (ii) rest and recreation facilities, and (iii) transportation to and from work place where ordinary public transport is inadequate or impracticable".

The definitions given by different agencies indicate that the term labour welfare is a very comprehensive and dynamic concept in nature as it differs widely with time, region, country, value system, social institution and general level of social and economic development. The term however broadly includes those measures which affect the working and living conditions of the workers including social security measures, educational and cultural facilities and industrial housing etc.

Labour welfare measure plays a crucial role in the economic and social development of any country as it is an important facet of industrial relations. The need of such measure is all the more important for our country because ours is a developing economy aiming at rapid economic and social development. In India, various welfare facilities have been extended by different agencies either through legislation or directly. Some of the important activities are briefly described in the succeeding paragraphs.

1. ACTIVITIES OF THE GOVERNMENT OF INDIA

The Factories Act, 1948, the Plantations Labour Act 1951 and the Mines Act, 1952, are basic enactments which contain elaborate provisions for safeguarding the health and safety of workers inside the work place and for providing their welfare. They lay down, minimum standards for ensuring welfare of workers. The Ministry of Labour and Employment, Government of India has also set up Labour Welfare funds to provide welfare amenities for the workers employed in Mica, Iron Ore, Manganese Ore and Chrome Ore, Limestone and Dolomite Mines and in the Beedi and Cinema industries. Separate welfare funds have also been formed for specified services like Posts and Telegraphs, Ports, Dockyards, Railways etc. The Welfare measures financed out of these funds relate to provision of medical, housing, drinking water, educational, recreational and family welfare facilities, etc. Although most of the activities are administered directly by the Welfare Organizations under the Ministry of Labour and Employment, however, there are some loans and subsidies provided to the State Governments, Local Authorities and to the employers for implementation of approved proto-type schemes. The provision of social security in the form of Employees State Insurance Scheme, Provident Fund, Gratuity and Pension under various laws and industrial housing schemes are some of the other

prominent measures undertaken by the Central Government to promote welfare of the working class.

2. ACTIVITIES OF THE STATE/ UNION TERRITORIES GOVERNMENTS

This section deals with various activities/initiatives taken by the State / UT Governments in labour welfare.

* International Labour Organization, 2nd Asian Regional Conference Nuwara Eliya (Ceylon), January, 1950 - Report-II; Provisions of Facilities for the Promotion of Workers' Welfare.

Andaman & Nicobar Administration:

The statutory welfare facilities provided under the Factories Act are extended to all workers. The Forest Department and Marine Department have appointed Labour Welfare Officers as mandated by the Factories Act, 1948, to oversee the welfare of workers. For industrial workers, these statutory facilities include safety equipment, fencing of machinery, proper sanitation in urinals and latrines, weekly off, and ESIC/EPF. For non-industrial workers, statutory facilities include rest rooms, snacks and tea during working hours, and ESIC/EPF.

Non-statutory welfare facilities in the Andaman & Nicobar Islands include Labour Welfare Centres, which are equipped with sports facilities, drinking water, and urinal facilities. These centers allow small functions and gatherings. Non-statutory benefits for industrial and non-industrial workers include travel allowances, medical facilities, and insurance.

The Building and Other Construction Worker Welfare (BOCW) Board has 21,716 registered beneficiaries in the Andaman & Nicobar Islands. The board provides various benefits, including educational assistance for children, marriage and maternity benefits, death and funeral benefits, medical assistance, and pension benefits. In 2022, 227 new beneficiaries registered, and Rs. 2,40,72,912 was disbursed to them.

Andhra Pradesh:

Under the Andhra Pradesh Labour Welfare Fund Act, statutory welfare facilities for industrial workers include marriage gifts, scholarships, medical assistance, and death-related benefits. Non-industrial workers receive similar benefits under the Andhra Pradesh Building and Other Construction Workers Act.

Assam:

Tea garden workers receive statutory benefits such as housing, medical facilities, water points, and crèches. Non-statutory benefits include ration distribution and housing through the Pradhan Mantri Awas Yojana. Efforts are being made to generate Aadhaar for unorganized workers, including tea garden workers, to facilitate access to government schemes.

Bihar:

Statutory provisions under the Factories Act provide workers with washing facilities, first aid, ambulance services, canteens, rest rooms, and crèches. Non-statutory facilities include parks, gyms, recreational areas, and libraries.

Chandigarh:

The Chandigarh Labour Welfare Board operates a Labour Welfare Centre, offering indoor and outdoor games, a reading room and library, a children's park, and sports facilities for industrial workers' children.

Delhi (NCT):

The Delhi Labour Welfare Board (DLWB) runs training centers offering free training in tailoring and embroidery to women and girls from needy families. There are also 2 Holiday Homes and 3 Labour Welfare Centres in Delhi.

Goa:

Goa has two welfare boards: the Goa Labour Welfare Board and the Goa Building and Other Construction Workers Welfare Board. They run various schemes for industrial and construction workers.

Gujarat:

Welfare measures in Gujarat include statutory facilities like washing facilities, first aid, canteens, rest rooms, and crèches under the Factories Act, 1948, and Gujarat Factories Rules, 1963. Non-statutory benefits include subsidized food and free uniforms.

Himachal Pradesh:

The state provides Industrial Skill Development programs for workers, aiming to enhance their skills and employability.

Jammu & Kashmir:

The Labour Department offers night shelters for workers from remote areas and operates several Labour Sarais across the region. Social security schemes, maternity benefits, and medical facilities are also provided.

Kerala:

Kerala offers statutory benefits like drinking water, housing, medical care, and crèches under the Plantation Labour Act. Non-statutory facilities include educational assistance for children of workers from closed plantations, death relief, marriage assistance, and medical aid. The state also runs 16 statutory welfare funds and 6 non-statutory welfare schemes.

Mizoram:

Welfare facilities under the Building & Other Construction Workers Act, 2016, include skill development programs and various welfare benefits for registered workers.

Meghalaya:

Labour Welfare Centres in Meghalaya provide non-statutory welfare facilities, offering basic training in sewing, knitting, and embroidery to workers' families, aiming to enhance their earning potential.

Odisha:

The Odisha Building and Other Construction Workers Welfare Board provides statutory welfare facilities through schemes like marriage gifts, educational aid, medical assistance, and death-related benefits.

Karnataka:

The Karnataka Labour Welfare Fund provides educational assistance, medical aid, accident benefits, maternity benefits, and funeral expenses to workers and their dependents. Financial assistance is also provided to trade unions for medical camps and sports activities.

Tamil Nadu:

The Tamil Nadu Labour Welfare Board offers welfare services funded by contributions from employees, employers, and the government. The board also runs holiday homes and publishes the monthly magazine "Uzhaippavar Ulagam."

Telangana:

The Telangana Labour Welfare Board implements statutory and non-statutory welfare facilities, including social security schemes for workers in factories, shops, establishments, and the construction sector.

Tripura:

The Tripura Building and Other Construction Workers Welfare Board provides statutory welfare facilities like marriage gifts, medical assistance, and maternity benefits to registered workers.

3. WELFARE WORK BY THE VARIOUS STAKEHOLDERS OF EMPLOYERS

Steel Authority of India Limited, Visvesvaraya Iron & Steel Plant (SAIL-VISL)

Apart from statutory benefits, SAIL-VISL continued to provide welfare facilities to its employees like festival advance scheme for non-executives, leave travel

concession/leave travel assistance, mobile advance, group personal accident insurance coverage, company quarters, reimbursement of local traveling expenses, uniforms, raincoats, health facilities to employees and their dependents, scholarship to employees children, sports facilities, social and cultural recreation etc.

The United Planters' Association of Southern India

Under the provisions of the Plantations Labour Act 1951, the plantations statutorily provide the labour with, free living quarters in the estate with water and electricity supply, medical facilities for workers and their families at estate group hospitals/garden hospitals/dispensaries, sanitation and conservancy, protective clothing, crèche/child care, recreational facilities, educational facilities to the children of workers at school run by the estate managements.

Besides the daily wages, the workers are entitled to incentives for output above the base or standard fixed. In addition, there are statutory benefits related to wages such as provident fund, gratuity, bonus, leave with wages, paid holidays, sick leave with wages and maternity benefits etc.

Indian Jute Mills Association

The welfare facilities provided through various schemes which are subsidized and modern canteen facilities, restrooms, drinking water facilities, medical facilities with ambulance, sports, cleaning, parking and electricity etc.

Bharat Heavy Electricals Limited (BHEL)

BHEL provides a comprehensive range of welfare facilities for its employees, aimed at ensuring their well-being and supporting their families. These facilities include:

- Group Insurance Scheme
- Group Personal Accident Policy
- Enhanced Insurance Coverage
- Contributory Voluntary Death Relief Fund Scheme
- Ex-Gratia Payment for Terrorist Attacks
- Emergency Needs Mitigation Scheme
- Retired Employees' Health Schem
- Cash Award for Additional Qualifications
- Company Sponsorship for Higher Studies
- Participation in Sports Events
- Company Quarters and Uniforms
- Subsidized School Facility
- Financial Assistance for COVID-Related Losses
- Subsidized canteen facility

Indian Railways

IR's welfare schemes cover a wide spectrum of activities in the areas of education, medical care, housing, sports, recreation and catering. Staff Benefit Fund is an important channel for providing additional facilities to Railway employees and their families in the sphere of education, recreation, medicare, sports, scouting and cultural activities. Dispensaries under the indigenous systems of medicine, viz. Ayurvedic and Homeopathic, are run with the help of this Fund.

Chennai Port Trust

Chennai Port Trust extends a number of welfare measures to the officers/employees and their family members. The major and important welfare measures that the Chennai Port Trust has implemented are stated below:

Education: The Trust is granting children's education allowance of Rs.27,000/- per annum per child up to a maximum of two children of each employee in the category of class III & IV studying from L.K.G. to Hr. Secondary Courses and polytechnic courses. With a view to provide better educational facilities, the Trust is providing education to the children of the employees of the Trust and nearby residents from L.K.G. to XII Std. through the Chennai Port and Dock Educational Trust's Higher Secondary School at the Chennai Port Trust Tondiarpet Housing Colony. The Trust is provided education to the wards of the employees of the Trust at free of cost from LKG to X std. Apart from the Authority's Higher Secondary School, a Corporation High School is functioning for the benefit of the children of the occupants of the Housing colony.

Welfare Committee: A Welfare Committee consists of 15 members was formed to take care of efficient and orderly maintenance of the Tondiarpet Housing Colony and to promote co-operation, cleanliness, peace, amity and cordiality among the residents of the Colony since 1991.

Sports: A Staff Institute has been functioning at Anchor Gate Building in which Carrom, Chess, Gym, Yoga, Billiards and other Sports Games are centralized by the staff of the Chennai Port Trust for entertainment and maintenance of physical and mental health. Besides, a Stadium named as Babu Jegjeevan Ram Sports Complex had been constructed at Tondiarpet Housing Colony with a long pavilion and a capacity of thousand viewers. The facility of gym for men & women residing at Tondiarpet Housing Colony & at Napier bridge officers' quarters to practise exercises and Yogasanas and help them maintain their physical and mental health has also been provided. In addition, this complex is allotted to the educational institutions for conduct of Sports Meet at a nominal charge.

Library and Information Service: Library has books on various topics such as port engineering, port management, shipping, cargo handling, multimodal transportation, containerization, civil engineering, mechanical engineering, dredging, computers, management and reference books for various other subjects that are useful to the officers / staff for reference, day to day work and for students who undergo internship / project training / in-plant training etc.

Medical Facilities: The Chennai Port Authority Hospital has three units (1) The main hospital complex housing the Medical & Surgical Specialities, Highend Laboratory, Casualty, Intensive care unit, Operation theatre complex etc. (2) Diabetic super speciality centre at the diamond jubilee building which has the out-patient specialities and allied services including a dedicated Diabetology Service. (3) An exclusive dispensary is located in the Tondiarpet Housing Colony for the benefit of those living in and around the CHPA Quarters.

Other Welfare Activities: Welfare facilities like quarters, officers' club, Dr. Ambedkar centenary book bank, Chennai thuraimuga tamizh sangam, family security scheme, family security fund etc are also provided by the Chennai Port Trust.

Source: Chennai Port Authority 2022-2023

Cochin Port Trust

The Cochin Port Trust provides various welfare facilities and amenities to the employees in different sections of the Port. A brief note of the same is given below:-

Canteens: There are 03 canteens functioning in Cochin Port Trust. The canteens are run by Canteen Management Committee of the respective Departments. One Cafeteria is also functioning in the Administrative Building of the Port. Ernakulam Wharf Canteens is under the Dock Workers (Safety, Health and Welfare) Regulations 1990.

Sports & Games: In the All India Major Ports Athletic Championship held at Visakhapatnam Port Authority from 29th April to 1st May, 2022 Cochin Port Team secured 9 Gold, 2 Silver and 2 Bronze medals in various categories. In the All India Major Ports Shuttle Badminton Championship held at Deendayal Port Authority from 25th to 27th April, 2022, Cochin Port Team won the Team Championship in Men Category. In the All India Major Ports Volleyball and Beach Volleyball Championship held at Paradip Port Authority from 12th to 15th April, 2022, Cochin Port team was the Runners up in the Volleyball event. In the All India Major Ports Lawn Tennis Championship held at New Mangalore Port Authority from 4th to 6th April, 2022, Capt. J.J.Alapat, Deputy Conservator won Bronze Medal in Men Singles and Veteran Singles Category.

Educational Facilities: Educational Allowance and Reimbursement of Tuition Fees are granted to children of Port employees up to Higher Secondary classes. Nursery School is available inside the Port area and the same are run by Women's Club/Ladies Club of Willington Island for which required infrastructures are provided by Cochin Port Trust. The Kerala State Government is running Primary and Secondary Schools at the Port area for which the land, buildings and other facilities have been provided free of cost by the Port Administration. A Kendriya Vidyalaya is functioning at the South End of Willington Island, for which buildings, furniture etc. have been provided by the Port Administration. 50% of the seats in each class are allotted to the children of Port employees. Scholarships are also awarded every year to the children of Port employees studying in standard V and upto post Graduate / professional course on merit basis. Children's Educational Allowances and reimbursement of tuition fees at a maximum of Rs.27, 000/- each child,

limited to two children of Port employees, were granted upto Higher Secondary classes as per the Government rules and envisaged in the current Wage revision settlement.

Other Welfare Activities: Welfare facilities like medical facilities, accident to shore workers, scholarships, transport facilities, co-operative society, exgratia relief payments, housing facilities, hospital/medical reimbursement, grievance redressal, citizen's client charter, transport facilities, family security fund, group insurance scheme, group gratuity scheme, housing facilities, financial help for marriage of children of employees, financial assistance for purchasing spectacles are also provided by the Cochin Port Trust. A sum of Rs.100/- or the actual cost of spectacles whichever is less is being paid to employees / workers for the purchase of spectacles once in 5 years. Amount paid 2021-22 Nil.

Source: Cochin Port Authority 2021-2022

Deendayal Port Trust

The Major Port Authorities came into force w.e.f. 03.11.2021; accordingly The Central Government has re-named The Deendayal Port Trust as "Deendayal Port Authority".

The Port provides the following welfare measures for the employees and their families.

- Multi-purpose Auditorium with facilities for indoor games and cultural programmes.
- Two canteens (Labour amenity Centre) inside the Port and one in Administrative Office and one in Port Hospital, Gopalpuri.
- Adequate open play – grounds and stadium
- Recreation Clubs for Officers and Staff in all the colonies.
- Canteen subsidy for all Class III & IV employees.
- Buses for transportation of DPT Employees and their school going children.
- Rest Rooms for Women employees.
- Adopted the scheme for grant of financial assistance from KPE Welfare Fund towards funeral expenses amounting to Rs. 20,000/- to the legal heir of deceased employees, died while in service.
- A noble scheme for grant of special advance to the tune of Rs.2, 00,000/- for marriage of children of Port employees restricted up to two children.
- Monetary Compensation/ex-gratia of Rs. 50 lakh granted to legal heirs/dependent of employees/workers who died due to covid-19.

Source: Deendayal Port Authority 2021-2022

Jawaharlal Nehru Port Authority

The Port is providing following Wlfare facilities to its employees:-

- The School at JNPA Township
- Scholarship to the wards of employees
- Staff club and Officer club funded by JNPA management
- Group Personal Accident Insurance and Group Term Insurance Policy for employees of the Port

- Funeral Expenses in case of death of an employee
- Subsidised canteen facilities at Port premises and also at JNPA Township. The Meal cards worth Rs.130/- per working day are provided to all Class III and IV employees.

Mormugao Port Trust

Under the Statutory Welfare Schemes, workers are provided welfare facilities like drinking water, latrines and urinals, lighting, ventilation, washing places, first-aid appliances and ambulance room, changing rooms, rest rooms and canteens. Besides, Mormugao Port Trust has its own 100 bedded hospital equipped with indoor and outdoor departments. Under the Non-Statutory Welfare Schemes, workers are provided welfare facilities like housing facilities, scholarships for the children of port employees, vocational centre, welfare fund, Welfare 117entralized library, educational facilities, MPT officers wives association, officers club, port employees consumer co-op society etc., an amount of Rs.250/- per month is being reimbursed towards tuition fees in respect of mentally retarded children of port employees. To meet the funeral expenses of an employee who dies while in service, an amount of Rs. 15,000/- is disbursed from Welfare Fund towards funeral expenses in favor of next kin of deceased employee. Any Port employee/Officer who dies as a result of any fatal accident while on duty an additional amount of Rs. 5,000/- is being paid, besides the above funeral expenses of Rs.15, 000/- i.e. Overall amount of Rs.20, 000. The Employees' Consumers Co-operative Society runs a self-service shopping unit at Headland to cater, day to day needs of the residents of Headland Port Colony. The credit facility is also available to the society members for buying grocery items. During the year 2021-202 an amount of Rs. 2, 99,800/- was disbursed from Welfare Fund.

Source: Mormugao Port Authority 2021-2022

Mumbai Port Trust (MbPT)

MbPT has 2 welfare centers in residential colonies of MbPA. Various welfare activities etc. are run by the MbPA through Welfare Centers for MbPA Employees and their family members which are medical facilities, training, gymnasium, games and libraries, cash awards and felicitation function for scholar children of Port Authority employees, cultural activities, yoga classes, acupressure treatment, small savings scheme, canteen facilities, co-operative societies & co-operative canteens, protection against sexual harassment of women at workplace, safety cell, housing etc. Various articles of food and beverages including snacks, meals etc. are served to employees as well as port users in 6 departmental canteens, 1 Central Kitchen and 3 Co-operative society canteens located at various work places. The Major Ports Sports Control Board revived the Sports, post COVID-19, in the Calendar Year, 2021-22. Mumbai Port Authority's Team participated in 13 events. MbPA won the All India Major Ports Tournaments' Gold in Body-Building and Hockey, Runners-up in Carrom, Cricket and Table Tennis events The Port is running a hospital having 185 beds but operating 66 beds with 3 dispensaries having modern diagnostic and therapeutic facilities, and is providing medical facilities to the employees,

their family members, retired MbPT employees & their spouse, CISF personnel posted at MbPT and their family members. Financial assistance and scholarships to encourage education of children of Port employees are also provided by the Trust.

Source: Mumbai Port Authority 2021-2022

New Mangalore Port Trust

The New Mangalore Port Trust provides following Welfare facilities to its employees:

- Free education in English/Kannada Medium up to 10th Std.
- School Bus facilities to the Children.
- 22 bedded hospital at port premises.
- Free Consultancy from Specialist Doctors.
- Referral Hospital facilities.
- Free Medical Treatment in Alopathy/Ayurveda and Homeopathy.
- Multi purpose Auditorium with a seating capacity of 900 (JNC Hall).
- Residential quarters.
- Skill Development Center.
- Canteen facilities.
- Gymkhana for indoor games.
- Tennis Court.
- Stadium with Track & Cricket Pitch.
- Recreation Club/Mahila Samaj.
- Children's Park.
- Market Complex.
- Port Guest House is available at Bangalore for employees.
- 100 units free electricity per month to class I & II officers and III & IV employees residing in Port Officers/Staff Quarters.
- Rest rooms for certain categories of employees.
- Auditorium with a seating capacity of 190 at Administration Building.
- Ten bedded Isolation ward for Covid Treatment at Port Premises.

NMPA has also constituted committees to address various other issues both internal and external concerning the Port. 1. Public Grievances Cell. 2. Employees (Family Security) Regulation 1987 – Advisory Committee. 3. Employees (Family Security) Regulation 1987 – Administration Committee. 4. “Internal Complaints Committee” under “The Sexual Harassment of women at workplace (Prevention, prohibition, Redressal) Act 2013”. 5. NMPA Standing Committee. 6. Port Working Committee. 7. Sports and Cultural Committee.

Source: New Mangalore Port Authority 2021-2022

Paradip Port Authority

As per Dock Workers (Safety, Health & Welfare) Regulation, 1990 and the Contract Labour (Regulation and Abolition) Central Rules, 1977, PPA also providing

Shelters or Rest Shed and Lunch Room, Canteens, Washing facilities, First-aid Boxes, Ambulance with stretchers, Occupational Health Monitoring, latrine, Urinal, Drinking Water spittoons facilities etc. at different locations in prohibited area as well as other areas of the Port and Personal Protective Equipments (PPEs) have also been provided depending on the nature of work.

Besides above, Paradip Port Trust High School is also providing free education to the children of the workers. Paradip Port also allotting Kalyan Mandap, Jaydev Sadan, JB/JC Cyclone Shelter and New Kalyan Mandap to the workers for Marriage and Birthday Celebration of the children of the workers on payment of prescribed charges.

Syama Prasad Mookerjee Port, Kolkata

The dock workers in Syama Prasad Mookerjee Port are covered by the Dock Workers' (Safety, Health & Welfare) Act, 1986 and the Regulations framed there under. There are various social security and welfare measures for the employees like membership of provident fund, payment of gratuity, pension, accident compensation, leave travel concession/home-town travel concession, indoor and outdoor medical facilities, canteen facilities, rest shelters, drinking water near workplace, loan fund etc. Other such activities include awarding medals and grant of scholarships to meritorious wards of SMPK employees and recreational facilities under different clubs and institutes. There is a Women Cell to look after the welfare of female employees. The employees can also avail of Port accommodation if they so desire.

V.O. Chidambaranar Port Trust

The V.O. Chidambaranar Port Trust, Tuticorin provides following Welfare facilities to the employees:

Education: In order to meet the educational needs of the children of the employees of the port, the following schools are run by the V.O.Chidambaranar Port Educational Agency established by the Port under the Tamil Nadu Recognized Private Schools (Regulation) Rules, 1974, 1. J.I.Coilpillai Memorial Harbour Primary school, 2. J.I.Coilpillai Memorial Harbour Hr.Sec.School, 3. Dr.B.R.Ambedkar Memorial Harbour Matriculation School. An amount of Rs. 3.42 crores has been sanctioned as financial assistance in 2022- 2023 for meeting the expenditure in running the schools over and above the aid grant by the Government of TamilNadu.

Sports: V.O.Chidambaranar Port Sports Council was formed with the objective of promoting sports and games among the staff of the port. The port is rendering financial assistance of Rs. 90.12 lakhs to the Port Sports Council to meet various expenditures.

Canteen: To cater the needs of office based staff, working at wharf and residents of the colony area, canteens are run by the committee constituted by the chairman. An amount of Rs. 99.84 lakhs has been sanctioned for the year 2022-23 to the canteen.

Other Welfare Activities: Welfare facilities like medical services, concessions to physically challenged employees, family security fund, employees (hba) special family benefit fund, welfare club, marriage advance, medical benefit for retired employees,

assistance to family of employees who die in harness, implementation of Swachh Bharat campaign, housing facility etc. are also provided by the Port Trust.

Source: V.O. Chidambaranar Port Authority 2022-2023

Visakhapatnam Port Trust

The Visakhapatnam Port Trust provided following welfare facilities to the workers: financial assistance was granted to employees and their children for prosecuting higher studies in Graduation and Post Graduation, Polytechnic, Engineering, Medicine and Professional Courses etc., Merit scholarships for the children of port employees, financial assistance in case of diseases, provision has been made for sparing of employees and workers for the training courses organized by workers education center, lunch-cum-guest rooms at various work spots, financial assistance for infrastructure was provided to canteen power and water is supplied at free of cost, financial assistance is being granted towards examination fee for Port Employees and children who appear Hindi Examination conducted by Dakshina Bharat Hindi Prachara Sabha, Hyderabad and Chennai, financial assistance for funeral expenses to the family of deceased employees, financial assistance towards conducting sports and games among the port employees, organization of cultural programmes, Women's Day celebration, medical facilities etc.

Source: Visakhapatnam Port Authority 2021-2022

The United Planters Association of Southern India

The welfare facilities provided to the labour in the Plantation Sector are statutorily covered under the provision of the PLA, the plantation statutorily provide the labour with free living quarters in the estate with water and electricity supply, medical facility for workers and their families at estate group hospitals, sanitation and conservancy, crech /child care educational facilities to the children of workers at school run by the estate managements etc.

4. WELFARE WORK UNDER STATUTORY WELFARE FUNDS

To support employers and State Governments in providing welfare amenities to workers, the Ministry of Labour & Employment manages five Welfare Funds specifically for beedi workers, cine workers, and certain categories of non-coal mine workers. These Funds are established under the following Acts of Parliament:

- The Mica Mines Labour Welfare Fund Act, 1946
- The Limestone and Dolomite Mines Labour Welfare Fund Act, 1972
- The Iron Ore, Manganese Ore and Chrome Ore Mines Labour Welfare Fund Act, 1976
- The Beedi Workers' Welfare Fund Act, 1976
- The Cine Workers' Welfare Fund Act, 1981

These Acts empower the Central Government to cover the costs associated with implementing welfare measures and facilities aimed at improving the well-being of these

workers. Various welfare schemes in education, health, and housing have been formulated and are actively being implemented to achieve the objectives outlined in these Acts.

The Welfare Funds operate independently of specific employer-employee relationships, as the resources are raised by the Government on a non-contributory basis. The delivery of welfare services is carried out without any connection to individual workers' contributions. These Funds follow a sectoral approach, complementing the broader poverty alleviation and employment generation programs that typically follow a regional approach and are available to most of these workers.

The administration of these Funds is overseen by the Labour Welfare Organization, led by the Director General (Labour Welfare). Seventeen Regional Welfare Commissioners assist in managing the Funds' administration within the States.

The jurisdiction of each Welfare Commissioner is as under:

Welfare Commissioners and Their Jurisdiction

Sl. No.	Name of Region	States Covered
1	Welfare Commissioner, Allahabad	Uttar Pradesh
2	Welfare Commissioner, Ahmadabad	Gujarat, Diu
3	Welfare Commissioner, Ajmer	Rajasthan
4	Welfare Commissioner, Bangalore	Karnataka
5	Welfare Commissioner, Bhubaneswar	Orissa
6	Welfare Commissioner, Hyderabad	Andhra Pradesh, Telangana
7	Welfare Commissioner, Jabalpur	Madhya Pradesh
8	Welfare Commissioner, Nagpur	Maharashtra, Goa, Dadra Nagar Haveli & Daman
9	Welfare Commissioner, Ranchi	Jharkhand
10	Welfare Commissioner, Patna	Bihar
11	Welfare Commissioner, Raipur	Chhattisgarh
12	Welfare Commissioner, Dehradun	Uttarakhand, Himachal Pradesh
13	Welfare Commissioner, Kolkata	West Bengal, Andaman & Nicobar, Sikkim
14	Welfare Commissioner, Guwahati	Assam, Meghalaya, Nagaland, Tripura, Arunachal Pradesh, Manipur, Mizoram
15	Welfare Commissioner, Tirunelveli	Tamil Nadu, Puducherry
16	Welfare Commissioner, Chandigarh	Punjab, Delhi, Chandigarh, Haryana, J&K
17	Welfare Commissioner, Cannanore	Kerala, Lakshadweep

To guide the Central Government on the administration of the Welfare Funds, tripartite Central Advisory Committees have been established under the respective Welfare Fund Acts. These Committees are chaired by a nominee of the Union Labour and Employment Minister. The appointment of a female member to both the Advisory and Central Advisory Committees is mandatory under several Acts, including the Beedi Workers Welfare Fund Act, 1976; the Iron Ore Mines, Manganese Ore Mines, and Chrome

Ore Mines Labour Welfare Fund Act, 1976; the Limestone and Dolomite Mines Labour Welfare Fund Act, 1972; and the Mica Mines Labour Welfare Fund Act, 1946.

CHAPTER 6

INDUSTRIAL HOUSING

India is the second-most populous nation in the world and in this light the question of providing housing for all becomes pertinent. The PMAY mission is aimed at addressing the core issue of the housing shortage throughout the country in an organized and planned manner. In the recent past, measures like the government providing land and giving out subsidies and incentives along with involvement of the private sector have acted as the catalyst in narrowing down the existing gap between demand and supply. Moreover, improved technical solutions have made it possible to maintain the cost effectiveness of such projects without compromising on time, thereby resulting in financially viable projects.

1. Pradhan Mantri Awas Yojana – Urban

Pradhan Mantri Awas Yojana – Urban (PMAY-U), a flagship Mission of Government of India being implemented since June 2015, is one of the major flagship programmes being implemented by Government of India under Ministry of Housing and Urban Affairs (MoHUA) to provide all weather pucca houses to all eligible beneficiaries in the urban areas of the country through States/Uts/Central Nodal Agencies. The scheme covers the entire urban area of the country, i.e., all statutory towns as per Census 2011 and towns notified subsequently, including Notified Planning/ Development Areas. The scheme is being implemented through four verticals: Beneficiary Led Construction/ Enhancement (BLC), Affordable Housing in Partnership (AHP), In-situ Slum Redevelopment (ISSR) and Credit Linked Subsidy Scheme (CLSS). In August 2022, the Union Cabinet approved continuation of PMAY-U up to 31st December 2024 with all verticals, except CLSS, for the completion of already sanctioned houses till 31st March 2022.

All houses under PMAY-U have basic amenities like toilet, water supply, electricity and kitchen. The Mission promotes women empowerment by providing the ownership of houses in name of female member or in joint name. Preference has also been given to differently abled persons, senior citizens, SCs, STs, OBCs, Minority, single women, transgender and other weaker & vulnerable sections of the society. A PMAY-U house ensures dignified living along with sense of security and pride of ownership to the beneficiaries. PMAY-U has adopted a cafeteria approach to suit the needs of individuals based on the geographical conditions, topography, economic conditions, availability of land, infrastructure etc. The scheme has hence, been divided into four verticals as given below:

i. ‘In-situ Slum Redevelopment (ISSR):

Central Assistance of Rs. 1 lakh per house is admissible for all houses built for eligible slum dwellers under the component of ISSR using land as Resource with participation of private developers. After redevelopment, de-notification of slums by State/UT Government is recommended under the guidelines.

Flexibility is given to States/Cities to deploy this Central Assistance for other slums being redeveloped. States/Cities provide additional FSI/FAR or TDR to make projects financially viable. For slums on private owned land, States/Cities provide additional FSI/FAR or TDR to land owner as per its policy. No Central Assistance is admissible in such case.

ii. Credit Linked Subsidy Scheme (CLSS):

Beneficiaries of Economically Weaker Section (EWS)/Low Income Group (LIG), Middle Income Group (MIG)-I and Middle Income Group (MIG)-II seeking housing loans from Banks, Housing Finance Companies and other such institutions for acquiring, new construction or enhancement of houses are eligible for an interest subsidy of 6.5%, 4% and 3% on loan amount upto Rs. 6 Lakh, Rs. 9 Lakh and Rs. 12 Lakh respectively. The Ministry has designated Housing and Urban Development Corporation (HUDCO), National Housing Bank (NHB) and State Bank of India (SBI) as Central Nodal Agencies (CNAs) to channelize this subsidy to the beneficiaries through lending institutions and for monitoring the progress. The scheme for MIG category has been extended upto 31st March, 2021. The CLAP portal has significantly contributed towards streamlining processes under CLSS vertical which has also facilitated the Ministry in reducing in grievances.

iii. Affordable Housing in Partnership (AHP):

Under AHP, Central Assistance of Rs. 1.5 Lakh per EWS house is provided by the Government of India. An affordable housing project can be a mix of houses for different categories but it will be eligible for Central Assistance, if at least 35% of the houses in the project are for EWS category. The States/Uts decide on an upper ceiling on the sale price of EWS houses with an objective to make them affordable and accessible to the intended beneficiaries. State and cities also extend other concessions such as their State share, land at affordable cost, stamp duty exemption etc.

iv. Beneficiary-led Individual House Construction/ Enhancement (BLC-N/ BLC-E):

Central Assistance upto Rs. 1.5 lakh per EWS house is provided to eligible families belonging to EWS categories for individual house construction/ enhancement. The Urban Local Bodies validate the information and building plan submitted by the beneficiary so that ownership of land and other details like economic status and eligibility can be ascertained. Central Assistance, along with State/UT/ ULB share, if any, is released to the bank accounts of beneficiaries through Direct Benefit Transfer (DBT) by States/Uts.

A. Affordable Rental Housing Complexes (ARHCs) for Migrant Workers/ Urban Poor

COVID-19 pandemic has resulted in reverse migration of urban migrants/ poor in the country. Urban migrants stay in slums/ informal settlements/ unauthorised colonies/ peri-urban areas to save cost on housing. They need decent rental housing at affordable rate at their work sites. In order to address this need, Ministry of Housing & Urban Affairs has initiated Affordable Rental Housing Complexes (ARHCs), a sub-scheme under Pradhan Mantri Awas Yojana – Urban (PMAY-U). This will provide ease of living to

urban migrants/ poor in Industrial Sector as well as in non-formal urban economy to get access to dignified affordable rental housing close to their workplace. The ARHC scheme will be implemented through two models: (i) Utilizing existing Government funded vacant houses to convert into ARHCs through Public Private Partnership or by Public Agencies and (ii) Construction, Operation and Maintenance of ARHCs by Public/ Private Entities on their own vacant land.

Incentives will be provided to public/ private entities by Central/ State Government for developing & operating ARHCs which will include additional FAR/FSI, Income tax and GST exemption, Single window approval within 30 days, Project finance at lower interest rate, Trunk infrastructure till project site, Municipal services at residential rates and Use permission changes for houses for the vacant land. Beneficiaries for ARHCs are urban migrants/ poor from EWS/LIG categories comprising of street vendors, rickshaw pullers and other service providers, industrial workers along with migrants working with market/ trade associations, educational/ health institutions, hospitality sector, long term tourists/ visitors, students or any other category. ARHCs will be a mix of single/ double bedroom Dwelling Units and Dormitory of 4/6 beds including all common facilities and will be exclusively used for rental housing for a minimum period of 25 years.

MoHUA has provisioned for an additional grant in the form of Technology Innovation Grant (TIG) under TSM for the project using innovative & alternate technology for speedier, sustainable, resource efficient and disaster resilient construction. TIG of Rs. 1,00,000/- per dwelling unit in case of double bedroom (upto 60 sqm carpet area), Rs. 60,000/- per Dwelling Unit (upto 30 sqm carpet area) in case of single bedroom and Rs. 20,000 per Dormitory Bed (upto 10 sqm carpet area) shall be released by MoHUA to entities through BMTPC. TIG will be applicable only for projects using innovative and alternate technologies and sanctioned during the PMAY(U) Mission period (March 2022) and completed within 18 months after getting all statutory approvals. The ARHCs will ensure a dignified living environment for urban migrants/poor close to their workplaces at affordable rates. This will unlock existing vacant housing stock and make them available in urban space. It will propel new investment opportunities and promote entrepreneurship in rental housing sector by encouraging Public/Private Entities to efficiently utilize their vacant land available for developing ARHCs.

B. Capacity Building under PMAY (U)

A total of 5% of allocation under the scheme is earmarked for Capacity Building, Information Education & Communication (IEC) and Administrative & Other Expenses (A&OE) under PMAY (U). Allocation available under the Capacity Building head is being utilised for carrying out various activities required for effective implementation of Mission.

C. Technology Sub Mission (TSM)

In order to have an integrated approach for comprehensive technical & financial evaluation of emerging and proven building materials & technologies, their standardisation, developing specifications and code of practices, evolving necessary

tendering process, capacity building and creating appropriate delivery mechanism, MoHUA has set up a Technology Sub-Mission under PMAY(U) with the Mission statement as ‘Sustainable Technological Solutions for Faster and Cost Effective Construction of Houses suiting to Geo-Climatic and Hazard Conditions of the Country’. TSM facilitates adoption of modern, innovative and green technologies and building materials for faster and quality construction of houses. TSM also facilitates preparation and adoption of layout designs and building plans suitable for various geo-climatic zones. It also assists States/Cities in deploying disaster resistant and environment-friendly technologies. A total of 33 Alternate Technologies have been identified. Around 15 Lakh houses are being constructed using alternate technologies pan India.

D. Global Housing Technology Challenge – India

MoHUA has initiated the Global Housing Technology Challenge – India (GHTC-India) which aims to identify and mainstream a basket of innovative construction technologies from across the globe for housing construction sector that are sustainable, eco-friendly and disaster-resilient. They are to be cost effective and speedier while enabling the quality construction of houses, meeting diverse geo-climatic conditions and desired functional needs. Future technologies will also be supported to foster an environment of research and development in the country. GHTC- India aspires to develop an eco-system to deliver on the technological challenges of the housing construction sector in a holistic manner. Hon’ble Prime Minister of India inaugurated the Construction Technology India- 2019, a global Expo-cum-Conference, which was organized on 2-3 March 2019 in New Delhi. 60 Exhibitors with 54 proven technologies from 25 countries showcased their technologies in the Expo. Prime Minister declared the year 2019-20 as the ‘Construction Technology Year’. Under Affordable Sustainable Housing Accelerators-India (ASHA-India) initiative, incubation and acceleration support is provided to potential future technologies that are not yet market ready (pre-prototype applicants) or to the technologies that are market ready (post prototype applicants). The ASHA-India Centres will also help in developing design guidelines, construction manuals and other necessary guidelines, relevant for effective use of such technologies in the region. ASHA-India Centres are to be set up at five host institutions: IIT Bombay, IIT Kharagpur, IIT Madras, IIT Roorkee and CSIR-NEIST, Jorhat. 72 potential future technologies (domestic) have been identified through the challenge which will be shortlisted for providing support under ASHA-India.

E. Light House projects under GHTC India

The Light House projects (LHPs), to be developed under GHTC India, will serve as live laboratories for different aspects of transfer of technology to the field. This includes planning, design, production of components, construction practices and testing for both faculty and students of IITs/ NITs/ Engineering colleges/ Planning and Architecture colleges, builders, professionals of private and public sectors and other relevant stakeholders. GHTC India ushered a paradigm shift in the construction technology to transform the eco-system of housing construction. For use of innovative technology in

construction, the Ministry has introduced a Technology Innovation Grant as an additional grant of Rs. 4.0 Lakh per house over and above the existing share of Rs 1.5 lakh per house under PMAY (U) for LHPs. The LHPs are being implemented in Gujarat, Jharkhand, Madhya Pradesh, Tamil Nadu, Tripura and Uttar Pradesh to demonstrate the innovative construction technologies which are cost-effective, green and sustainable.

F. Demonstration Housing Projects (DHPS)

In order to showcase the field application of new emerging technologies, MoHUA has taken an initiative to construct Demonstration Housing through Building Materials and Technology Promotion Council (BMTPC). A DHP provides on-site orientation to practitioners in the housing sector with knowledge on the application and use of alternate technology. Each DHP contains up to 40 Houses with sustainable, cost and time effective emerging alternate housing construction technologies suitable to the geo-climatic and hazardous conditions of the region. Such DHPs have been completed in Bhubaneswar, Bihar Sharif, Hyderabad, Lucknow and Nellore and are under pipeline in Agartala, Panchkula, Goa and Hyderabad.

Source: <https://pmay-urban.gov.in/about>

2. HOUSING AND URBAN DEVELOPMENT CORPORATION (HUDCO)

During the financial year 2020-21, HUDCO has once again demonstrated its ability to mould its efforts and activities in line with emerging market challenges and trends registering an excellent performance consistently. Since its inception in April, 1970 to March 2022, has cumulatively sanctioned a total of 17,326 Housing and Urban Infrastructure (UI) projects with a total loan of Rs. 2,24,607 crore and disbursed an amount of Rs. 1,88,404 crore. Further, Company has sanctioned financial assistance to more than 193.17 lakh housing units both in rural and urban areas in the Country of which, 183.96 lakh (95.23%) pertains to EWS/LIG categories. In addition, under HUDCO Niwas, a retail lending window, has cumulatively sanctioned financial assistance of Rs. 6,858 crore to 3.86 lakh individuals and disbursed an amount of Rs. 5,170 crore.

a) Under Housing sector during the year under report, HUDCO has sanctioned 12 number of projects with a loan assistance of 1,759 crore, inclusive of 13 crore under HUDCO Niwas, thereby facilitating construction of 88,523 dwelling units. Loan release for an amount of 1,279 crore (inclusive of 10 crore under HUDCO Niwas) crore has been made during current year.

b) Under the Urban Infrastructure portfolio, HUDCO has sanctioned 32 projects with a loan assistance of Rs. 18,904.00 crore covering various sectors like Water Supply, Sewerage System, Social Infrastructure, Commercial Infrastructure, Road & Transport, Metro, Power, etc. Further, a release of Rs. 7,607.00 crore was made during the year in various schemes.

c) HUDCO is actively participating in Government of India flagship program such as Smart City Mission, Atal Mission for Rejuvenation and Urban Transformation (AMRUT), Jal Jeevan Mission, etc. In the financial year 2021-22, HUDCO supported the flagship

programmes by extending financial assistance of Rs. 600.00 crore to Rajasthan Urban Drinking Water Sewerage & Infrastructure Corporation (RUDSICO). The sanctioned amount will be utilized for benefitting Ajmer & Jaipur Smart Cities and AMRUT scheme in 20 ULBs of Rajasthan. HUDCO has also provided viability gap funding of Rs. 4,000.00 crore to Rajasthan Water Supply and Sewerage Corporation, towards state share for implementation of Jal Jeevan Mission in the State.

HUDCO continues to support the housing needs of the Economically Weaker Sections of the society by offering financial assistance/ loan to the Economically Weaker Sections (EWS) and Low-Income Groups (LIG) segment at a comparatively lower rate of interest. The Company has cumulatively sanctioned financial assistance to more than 193.16 lakh housing units both in rural and urban areas in the Country of which, 183.96 lakh (95.23%) was for the EWS/LIG categories.

During the year, HUDCO has supported projects in the NorthEastern Region, and sanctioned 23 housing and urban infrastructure schemes with loan amount of Rs. 510.21 crore in the States of Arunachal Pradesh, Meghalaya, Manipur and Nagaland.

Source: Annual Report of HUDCO 2021-22

3. REVISED INTEGRATED HOUSING SCHEME, 2016

A revamped housing scheme (RIHS, 2016) has been introduced from December, 2016 with a subsidy of Rs.1,50,000 per beneficiary household. RIHS, 2016 is applicable to the workers engaged in Beedi/Iron Ore Mines, Manganese Ore & Chrome Ore Mines (IOMC)/Limestone Ore Mines, Dolomite Ore Mines (LSDM) /Mica Mines and Cine Industries registered with the Labour Welfare Organization (LWO). In the scheme, a subsidy of Rs.1,50,000/- is released in three instalments on 25:60:15 ratio (First as advance, second on reaching the lintel level and third after receipt of inspection report that the construction of houses has been completed in all respect). Under this scheme subsidy is released through DBT.

Details during last four years under the Revised Integrated Housing Scheme (RIHS) are as under:

Financial year	Expenditure (Rs. In crore)	No. Of beneficiaries households
2018-19	49.20	12394
2019-20	19.24	3485
2020-21 (upto to December 2021)	27.35	7854
2021-2022	29.12	10071

Source: Annual Report of Ministry of Labour and Employment 2021-22

4. HOUSING SCHEMES OF THE STATE GOVERNMENTS

Keeping in view, the importance of housing, some of the State Governments/Uts have also framed suitable Schemes and Acts for this purpose. Information available on the number of houses constructed/allotted/provided to the workers during the years 2021-22 are given below:

Sr.No.	State	Number of houses constructed/allotted during the year 2021-22 and the name of the Scheme	Since the inception of the Scheme (at the end of the year 2022)
1	2	3	4
1.	A & N	-	-
2.	Andhra Pradesh	-	-
3.	Arunachal Pradesh	-	-
4.	Bihar	-	-
5.	Chandigarh	Nil, Industrial Workers Housing Scheme	620
6.	Delhi	Subsidized Industrial Housing scheme(1952)	4844
7.	Goa	-	-
8.	Gujarat	-	-
9.	Himachal Pradesh	-	-
10.	J & K	-	-
11.	Karnataka	-	-
12.	Kerala	Nil, Bhavanam Project Own your on House	15
13.	Meghalaya	-	-
14.	Mizoram	-	-
15.	Odisha	510, Nirman Shramik Pucca Ghar Yojana	23,589
16.	Rajasthan	-	2492
17.	Sikkim	-	-
18.	Tamilnadu	-	-
19.	Telangana	-	-
20.	Tripura	-	-

- = Nil

Source: The table is based on the information provided by the concerned State Govts.

5. HOUSING FOR WORKERS IN MAJOR INDUSTRIES

A. Petroleum & Natural Gas

(i) **GAIL India** – Regular workers in GAIL have been provided with appropriate company family accommodations in GAIL Townships at various work sites/offices of GAIL, especially in most of the projects/O&M sites situated in remote areas away from city locations and other office locations. Bachelor Accommodation along with several facilities are also provided to regular workers, desirous to stay in Bachelor status at various GAIL

Townships. Company Lease facilities have been provided to regular workers, who opt not to stay in Company Accommodation or draw HRA. In GAIL at various work centers townships have been constructed/made for residential purpose. Total 1368 nos. of houses are there in GAIL for the workers. During the 2021-22 no additional houses has been constructed.

B. Mining Sector

(i) Coal India Ltd. - In CIL (Coal India Limited) and its subsidiaries, all eligible employees are provided company quarters subject to availability and Company rules. Regular repair and maintenance including through repair of these housings are undertaken to provide a decent housing facility to our employees. The overall housing satisfaction is 100%.

C. Indian Jute Mills Association

The Association has provided houses to the serving officers / employees. The total number of houses constructed for workers till 2022 are 37697.

D. Dock and Ports

(i) Chennai Port Trust - The Trust has provided quarters to the serving officers / employees at Tondiarpet, Cassimode, Clive Battery, Spring Haven Road and Napier Bridge near Heavy Workshop. The Chennai Port has not constructed houses for workers during the year 2022. There are 964 quarters of various types (Types I to V).

(ii) Jawaharlal Nehru Port Authority- There are no new house has been constructed for the workers during 2022. However, the Port has well maintained Township having 2033 numbers of quarters for its employees. The same number is continued till the end of the year.

(iii) Mormugao Port Trust - Mormugao Port Trust has constructed residential quarters in the localities at Headland, Bogda, Jetty, Desterro and Baina. At present 50% of the total employees have been provided with quarters which are classified as under:-

a) Bungalows	:	13 Nos.
b) 'D' type quarters	:	50 Nos.
c) 'C' type quarters	:	124 Nos.
d) 'B' type quarters	:	432 Nos.
e) 'A' type quarters	:	1079 Nos.
f) Non Standard quarters	:	08 Nos.
g) Barracks for CISF Personnel	:	151 Nos.
h) Bachelor Units	:	<u>26 Nos.</u>
		<u>1883 Nos.</u>

Apart from providing official accommodation, House Building Advance is also given to the eligible employees who desire to construct their new houses or acquire ready build flats/houses. So far 305 employees have availed of the House Building Advances during the years form 1988 to 2014. House Building Advances have been temporarily suspended from financial year 2014-15 to till date.

(iv) **New Mangalore Port Trust** – Number has 618 residential units in the colony. Quarters are allotted to the employees of NMPA. RCHW & CISF personal. In the surplus quarters had also been allotted to the staff of other departments viz. Police, Resident Audit Office, kendriya Vidyalaya No.1, NMPT School, MESCOM, Cost Guard, Inspectorate of Dock Safety, Contract/Outsourced Staff etc. Who have been associated with the Port.

(v) **V.O. Chidambaranar Port Trust**

PORT EMPLOYEES QUARTERS DETAILS AS ON 31.03.2022

Category of Employees	Total staff	Type of Quarters (in Numbers)							CPT Bungalow	Total Quarters	% of Provisions
		I	II	III	IV	V	VI	VII			
Class I	65	0	0	4	12	8	2	1	1	28	43%
Class II	43	0	0	4	8	0	0	0	0	12	28%
Class III	246	0	12	35	19	0	0	0	0	66	27%
Class IV	76	0	8	6	1	0	0	0	0	15	20%
Covered under market rent	0	4	11	9	3	0	0	0	0	27	0
CHD	187	0	3	4	0	0	0	0	0	7	4%
Total		4	34	62	43	8	2	1	1	155	

Source: V.O. Chidambaranar Port Trust 42nd Administrative Report 2021-2022

(vi) **Mumbai Port Trust** – Mumbai Port Authority is having 4894 housing units for its employees in the year 2022.

(vii) **Paradip Port Authority**- No house has been constructed during 2022. However, more than 5000 quarters have been constructed by PPA, which is sufficient to accommodate the employees and worker as the overall strength of employees and Workers is pretty low compared to the number of existing quarters.

(E). Railways

The Indian Railways, being the single largest employer in the country have provided the maximum housing facilities to the employees. Approximately 42.34% staffs have been provided with railway quarters, as on 31.03.22. In total, 3782 staff quarter were electrified during 2021-22. Co-operative societies of various types are functioning on Indian Railways. There are 49 Thrift and Credit Societies, 112 Railway men's Consumer Cooperative Societies, 11 Labour Cooperative Societies and 03 Railway men's housing Societies functioning on Indian Railways during 2021-22.

Source: Indian Railways Annual Report 2021-2022

CHAPTER 7

HEALTH AND SAFETY

Health and safety of the employees is a critical factor in any organization for their smooth and successful functioning. It increases the production as well as the quality of products and services rendered by improving employee morale, reducing absenteeism and enhancing productivity. Hence it becomes imperative for all the organizations to attach importance towards achieving high Occupational Health and Safety performance as they do to the other key objectives of their business activities. Occupational health & safety standards for industrial workers are implemented through the adoption of common codes of practice, safety legislation and training in related matters. Occupational hazards are one of the major problems created by the machine-made environment. Constitution of India has also specified provisions for ensuring occupational safety and health of the workers in the form of three articles 24, 39 (e & f) and 42. The regulation of labour and safety in mines and oil fields is under the Union List and the welfare of the labour including conditions of work etc. is in the Concurrent List. The Ministry of Labour & Employment, Government of India and Labour Departments of the State and Union Territories are responsible for safety and health of workers. The DGMS (Dhanbad) and DGFASLI (Mumbai) are the two field organisations of the Ministry of Labour & Employment which make efforts to achieve the principles enshrined in the Constitution in the field of occupational health and safety in mines, factories and ports.

Legislations

The statutes relating to Occupational Health and Safety (OH&S) are broadly divided into three:-

- Statutes for safety at workplaces
- Statutes for safety of substances
- Statutes for safety of activities

At present, safety and health statutes for regulating OH&S of persons at work exist in four sectors:-

- Mining
- Factories
- Ports
- Construction

The major legislations are:-

The Factories Act, 1948

- It regulates health, safety, welfare and other working conditions of workers in factories.
- It is enforced by the State Governments through their factory inspectorates. The Directorate General Factory Advice Service & Labour Institutes (DGFASLI) co-ordinates matters concerning safety, health and welfare of workers in the factories with the State Governments.

- DGFASLI conducts training, studies and surveys on various aspects relating to safety and health of workers through the Central Labour Institute in Mumbai and four other Regional Labour Institutes located at Kolkata, Chennai, Kanpur and Faridabad.

Mines Act, 1952

- It contains provisions for measures relating to the health, safety and welfare of workers in the coal, metalliferous and oil mines.
- The Mines Act, 1952, prescribed duties of the owner (defined as the proprietor, lessee or an agent) to manage mines and mining operation and the health and safety in mines. It also prescribes the number of working hours in mines, the minimum wage rates, and other related matters.
- Directorate General of Mines Safety conducts inspections and inquiries, issues competency tests for the purpose of appointment to various posts in the mines, organises seminars/conferences on various aspects of safety of workers.
- Courts of Inquiry are set up by the Central Government to investigate into the accidents, which result in the death of 10 or above miners. Both penal and pecuniary punishments are prescribed for contravention of obligation and duties under the Act.

Dock Workers (Safety, Health & Welfare) Act, 1986

- It contains provisions for the health, safety and welfare of workers working in ports/docks.
- It is administered by Directorate General Factory Advice Service and Labour Institutes. The Inspectorates of Dock Safety are established at 11 major ports of India viz. Kolkata, Mumbai, Chennai, Vishakhapatnam, Paradip, Kandla, Mormugao, Tuticorin, Cochin, New Mangalore and Jawaharlal Nehru Port.
- Overall emphasis in the activities of the inspectorates is to contain the accident rates and the number of accidents at the ports.

Other legislations and the rules framed thereunder:-

- Plantation Labour Act, 1951
- Explosives Act, 1884
- Petroleum Act, 1934
- Insecticide Act, 1968
- Electricity Act, 2003
- Indian Boilers Act, 1923
- Indian Atomic Energy Act, 1962
- Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996
- Beedi and Cigar Workers' (Conditions of Employment) Act, 1966.

1. HEALTH AND SAFETY OF INDUSTRIAL WORKERS

Following are some of the measures taken to ensure the health & safety conditions of industrial workers.

(a) The Employees State Insurance Scheme (ESIS)

The ESI Scheme is an integrated scheme of social benefits which provides medical and cash benefits in the contingencies of sickness, maternity, employment injury and death due to employment injury. The Employees' State Insurance Act, 1948 applies to factories employing 10 or more persons. The provisions of the Act are being brought into force area-wise in stages. The Act contains an enabling provision under which the "appropriate government" is empowered to extend the provisions of the Act to other classes of establishments; industrial, commercial, agricultural or otherwise. Under these provisions, the State Governments have extended the provisions of the Act to shops, hotels, restaurants, cinemas including preview theatres, road motor transport undertakings, news paper establishments, educational and medical institutions employing 10 or more employees. Employees of factories and establishments covered under the Act drawing monthly wages upto Rs.21,000/- per month and Rs.25,000/- per month for persons with disabilities are covered under the Scheme. The ESI Scheme is now operated in 35 States/ Union Territories. As on 31.03.2022, 3.10 crore insured persons and 12.04 crore beneficiaries are covered under the Scheme. The ESI Scheme is mainly financed by contributions from the employers and employees. The rates of the employers' and the employees' share of contribution are 3.25% and 0.75%, respectively. All contributions received under the ESI Act and all other money belonging to the fund which is not immediately required for defraying day to day expenses are invested in the manner prescribed under ESI (Central) Rules. As on 31.10.2022, the total investment of fund was Rs.129812.49 crore. Besides from medical care, the beneficiaries under ESI Scheme are also provided an array of cash benefits. It is payable in times of physical distress due to sickness, temporary or permanent disablement resulting in loss of earning capacity, confinement in respect of insured women etc. Dependants of insured persons who die of employment injury caused by accident or occupational disease are entitled to monthly payments called the dependant benefits.

(Source: Annual Report 2022-23 of Ministry of Labour and Employment)

(b) Medical Facilities under Statutory Welfare Funds

The Labour Welfare Organisation is directly running hospitals and dispensaries at different places in the country to provide basic health care and family welfare services to beedi, mine and cine workers. Health Care is provided to Beedi workers, cine workers, non-coal mine workers and to their dependents through 10 hospitals and 277 dispensaries all over the country.

Diversified Medical Assistance for Workers:

Purpose	Nature of Assistance
Cancer	Reimbursement of expenditure upto Rs. 7,50,000/- on treatment, medicines and diet charges incurred by workers and their dependants.
Heart Diseases	Reimbursement of expenditure up to Rs.1,30,000/- to workers.
Kidney Transplantation	Reimbursement of expenditure up to Rs.2,00,000/- to workers.

(c) Health & Safety facilities provided by various States/Union Territories:-

Goa

The Inspectorate of Factories & Boilers looks after the Health & Safety facilities for the workers under the various labour Acts. The main objective of the Department is implementation of the Factories Act, 1948 (Central Act) and the various rules made there under, The Boilers Act, 1923 (Central Act) and the various rules & regulations made there under and part implementation of the Manufacture, Storage & Import of Hazardous Chemical Rules, 1989 (central rules) framed under the Environment Protection Act, 1986. Various training programs/courses on First Aid, Safety, Occupational Safety&Health, Safety in transportation of Hazardous Goods by Road and Emergency Preparedness are being carried out.

Gujarat

Factory wing is headed by Director, Industrial Safety and Health, who is responsible for regulating health, safety and welfare of the workers. For efficient administration and effective control, state is divided in to four regions namely Ahmedabad, Vadodara, Surat and Rajkot. These regions are under control of Joint Director, Industrial Safety & Health.

The Directorate, Industrial Safety and Health looks after the implementation of following statute:

- The Factories Act 1948 and Gujarat Factories Rules, 1963
- The Environment Protection Act, 1986
- The Manufacture, Storage and Import of Hazardous Chemical Rules, 1989
- Chemical Accidents (Emergency Planning, Preparedness and Response) Rules, 1996
- The Payment of Wages Act, 1936 and Rules there under
- The Maternity Benefit Act, 1961 and Rules there under
- The Gujarat Physically Handicapped Persons (Employment in Factories) Act, 1982
- The Gujarat Payment of Unemployment Allowance to Workmen (in factories) Act, 1981
- The Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Rules there under

The history of Factories Act is more than 100 years old. First time the Indian Factories Act was enacted in 1881. After independence, 'The Factories Act, 1948' was made applicable in the country mainly to regulate health, safety, welfare and working conditions of Industrial workers. It has been amended from time to time, but the major amendments were enacted in 1976 and in 1987, wherein emphasis has been laid on safety in general and chemical safety in particular. To strengthen safety in chemical factories, Government of Gujarat amended the 'Gujarat Factories Rules, 1963' in February 1995.

To look after welfare of female workers, Lady Inspector of Factories has also been appointed under the Factories Act, 1948. All Inspectors have been declared as Assistant Public Prosecutors for purpose of Factories Act.

The Director, Industrial Safety and Health, Gujarat State has also been declared authority under certain section of Environment Protection Act, 1986 and Manufacture, Storage, Import of Hazardous Chemicals, Rules, 1989, as amended in 1994.

Under Environment Protection Act, 1986, the Government of India has framed Chemical Accidents (Emergency Planning, Preparedness and Response) Rules, 1996, where the Asstt./Deputy Director of Ind. Safety and Health performs the duties as Member Secretary of various crisis groups constituted under these rules throughout the state.

The Inspectors appointed under the Factories Act have also been appointed as inspectors under the Payment of Wages Act, 1936, so far as the factories registered under the Factories Act, 1948 are concerned. The officers of this wing have also been notified as Inspectors under Maternity Benefit Act, 1961 & The building and other construction workers (Regulation of Employment and conditions of service) Act, 1996.

The inspectors appointed under the Factories Act have also been appointed as inspector under the Building and Other Construction Workers (RECS) Act, 1996, Director Ind. Safety and Health has been appointed as Chief Inspector of Inspections of Building and Construction under the same Act.

Moreover one Dy. Directors (chemical) has been appointed for assisting and advising Dir. Industrial Safety & Health about hazards and safety in chemical factories.

To measure and monitor the ill effects of chemicals, cotton dust, Asbestos dust and Silica dust etc., Industrial Hygiene Laboratory has been established under the Director Industrial Safety & Health. It is headed by Dy. Director (Medical) consists of Medical Inspectors of Factories, Certifying Surgeons and other technical staff.

Kerala

Medical facilities as prescribed under section 10 of Plantation Labour Act 1951 as per provisions contained in the Rule 32 to 37 of the Kerala Plantation Labour Rule 1959 are being provided in the plantations which are registered under the Act.

While inspecting the plantations, the chief inspector of plantations and inspector of plantations are giving directions to the managements to provide periodically sterilized drinking water and to obtain a report from the health officer or certifying surgeon regarding its fitness for human consumption, complying with the provisions of Rule 10 and 11 of the

Kerala Plantation Labour Rules. Besides this, they also give directions to keep the lanes toilets and drainages clean and to conformity with the public health requirements.

As per the decision of the plantation Workers Relief Fund Committee, Govt. have formulated a scheme to render financial assistance by way of payment of exgratia during festival seasons, supply of free- medicines, organizing free medical camps, death relief to dependendent of workers. Major estates have their own medical facilities like dispensaries, garden hospital and group hospitals meet the needs of their workers.

(d) Railways

Indian Railway Medical Service was primarily constituted to look after the health of Railway employees. Slowly its ambit of duty expanded to include the family members of the employee, retired employee and their family members also as per pass rules. Besides curative services Indian Railway Medical Service provides:- Preventive, Promotive, Occupational & Industrial health, Public health service also. It also plays a significant role in monitoring the quality of water & food within railway premises. A number of Zonal Railway hospitals are recognized centers of excellence in the field of medical care where post graduate medical students are also trained. Indian Railway health care system with a chain of 129 hospitals, 586 health units with 14000 indoor beds forms an integral part of 'total health care solution' made available for its beneficiaries – both serving and retired. During the year 2021-22, approximately 1.51 crore patients were attended in Out-Patient Departments, 4.30 lakh treated in indoor wards and 104066 major and special surgeries were performed.

Source: Indian Railways Year Book 2021-22

(e) Factories

DGFASLI: The Directorate General of Factory Advice Service & Labour Institutes (DGFASLI) Mumbai under the Ministry of Labour & Employment, Government of India functions as a technical arm of the Ministry in regards to matters concerned with safety, health and welfare of workers in factories and ports/docks. It assists the Central Government in formulation and review of policy and legislation on occupational safety and health in factories and ports, maintains a liaison with Factories Inspectorates of States and Union Territories in regard to the implementation and enforcement of provisions of the Factories Act, 1948; renders advice on technical matters; enforces the Dock Workers (Safety, Health and Welfare) Act, 1986; undertakes research in industrial safety, occupational health, industrial hygiene and industrial psychology etc; and provides training in the field of industrial safety and health. In areas of industrial safety related research and allied problems, DGFASLI is providing its services through it's headquarter at Mumbai, Central Labour Institute at Mumbai and four Regional Labour Institutes at Kolkata, Chennai, Kanpur and Faridabad. It's headquarter has (i) Factory Advice Service Division and (ii) Dock Safety Division (iii) Award Division (iv) Dock Safety Division (iv) Award Cell (v) Construction Advice Service Division. The Regional Labour Institutes (RLIs) have the following divisions viz. Industry Safety, Industry Hygiene, Industrial Medicine. The

different divisions at the Institute undertake activities such as carrying out studies and surveys, organizing training programmes, seminars and workshops, rendering services such as technical advice, safety audits, testing and issuance of performance reports for personal protective equipment, delivering talks, etc.

(f) Iron and Steel

SAIL (Steel Authority of India Ltd.): SAIL provides full medical care to its employees and their dependants. They are operating their own hospitals at townships with state of the art facilities where free outdoor and indoor medical treatment is provided to all regular employees right from the date of joining the company and their dependant family members. Employees are also referred to specialist hospitals at the cost of the company if need arises. In cities, SAIL is having tie ups with major medical centers for treatment of its employees posted there. For the period of absence due to sickness, full wages against commuted leave is provided to the employees. Also, in case of temporary disablement due to accident arising out of and in course of employment, SAIL provides full wages to its employees for such period of absence.

SAIL Group Mediclaim Policy: The employees and their spouses, in case of separation on superannuation/VR/discharge on medical unfitness, and spouse of a deceased employee can enroll under the SAIL Group Mediclaim Policy. SAIL has been operating this scheme for its retired employees and their spouse since 1991.

Visvesvaraya Iron & Steel Plant: Health care of the employees and their dependents is taken care in the 115 bed hospital and occupational health center with medical facilities and a team of experienced doctors and para-medical staff. In addition, the referral facility to specialized hospital based on need is being extended.

VISL is conducting Eye Camps, Family Planning activities, periodical health check up programmes. In addition, VISL also associate with local bodies in arranging social and cultural programmes not only for their employees and their wards but also for the society. VISL Management has taken up schemes of peripheral development under corporate social Responsibility activities with a view to improve the general health, education, providing hygiene drinking water in the peripheral areas. In addition to the facilities extended to the regular employees, the retired employees are also extended the benefits of medical through Company Hospital, Mediclaim facilities as per SAIL guidelines.

Rashtriya Ispat Nigam Limited: The statutory Occupational Health needs of the employees are taken care of through a well-equipped Occupational Health Center since Nov.1992. It is the first OHS unit in steel industry to receive ISO-9001, ISO-14001 and OHSAS 18001-2007 certifications. Periodical Medical Examination (PME) of employees at OHS&RC is carried out through a process. Health of employees is monitored at set frequency depending on the nature of work under the Man Management Programme (MMP) and the employee records are managed online through Occupational Health

Management System. Various initiatives like health education and health check-up programmes are also brought out.

(g) Docks/Ports

Details of Inspections and other visits in Major Ports during the year 2022 are given below:

Name of the Port	Ship	Docks	Gear	Isolated Storage/ Pipelines	Other Visits
1	2	3	4	5	6
Mumbai	21	92	27	-	30
J N Port	-	66	1	2	40
Kandla	65	5	65	6	7
Mormugao	36	71	16	-	25
Kolkata	12	159	103	-	131
Paradip	49	58	172	10	96
Visakhapatnam	15	55	25	1	196
Chennai	128	34	18	-	38
Kochi	50	75	48	2	72
N. Mangalore	23	99	23	-	82
Tuticorin	38	24	42	2	153
Total	437	738	540	23	870

=Nil

Medical Facilities at various Ports

Mormugao Port Trust

It has its own 100 bedded hospital, with fully equipped indoor and outdoor medical facilities at Headland and First Aid Centre at Mormugao Harbour, MPT Workshop and other working places. Medical facilities in the disciplines of General Medicine, General Surgery, Obstetrics & Gynecology, Pediatrics, Ophthalmology and Dentistry are available to the employees and their dependents. These are further supported by other Anesthesiology, Pathology, Radiology, and Orthopedics. The hospital has also extended medical facilities of Ayurvedic and Homeopathic treatment to the employees and their families. Whenever necessary, arrangements for external specialist consultations/referral are made in the interest of the patient. Apart from Medical Officers, the hospital is enriched with qualified and experienced nursing personnel and other paramedical staff.

New Mangalore Port Trust

The Port Trust Hospital is a 50 bedded Hospital operating with 22 beds, free consultancy from specialist doctors, referral hospital facilities, free medical treatment in Allopathic/Ayurvedic & Homeopathy. The fully automated computerized clinical laboratory is functioning on all working days. Medical department has empanelled approved referral hospitals for providing Laboratory and Special investigations and also

have Ultra sonogram, colour Doppler and echocardiogram facilities. Ten bedded Isolation ward for Covid treatment at Port Premises.

V.O. Chidambaranar Port Trust

V.O. Chidambaranar Port has a full-fledged 62 bedded hospital in the Harbour Estate and a self contained Dispensary at Tuticorin town to meet the need of employees and their families. First aid centres are also functioning in the Dock area. It has a network of four Ambulances providing round the clock service at multiple locations. Both the Hospital and Dispensary are manned by medical professionals and para medical staff. CISF personnel and their family members are also availing the medical facilities. The services of the hospital are also extended to retired employees and their spouses. To avail the services for critical illnesses, Port has also several approved higher referral Hospitals for super specialty services. The various section in Medical Department are Registration Room, Casualty, Consulting Rooms, Injection Rooms, Dressing Room, Intensive Care Unit, Male ward, Isolation ward, ICCU, Post-Surgical ward, Special ward, Female ward, Maternity ward, Isolation ward (Male), Isolation ward (Female), Major operation theatre, Occupational health unit, Physiotherapy, Dental unit, Pharmacy, Radiology, Laboratory, Medical main store, Public health section. During the year 2021-22, 65,518 patients have been treated in the Port Hospital and Town Dispensary. The Medical Department have also empanelled “Consultant Specialist” like Cardiologist, Orthopedic Surgeon, General Surgeon, Pediatrician, General Physician, Dentist to provide services in the specialities to the Port beneficiaries. Periodical medical examination of Port employees working in the dock area and Cargo Handling department are being conducted in regular intervals of half-yearly and yearly basis by the Medical Officers of Port Hospital. Employees of other Government organizations are also availing medical services from Port Authority Hospital on payment basis.

2. INDUSTRIAL INJURIES

Statistics on injuries in factories, mines, railways, and docks and ports, as collected under the Factories Act, 1948, the Mines Act, 1952, the Indian Railways Act, 1989, and the Dock Workers’ (Safety, Health and Welfare) Act, 1986, respectively, are presented in this section. The statistical unit is the number of workers involved, i.e., persons receiving injuries and not the number of accidents.

The injuries have been defined as follows:

1. **Fatal injury:** Injuries resulting from industrial accidents that cause death or prevent injured persons from attending work permanently.
2. **Non-fatal injury:** Injuries resulting from industrial accidents that prevent injured workers from attending work for a period of 48 hours or more immediately following the injuries.

(A) Industrial injuries in factories The statistics collected under the Factories Act, 1948, relate to injuries resulting from industrial accidents that caused death or prevented the injured workers from attending work for a period of forty-eight hours or more immediately following the injury. As per the data received by the Labour Bureau on injuries under the Factories Act, 1948, from various States/UTs, during 2020, there were 652 fatal injuries and 1,713 non-fatal injuries, compared to 661 fatal injuries and 1,879 non-fatal injuries in 2019.

(B) Industrial injuries in mines Statistics relating to injuries to persons employed in mines are published in the annual report of the Directorate General of Mines Safety. During the year 2022, there were 24, 36, and 3 fatal accidents in coal, metal, and oil mines, respectively. The numbers of fatal accidents during the previous year, 2021, were 43, 30, and 3 for coal, metal, and oil mines, respectively.

(Source: DGMS, Dhanbad)

(A) Railways

There were 34 (excluding Konkan Railway) consequential train accidents in 2021-22 as compared to 21 in 2020-21. Train accidents per million train kilometres, an important index of safety, is 0.03 in 2021-22 and 0.03 in 2020-21. During 2021-22, 9 passengers were killed and 45 passengers were injured.

(Source: Indian Railways Year Book 2021-22)

(B) Ports and Docks

According to Regulation 91 of the Dock Workers (Safety, Health and Welfare) Regulations, 1990, a reportable accident is one which either causes loss of life to a worker or disables him from work for more than 48 hours. However, a notice is required to be sent in all cases when a worker is disabled from work for the rest of the day or shift. According to the above Regulation, certain types of occurrences called dangerous occurrences are reportable within four hours of the occurrence irrespective of the fact whether any injury is caused or not. In cases of reportable accidents and dangerous occurrences the notice shall be confirmed within 72 hours of the occurrence by submitting written report to the Inspector in Form XII of the Dock Workers (Safety, Health and Welfare) Regulation 1990.

3. INDUSTRIAL SAFETY MEASURES

Rapid increase in the use of sophisticated machinery and process plants in industry has made it possible to eliminate certain physically extracting jobs but at the same time it has made work in industry more risky. Workers' safety thus requires more attention. Proper precautionary measures along with the inculcation of safety consciousness among workers can go a long way in preventing industrial injuries.

(A) Factory Advice Service

The Directorate General of Factory Advice Service & Labour Institutes, (DGFASLI) is an attached office of the Ministry of Labour & Employment, Government of India and serves as a technical arm to assist the Ministry in formulation of national policies on OSH in factories and ports. It is responsible for coordination and implementation of the measures under the Factories Act, 1948 by the State Governments and formulation of Model Rules there under. It is also concerned with the administration of the Dock Workers (Safety, Health and Welfare) Act, 1986 in respect of 11 major ports in the country. It undertakes research and consultancy studies in Industrial Safety, Occupational Health, Industrial Hygiene, Industry Psychology and Industrial Physiology, in addition to safety audits. It provides training to the Inspectors of Factories (Enforcement Authorities) and various target groups from the factories including statutory long duration courses for safety officers, factory medical officers and supervisors engaged in hazardous process industries. These activities are carried out at the headquarters located at Mumbai and five Labour Institutes at Mumbai, Chennai, Kolkata, Kanpur & Faridabad. Its headquarters has (i) Factory Advice Service Division and (ii) Dock Safety Division.

The Central Labour Institute at Mumbai and Regional Labour Institutes at Chennai, Kanpur, Faridabad and Kolkata are having professionals from various disciplines such as Engineering, Management, Hygiene, Occupational Health, Industrial Physiology, Ergonomics, Industrial Psychology, etc. These institutes have facilities for conducting research and consultancy studies in various areas of safety and health in an integrated manner and arrive at practical solutions to the problems. The Director General, DGFASLI is also Chief Inspector of Dock Safety under the Dock Workers (Safety, Health and Welfare) Act, 1986 in respect of major ports. Dock Safety Inspectorates are established in all major ports. The Dock Safety Division at the headquarters coordinates with the Dock Safety Inspectorates regarding enforcement activities and also for bringing about amendments in statutes concerning dock work. DGFASLI assists the Ministry of Labour & Employment, Government of India in the operation of National Safety Awards, Vishwakarma Rashtriya Puraskar and Prime Ministers' Shram Awards.

Safety in Factories

The Factories Act, 1948 is the principal legislation for regulating various aspects relating to safety, health and welfare of workers employed in factories. This Act is a Central Enactment, which aims at protecting workers employed in factories from industrial and occupational hazards. The State Governments and Union Territory Administration frame their Rules under the Act and enforce provisions of the Act and Rules through their Factory Inspectorates/ Directorates. The Ministry of Labour & Employment is accountable to the Parliament for proper enforcement of the Act. Uniformity in the application of the provisions of the Act in various States and Union Territories is achieved by circulating the Model Rules prepared by DGFASLI, which are incorporated by them in their State Factories Rules with necessary modifications to suit local needs. In the task of framing the Model Rules, the DGFASLI, on behalf of the Ministry of Labour & Employment, enlists

the cooperation and involvement of the State Governments by convening annually a Conference of Chief Inspectors of Factories (CIF). The Conference discusses all matters relating to the administration of the Act as well as proposed amendments. Besides, the Conference also serves as a forum for discussion of the progress made in the techniques and methods of prevention of accidents and ill health in factories. The Model Rules are being upgraded in consultation with the CIFs. The 55th All India Conference of Chief Inspectors of Factories was organised by the Directorate General Factory Advice Service and Labour Institutes (DGFASLI) during 4th July to 6th July, 2018 at Central Labour Institute Building Mumbai.

Dock Safety

The Dock Workers (Safety, Health and Welfare) Act, 1986 was enacted on 14.04.1987. The Dock Workers (Safety, Health and Welfare) Rules, 1989 and Regulations, 1990 were framed under this Act. The act and regulations cover the safety, health & welfare aspects of dock worker engaged in loading and unloading of cargo, including the work incidental to dock work. In addition, the Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989 framed under the Environment (Protection) Act, 1986 are also enforced by DGFASLI in the major ports of India through the Inspectorates of Dock Safety.

Studies and Surveys

National Studies and Surveys are undertaken by DGFASLI for helping the Central Government to ascertain the status of working conditions, safety and health in factories and port sector, and to formulate the appropriate standards for inclusion in statutes. Under Section-91A of the Factories Act, 1948 in respect of accident prone factories a Safety and Health Survey at national level is being carried out. State level Studies and Surveys are undertaken in the State in certain priority areas to ascertain status of Safety Health and Environment at work place in the factories. Unit level consultancy studies are carried out at the request of the management and reports are submitted for implementation of the recommendations for further improvements in factories concerned.

Safety Awards

The DGFASLI on behalf of the Ministry of Labour and Employment has been implementing the Vishwakarma Rashtriya Puraskar (VRP) (earlier known as Shram Vir National Awards) and National Safety Awards Scheme since 1965. These schemes were modified in 1971, 1978 and again in 2007. The schemes presently in operation are as follows:

(i) Vishwakarma Rashtriya Puruskar: It is aimed at giving recognition at the national level to outstanding suggestions resulting in (i) higher productivity (ii) improvement in safety and working conditions (iii) savings in foreign exchange (import substitution as well as quality and safety of products) and (iv) improvement in overall

efficiency of the establishments. It covers workers employed in factories, docks, construction sites and nuclear installations.

(ii) National Safety Awards: National Safety awards are given in recognition of good safety performance on the part of the industrial establishments registered under the Factories Act, 1948, the employers covered under the Dock Worker (Safety, Health and Welfare) Act, 1986, the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and installations under Atomic energy Regulatory Board (AERB). Shields and Certificates are awarded to Winners and Runners up. Schemes I to X are meant for factories, construction sites and nuclear installations under AERB and schemes XI and XIII are for ports.

(B) Safety in Mines

Since mining has many inherent hazards detailed provisions have been laid down in the Mines Act, 1952 and Rules and Regulations framed there under to guard against dangers in mines. These provisions are enforced by the Directorate General of Mines Safety, Ministry of Labour & Employment. The DGMS located at Dhanbad also has the responsibility to see that the safety statute is kept updated to absorb technical advancements as well as to make the same comprehensive, practical and legally sound. Functions of the DGMS are inspection of mines, investigation of all fatal/serious accidents, operations, approval of mines safety equipments, appliances and material and conduct of examination for grant of statutory competency certificates, safety promotional incentives including organization of National Safety Awards (Mines), National Safety Conference and Safety Weeks and Campaigns. Under the Mines Act, 1952, the DGMS has been vested with the power to issue improvement notices and prohibitory orders to restrict or prohibit employment of persons in Mines or parts of Mines.

(C) Safety in Railways

Under safety measures various steps has been taken by Indian Railways to prevent accidents. Safety Action Plans were continually executed to reduce accidents caused by human errors. A multi-pronged approach with focus on introduction of newer technologies, mechanization of maintenance, early detection of flaws, etc. to reduce human dependence in the first place, alongwith upgrading the skills of the human resources were the prime drivers for accident prevention. Periodical safety audits of different Divisions by multidisciplinary teams of Zonal Railways as well as inter-railway safety audits were conducted on regular basis. During 2020-21, 44 internal safety audits and 8 inter-railway safety audits were carried out. Training facilities for drivers, guards and staff connected with train operation have been upgraded. Disaster Management Modules have also been upgraded. During 2021-22, refresher training to 162925 non-gazetted employees have been provided.

Source: Indian Railways Year Book 2021-22

(D) National Safety Council

The National Safety Council (NSC) set up by the Ministry of Labour and Employment on 04.03.1966 is an independent, non-profit making and autonomous society. Its mission is building a national movement on safety, health and environment to prevent and mitigate loss of life, human suffering and economic losses, and providing support services. To fulfill its objective NSC carries out various activities. These include organising and conducting specialised training programmes/courses, conferences, seminars & workshops; conducting consultancy studies such as safety audits, safety ratings, hazard evaluation & risk assessment; designing and developing HSE promotional materials & publications; facilitating organisations in celebrating/observing various campaigns viz. National Safety Day/Week, Fire Service Week, World Environment Day and Road Safety Week. The management and control of the affairs of the Council are vested in the tripartite Board of Governors. The Board consists of 51 members besides the Chairman who is nominated by the Govt. of India. Headquartered in Navi Mumbai, it is an institution of international repute with an all India network of over 8500 members comprising of Corporate Members, Trade Union Organizations, Life/Individual Memberships, International Corporate Members, International Individual Members and Student Memberships with 12 Chapters across the country. These Chapters function as per their Memorandum of Association and the Bye-Laws, as approved by the NSC Board. These Chapters, after identifying the local needs, provide services in local languages and also help in expanding NSC's reach.

CHAPTER 8

LABOUR ADMINISTRATION

Labour administration is defined by ILO Convention No.150 as “Public administration activities in the field of national labour policy”. In other words, Labour administration as a unit of public administration bears major responsibility in respect of policies concerning labour. Although popularly known as a unit of the national system for worker’s welfare, labour administration is meant for promoting economic growth with social justice. It contains features that promote consensus in formulating, implementing and reviewing national policies and practices and which ultimately helps in achieving inclusive growth. It is an essential tool at the disposal of government in fulfilling their responsibilities towards social issues. Labour administration’s effectiveness depends on a coherent national labour policy, coordinated system of competent bodies, adequate human, financial and other resources, and integrated active participation of workers, employers and their respective organizations. It must embody the principles of good governance like credibility of the policies, transparency and accountability. The system of Labour administration covers all public bodies, responsible for and/or engaged in labour administration – whether ministerial departments or public agencies including parastatal and regional or local agencies or any other form of decentralized administration and any institutional framework for the coordination of the activities of such bodies and for consultation with and participation by employees and workers and their organizations.

Labour is a concurrent subject under the Constitution of India and both the Central and State Governments are competent to enact legislations subject to certain matters being reserved for the Centre. The Ministry of Labour and Employment at the Centre is responsible for laying down the norms and standards on matters like industrial relations, employment, cooperation between labour and management, regulation of wages, conditions of work and safety, labour welfare, social security of workers, etc., which appear in the Union and Concurrent Lists of the 7th Schedule of the Constitution of India. The implementation of labour policy is the responsibility of the State Governments except in the case of labour employed in Railways, Mines, Oil Fields, Banking and Insurance Companies having branches in more than one State, Major Ports and Central Government Undertakings where the Central Government retains the responsibility in respect of labour relations. The Central Government, however, coordinates the activities of the State Governments in labour matters and tenders advice, as and when necessary. To implement the legislative measures, administrative machinery exists both at Central and State levels. The functions of each machinery are separately discussed below.

1. CENTRAL MACHINERY

Ministry of Labour and Employment, Government of India, New Delhi

The Ministry is responsible for

- Labour policy (including wage policy) and legislation;

- Safety, health and welfare of labour;
- Social security of labour;
- Policy relating to special target groups such as women and child labour;
- Industrial relations and enforcement of labour laws in the Central Sphere;
- Adjudication of industrial disputes through Central Government Industrial Tribunals-cum-Labour Courts
- Workers' Education;
- Labour and Employment Statistics;
- Employment Services and Vocational Training;
- Administration of Central Labour & Employment Services; and
- International Cooperation in Labour & Employment matters.

The Ministry has the following attached and subordinate offices, autonomous organizations, adjudicating bodies and arbitration body.

I ATTACHED OFFICES

- Directorate General of Employment, New Delhi
- Office of the Chief Labour Commissioner (Central), New Delhi
- Directorate General of Factory Advice Service and Labour Institutes, Mumbai
- Labour Bureau, Chandigarh

II SUBORDINATE OFFICES

- Directorate General of Mines Safety, Dhanbad
- Offices of the Welfare Commissioners

III AUTONOMOUS ORGANISATIONS

- Employees' State Insurance Corporation, New Delhi
- Employees' Provident Fund Organisation, New Delhi
- V.V.Giri National Labour Institute, Noida (U.P.)
- Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE), Nagpur

IV ADJUDICATING BODIES

Twenty two Central Industrial Tribunals-cum-Labour Courts have been set up under the provision of Industrial Disputes Act, 1947 for adjudication of the industrial disputes in organisations for which the Central Government is the appropriate Government.

V ARBITRATION BODY

- Board of Arbitration (Joint Consultative Machinery), New Delhi.

A brief description of the activities of the Ministry of Labour and Employment and its offices is given below:

Ministry of Labour and Employment Main Secretariat

The Secretariat of the Ministry is the centre for consideration of all issues/matters concerning labour as far as the Government of India is concerned. It is the Central Administrative Machinery for the formulation of labour policy, enforcement of labour laws and for the promotion of labour welfare. The subjects allotted to the Ministry under the Government of India (Allocation of Business) Rules are briefly described below: -

Part I. Union Subjects

1. In respect of Union Railways - Payment of wages, trade disputes, hours of work from employees not covered by the Factories Act, and regulation of employment of children.
2. In respect of Docks - Regulation of safety, health and welfare measures concerning dock labour.
3. Regulation of labour and safety in mines and oilfields.

Part II. Concurrent Subjects

4. Factories.
5. Welfare of Labour - Industrial, commercial and agricultural conditions of labour; provident funds, family pensions, gratuity, employers' liability and workmen's compensation; health and sickness insurance, including invalidity pensions, old age pensions, improvement of working conditions in factories; canteens in industrial undertakings.
6. Unemployment Insurance.
7. Trade Union; industrial and labour disputes.
8. Labour statistics.
9. Employment and unemployment except rural employment and unemployment.
10. Omitted.

Part III. Additional Business for States of Himachal Pradesh, Manipur, Tripura and Union Territory of Delhi.

11. Items mentioned in Part II above.

Part IV. Incidental Business with Respect to any of the Matters Mentioned in Parts I, II And III Above.

12. The implementing of treaties and agreements with other countries.
13. Jurisdiction and powers of all Central Government Industrial Tribunals/Labour Courts.

Part V. Miscellaneous Business

14. Employment Exchanges.
15. Omitted.
16. International Labour Organisation (ILO).
17. Tripartite Labour Conferences.

18. The War Injuries (Compensation Insurance) Act, 1943 (23 of 1943) and Scheme.
19. Administration of laws connected with safety and welfare in mines other than coal mines; organisations of the Chief Inspector of Mines and Mica Mines Welfare.
20. Administration of the Indian Dock Labourers Act, 1934 and the Regulations made thereunder and the Dock Workers (Safety, Health and Welfare) Scheme, 1961 framed under the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948).
21. Administration of the Tea Districts Emigrant Labour (Repeal) Act, 1970 (50 of 1970) and the Organisation of the Controller of Emigrant Labour.
22. Omitted
23. Administration of the Minimum Wages Act, 1948 (11 of 1948).
24. Administration of the Employees' State Insurance Act, 1948 (34 of 1948), the Employees Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952) and the Payment of Gratuity Act, 1972 (39 of 1972).
25. Administration of Labour Laws in central sphere undertakings.
26. Labour Statistics; Organisation of Director Labour Bureau.
27. Organisation of Chief Labour Commissioner and Constitution and administration of Central Government Industrial Tribunal, Central Government Labour Courts, National Industrial Tribunal.
28. Organisation of Chief Advisor Factories, Staff Training Division, including Central Labour Institute, Productivity and Training within Industry Centres and Regional Museums of Safety, Health and Welfare.
29. Plantation Labour and administration of the Plantations Labour Act, 1951 (69 of 1951).
30. Recruitment, posting, transfer and training of Central Government Labour Officers.
31. Administration of the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955).
32. Schemes regarding workers' education.
33. Schemes regarding workers' participation in management.
34. Discipline in industry.
35. Constitution of Wage Boards for individual industries.
36. Regulation of working condition of motor transport workers.
37. Evaluation of the implementation of Labour Laws in the country.
38. Administration of laws relating to the working conditions and welfare of cinema workers and cinema theatre workers.
39. Prime Minister Shram Awards, National Safety Awards (for Mines and Factories), Rashtriya Viswakarma Puraskar.
40. The Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (27 of 1996) and the Building and other Construction Workers Welfare Cess Act, 1996 (28 of 1996).
41. Sales Promotion Employees (conditions of Service) Act, 1976 (11 of 1976).
42. Administration of the Provident Funds Act, 1925 (19 of 1925).

Directorate General of Employment (DGE)

The Directorate General of Employment (DGE) in Ministry of Labour & Employment is responsible for laying policies, standards, norms and guidelines throughout the country for coordinating employment related services. The responsibilities of DGE include;

- (i) Plans and formulates programmes for expansion and development of National Employment Service in consultation with State Governments.
- (ii) Coordinates the work of Employment Service in States/UTs.
- (iii) Conducts training programmes and develops staff training material for the Employment Service personnel.
- (iv) Carries out periodic programme of evaluation of policies, procedures and working practices of Employment Exchanges in the States with a view to assessing and advising the State Governments on the progressive development of the service and to ensure that National Policies, Standards and Procedures are effectively implemented.
- (v) Provides a central agency for adjusting surpluses and shortages in certain specified areas where recruitment requires wider circulation.
- (vi) Collects and disseminates Employment Market Information and prescribes uniform reporting procedures for the organized sector and Employment Exchanges.
- (vii) Co-ordinates Vocational Guidance and Career Counselling Services rendered through Employment Exchanges and University Employment Information and Guidance Bureaux (UEIGBx) to the unemployed youth for choosing and planning their career suited to their abilities and skills.
- (viii) Evaluates residual capabilities of physically challenged persons and to provide them adjustment training in order to facilitate their economic rehabilitation.
- (ix) Establishes coordination and consultation with the Ministries of the Government of India whose activities affect the employment situation in the country.
- (x) Provides Vocational Guidance and Training in confidence building to SC/ST job seekers.
- (xi) Formulation of National Employment Policy.

Chief Labour Commissioner (Central)

The office of the Chief Labour Commissioner (Central) also known as Central Industrial Relations Machinery (CIRM) is headed by the Chief Labour Commissioner (Central). It has been entrusted with the task of maintaining harmonious Industrial Relations, enforcement of Labour Laws and verification of Trade Union membership in Central sphere. The offices of CIRM are spread over different parts of the country with zonal, regional and area level formations.

The functions of CIRM are; Prevention and settlement of Industrial Disputes, in the Central Sphere; Enforcement of Labour Laws and Rules made there under in the Central

Sphere; Implementation of awards; Quasi-Judicial functions; Verification of the membership of the Trade Unions; Welfare and other Miscellaneous functions.

The CIRM ensures harmonious industrial relations in the Central Sphere establishments through:

- Monitoring of industrial relations in the Central Sphere.
- Intervention, mediation and conciliation in industrial disputes in order to bring about settlement of disputes.
- Intervention in situations of threatened strikes and lockouts with a view to avert the strikes and lockouts.
- Implementation of settlements and awards.
- Enforcement of other provisions in the Industrial Disputes Act, 1947 relating to: (1) Works Committee, (2) Recovery of Dues, (3) Lay off, (4) Retrenchment, (5) Unfair Labour Practices, etc.

An important function of CIRM is the enforcement of Labour Laws in the establishments for which the Central Government is the Appropriate Government. The machinery enforces following Labour Laws and Rules framed there under:

- (i) The Payment of Wages Act, 1936 & Central Rules made there under for Mines, Railways, Air Transport Services.
- (ii) The Minimum Wages Act, 1948 and Central Rules.
- (iii) The Contract Labour (Regulation & Abolition) Act, 1970 and Central Rules.
- (iv) The Equal Remuneration Act, 1976 & Central Rules.
- (v) The Inter-State Migrant Workmen (RE&CS) Act, 1979 and Central Rules.
- (vi) The Child Labour (Prohibition & Regulation) Act, 1986 and Central Rules.
- (vii) The Payment of Gratuity Act, 1972 and Central Rules.
- (viii) The Labour Laws (Exemption from Furnishing returns and Maintaining Registers by certain Establishments) Act, 1988.
- (ix) The Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 and Central Rules.
- (x) Chapter VI-A of Indian Railway Act; Hours of Employment Regulations for Railways Employees.
- (xi) The Industrial Employment (Standing Orders) Act, 1946 & Central Rules.
- (xii) The Maternity Benefit Act, 1961 & Mines and Circus Rules, 1963 & Central Rules.
- (xiii) The Payment of Bonus Act, 1965 and Central Rules.

Directorate General, Factory Advice Service and Labour Institutes

The Directorate General, Factory Advice Service & Labour Institutes (DGFASLI), Mumbai functions as a technical arm of the Ministry in regard to matters concerned with safety, health and welfare of workers in factories and ports. It assists the Central Government in formulation/review of policies and legislations on occupational safety and health in factories and ports, maintains a liaison with Factory Inspectorates of States and

Union Territories in regard to the implementation and enforcement of provisions of the Factories Act, 1948; renders advice on technical matters, enforces the Dock Workers (Safety Health & Welfare) Act, 1986; undertakes research in industrial safety, occupational health, industrial hygiene, industrial psychology etc.; and provides training, mainly, in the field of industrial safety and health. The DGFASLI organisation comprises of the headquarters; five Labour Institutes and 11 Inspectorates of Dock Safety in Major Ports. The Headquarters in Mumbai has three divisions/ cells, namely, Factory Advice Service Division, Dock Safety Division and Awards Cell.

Labour Bureau

Until the Second World War, labour statistics were being collected on an ad-hoc basis, mostly as by-products of administration. It was the inflationary pressure during the early period of the Second World War, which gave rise to demands of workers for compensation in their wages. The Government of India, therefore, decided to set up the Rau Court of Enquiry in 1940 under the Trade Disputes Act (1929) to recommend statistical machinery for measuring movement in prices. The Rau Court of Enquiry recommended compilation and maintenance of cost of living index numbers for measuring the rate of compensation to the workers for the rise in cost of living. This recommendation led to the setting up of the Directorate of Cost of Living at Shimla in 1941. The need for more comprehensive labour statistics in the context of formulation of labour policy was also felt thereafter and it was in this perspective that the Labour Bureau was set up in October 1946 by rechristening the Directorate of Cost of Living with added functions.

Organisational Setup

The Labour Bureau are at Chandigarh has five regional offices, one each at Ahmedabad, Kanpur, Kolkata, Chennai and Guwahati with sub-regional Offices in Mumbai, Jaipur, Indore and Hyderabad. The organisation is headed by Director General, a Higher Administrative Grade Officer from the Indian Economic Service (IES) and assisted by a team of dedicated professionals from the Indian Economic Service and the Indian Statistical Service. The regional offices mainly attend to the work of price audit so as to ensure collection of reliable price data used for constructing the Consumer Price Index Numbers for Industrial Workers. Training programs aimed at improving the quality of data sent by govt. agencies under the various labour enactments are also organised by the regional offices.

Functions

The main functions of the Bureau are broadly categorised under the following six groups:

1. Construction and maintenance of Index Numbers;
2. Conducts surveys and studies on various categories and on various facets of labour;
3. Collection of data through a number of statutory and voluntary returns;

4. Bringing out publications;
5. Imparting training, and
6. Other activities.

1. Construction and maintenance of Index Numbers: - Labour Bureau compiles following index numbers:-

- (a) **CPI (IW) 2016=100** for factories, mines, plantations, railways, motor transport, electricity and ports & dock workers for 88 centres spread throughout the country.
- (b) **CPI (AL/RL) 1986-87=100** is being compiled for 20 States. Index is being updated to a new base.
- (c) **Retail Price Indices** of 31 essential commodities are now being compiled by utilising the prices collected for 88 centres regularly with effect from September, 2020 on month to month basis.
- (d) **Wage Rate Index (2016=100)** for 37 industries.

2. Surveys and Studies

Surveys and studies conducted by the Bureau provide a reliable data base on working and living conditions of industrial and agricultural workers. The on-going projects of the Labour Bureau are:

1. Occupational Wage Survey;
2. Contract Labour Survey;
3. Annual Survey of Industries;
4. Socio-economic Survey of workers in (a) un-organised sector of industries (b) SC/ST workers (c) women workers and (d) evaluation of minimum wages under the Minimum Wages Act, 1948;
5. All India Survey on Migrant Workers;
6. All India Survey on Domestic Workers;
7. All India Quarterly Establishment based Employment Survey (AQEES).

3. Collection of Data

Labour Bureau also collects data on various facets of labour through statutory and voluntary returns.

4. Publications

Labour Bureau brings out the following publications regularly:-

1. Indian Labour Journal-Monthly.
2. Indian Labour Year Book-Annual.
3. Indian Labour Statistics-Annual.
4. Pocket Book of Labour Statistics (Bi-lingual)-Annual.
5. Statistics of Factories-Annual.
6. Report on the Working of Minimum Wages Act, 1948-Annual.
7. Trade Unions in India-Biennial.

8. Review of Industrial Disputes in India-Annual.
9. Labour Statistics under the A.S.I.-Annual.
10. Statistics on Closure, Retrenchment and Lay-Offs-Annual.
11. Annual Report on Consumer Price Index Nos. for Industrial Workers.
12. Annual Report on Consumer Price Index Nos. for Agriculture and Rural Labourers.
13. Wage Rates in Rural India-Annual.
14. Report/Review on working of various Labour Acts-Annual.

In addition to these regular publications, Labour Bureau also brings out a number of other reports on the basis of the data thrown up by the various surveys and studies conducted by it and other agencies.

5. Training

Apart from the regular training programmes being organised for (i) Price Collectors and Price Supervisors from various States and Union Territories; (ii) Senior Officers dealing with labour statistics collected under various labour laws, and (iii) the primary units furnishing the returns, Labour Bureau also imparts training to (a) IES/ISS probationers deputed by their respective cadre controlling authorities; (b) foreign participants of I.S.E.C, Kolkata, sponsored by the C.S.O, and (c) other various participants.

6. Other Activities

1. Labour Bureau provides guidance with respect to conduct and compilation of Index Numbers to the various State Governments/ UT Administrations.
2. It has in-house printing facilities, at Chandigarh.
3. Its Research Unit brings out two important publications viz. (i) Statistical Profile of Women Labour, and (ii) Digest of Indian Labour Research.

Labour Bureau is the competent authority (Notification No. LWI-24 (3) dated 24th October, 1949) under the Minimum Wages Act, 1948 to ascertain, from time to time, the Consumer Price Index Numbers applicable to employees employed in the Scheduled employments in respect of all undertakings in the Central Sphere and the Union Territories. With a view to improving the quality and uniformity of the labour statistics collected by various States and Central authorities, the Bureau maintains liaison with the concerned agencies.

Directorate General of Mines Safety (DGMS)

The Directorate General of Mines Safety with its Headquarters at Dhanbad (Jharkhand) is headed by the Director-General of Mines Safety. At Head Quarters, Director General is assisted by specialist staff-officers of Mining, Electrical and Mechanical Engineering, Occupational Health, Statistics, Law, Survey, Administration and Accounts disciplines. The Mines Act, 1952 and the Rules and Regulations framed there under are administered by the Directorate-General of Mines Safety (DGMS). Apart from

administering the Mines Act and Subordinate Legislations there under, DGMS also administers other allied legislations. These are as follows:

Mines Act, 1952

- ❖ Coal Mines Regulations, 1957
- ❖ Metalliferous Mines Regulations, 1961
- ❖ Oil Mines Regulations, 1984
- ❖ Mines Rules, 1955
- ❖ Mines Vocational Training Rules, 1966
- ❖ Mines Rescue Rules, 1985
- ❖ Mines Crèche Rules, 1966
- ❖ Coal Mines Pit Head Bath Rules, 1959

Electricity Act, 2003

- ❖ Central Electricity Authority Regulation, 2010

Allied Legislation

- ❖ Factories Act, 1948: Chapters III & IV
- ❖ Manufacture, Storage & Import of Hazardous Chemicals Rules, 1989 - under Environmental Protection Act, 1986
- ❖ The Coal Mines (Conservation & Development) Act, 1974

Offices of Welfare Commissioners

The concept of Labour Welfare Fund was evolved in order to extend a measure of social assistance to workers in the unorganized sector. The Ministry of Labour & Employment is administering five Welfare Funds to provide housing, medical care, educational and recreational facilities to workers employed in beedi industry, certain non-coal mines, and cine workers. These Funds have been set up under the following Acts of Parliament for the welfare of these workers:

- ❖ The Mica Mines Labour Welfare Fund Act, 1946;
- ❖ The Limestone and Dolomite Mines Labour Welfare Fund Act, 1972;
- ❖ The Iron Ore, Manganese Ore and Chrome Ore Mines Labour Welfare Fund Act, 1976;
- ❖ The Beedi Workers' Welfare Fund Act, 1976; and
- ❖ The Cine Workers' Welfare Fund Act, 1981.

The Labour Welfare Organization which administers these Funds is headed by a Director General (Labour Welfare). He is assisted by seventeen (17) Regional Welfare Commissioners for the purpose of administration of these Funds in the States.

Central Government Industrial Tribunal-cum-Labour Courts (CGITs)

Twenty two Industrial Tribunal-cum-Labour Courts have been set up under the provisions of the Industrial Disputes Act, 1947 for adjudication of industrial disputes in organizations for which the Central Government is the appropriate Government. Through Finance Act, 2017, the powers to settle the Appeals arising out of Employees' Provident

Funds and Miscellaneous Provisions (EPF & MP) Act, 1952 have also been entrusted upon to these Tribunals. These Tribunals are located at Dhanbad (Jharkhand), Mumbai, New Delhi and Chandigarh (two courts each) and one each at Kolkata, Jabalpur, Kanpur, Nagpur, Lucknow, Bangalore, Jaipur, Chennai, Hyderabad, Bhubaneswar, Ahmedabad, Ernakulam, Asansol and Guwahati.

Board of Arbitration Joint Consultative Machinery (JCM)

The Government of India had introduced in 1966 a scheme for Joint Consultative Machinery (JCM) and Compulsory Arbitration for Central Government Employees for resolving differences between the Government, as an employer, and the general body of its employees in certain matters of common concern. The Scheme provides for compulsory arbitration on Pay & Allowances, weekly hours of work and leave of a class or grade of employees. Under the Scheme, the Board of Arbitration was set up in July, 1968. The Board consists of a Chairman and two other members. The Board of Arbitration (BOA), provides for a mechanism for amicable, peaceful and just settlement of disputes between the Government and its employees, when there is a final disagreement in the JCM forum between the Official Side and the Staff Side on any arbitrable matter/issue concerning any class or grade of employees in common.

Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE)

The Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE), with its headquarters at Nagpur operates through 50 Regional Directorates and 7 Sub-Regional Directorates. The six Zonal Directorates situated at Delhi, Guwahati, Kolkata, Mumbai, Chennai and Bhopal monitor the activities of the Regional Directorates in their respective zones. Tripartite Regional Advisory Committees constituted for each Regional Directorate review the progress of the scheme and recommend measures for effective implementation of Workers Education Programmes. The Board has an apex level training institute - Indian Institute of Workers Education, Mumbai established in 1970 to conduct national level training programmes for the activists of Central Trade Union Organisations/Federations, Voluntary Organisations besides training programmes for Board's Officials. The Board organizes different types of training programmes for the workers in organised, unorganised, rural and informal sectors. Besides, the Board has been generating awareness among the informal sector workers about various welfare schemes through its Labour Welfare and Development Programmes.

V. V. Giri National Labour Institute

The V.V. Giri National Labour Institute (NLI) aims at undertaking, promoting and coordinating research on labour issues. The General Council, the apex governing body of the Institute, with Union Labour and Employment Minister as its President, lays down the broad policy parameters for the functioning of the Institute. The Executive Council with Secretary (Labour and Employment) as Chairman monitors and guides the activities of the

Institute. Both the General Council and Executive Council are tripartite in nature and consists of members representing the government, trade union federations, employers' associations and also eminent scholars and practitioners in the field of labour. Director General of the Institute is the Principal Executive and is responsible for management and administration.

The Institute's vision, mission and mandate place research at the forefront of core activities, and it occupies a primary place in the activities of the Institute. The subject of research comprises a broad spectrum of labour related issues and problems in both the organized and the un-organized sectors. While deciding the topics of research, care is taken to identify subjects and issues of topical concern and relevance to policy formulation. The Institute continues to place great emphasis on the problems and issues of labour in unorganized and organised sectors in general and the more disadvantaged among these such as child labour, women labour and rural labour in particular. Research activities also explore the basic needs of different groups of trainees such as trade union leaders and organizers in both organized and unorganized sectors, managers of public and private sectors, labour administrators and volunteers of non-governmental organizations.

Employees' Provident Fund Organization

The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 provides for contributory provident fund, family pension and deposit linked insurance schemes. All the three schemes, namely the Employees' Provident Funds Scheme, 1952; the Employees' Deposit Linked Insurance Scheme, 1976 and the Employees' Pension Scheme, 1995 are administered by the Central Board of Trustees which is a Tripartite body. The Central Provident Fund Commissioner is the Chief Executive Officer of the Organisation and is ex-officio member of the Board.

Employees' State Insurance Corporation

The ESI Corporation is responsible for implementation of the Employees State Insurance Act 1948, which provides for medical care and treatment to insured persons and their families. Assistance is given in terms of benefits during sickness and maternity, compensation for employment related injury, pensions for dependents on the death of workers due to employment related injury, etc. The Corporation is a statutory body, which has members representing Employers, Employees, Central and State Governments, Medical Profession and the Parliament. The Union Minister for Labour & Employment is the Chairman. A Standing Committee, constituted from among the members of the Corporation, acts as the executive body for administration of the Scheme and is chaired by the Secretary, Ministry of Labour & Employment. The Director General is the Chief Executive Officer of the Corporation and is also an ex-officio member of the Corporation as well as its Standing Committee.

2. STATE MACHINERY

All the States and Union Territories have set up organisations for the administration and enforcement of the various labour laws which are in force within their territories and for the collection, compilation and dissemination of statistical and other information relating to labour. All of them have appointed labour commissioners for the purposes of administration of labour laws and welfare activities in their respective areas. All States have appointed Chief Inspectors of Factories and Chief Inspectors of Boilers to administer the Factories Act, 1948 and the Indian Boilers Act, 1923 respectively. Commissioners for workmen's compensation under the Workmen's Compensation Act, 1923 and Registrars of Trade Unions under the Trade Unions Act, 1926 have also been appointed in all the States. The Labour Commissioner often combines the functions of various officers enumerated above. In certain States, special machinery has been set up for the collection of labour statistics while in others the above authorities are performing these duties as well. Competent authorities have been appointed by various State Governments under the Minimum Wages Act, 1948 to ascertain from time to time fixation and revision of minimum wages for persons covered by the scheduled employments. Labour Bureau is the competent authority in respect of the Union Territories and Central Sphere undertakings.

Apart from the statistics and information collected on statutory basis, ad-hoc enquiries are conducted by some of the State Governments for collection of special data relating to particular problems of current interest. The results are published in the form of annual reviews or in the journals published by the State Governments.

CHAPTER 9

LABOUR LEGISLATION

The term **Labour Legislation** is used to cover all the laws which have been enacted to deal with employment and non-employment, wages, working conditions, industrial relations, social security, and the welfare of persons employed in industries. In a planned economy like ours, organized industry calls for the spirit of cooperation and mutual dependence to attain the common purpose of greater, better, and cheaper production. Since this has not been happening willingly, the need for State intervention becomes essential to protect workers against oppression, enforce social insurance, and implement labour welfare schemes, as the individual worker is economically weak and has little bargaining power.

Keeping in view the reality on the ground, the framers of the Indian Constitution, in their wisdom, rightly placed the subject of labour in the Concurrent List so that the Union of India as well as the State Governments could administer all matters relating to the subject of labour. The Legislatures, both at the Central and State levels, are responsible for carrying out the welfare of the labour. The objectives of Labour Legislation are two-fold:

1. To improve the service conditions of industrial labour so as to provide them with the ordinary amenities of life.
2. To bring about industrial peace, which could, in turn, accelerate the productive activity of the country, resulting in its prosperity.

This chapter deals with a brief description of the salient features of some important labour laws and the amendments made thereto.

1. FACTORIES

The Factories Act, 1948

The main objective of the Act is to ensure adequate health, safety and welfare measures of the workers employed in factories. The Act extends to whole of India and applies to all establishments employing 10 or more workers where power is used and to establishments employing 20 or more workers where power is not used. The State Governments are, however, empowered to apply the provisions of the Act to any premises, irrespective of the employment therein, where manufacturing process is carried on with or without the aid of power except where the work is done by the worker solely with the help of the members of his family.

For the purpose of enforcement of various provisions of the Act, the State Governments appoint persons with the prescribed qualifications as Inspector/Certifying Surgeons in respect of the local limits assigned to each of them. In addition every District Magistrate is the Inspector for his district. The Inspector possesses wide powers such as

those relating to entry into the factory, inspection of premises, plant and machinery, making on the spot enquiries requiring production of documents, etc., for effective enforcement of the Act. The duties of the Certifying Surgeons are to examine young persons, etc., engaged in hazardous occupations or processes and to conduct periodical examination of all persons engaged in hazardous occupations in factories and to exercise general medical supervision. Uniformity in the administration of the Act in various states is sought to be achieved through the Model Rules framed under the relevant provisions of the Act by the Directorate General of Factory Advice Service and Labour Institutes (DGFASLI), which is an attached office of the Ministry of Labour and Employment, Government of India. In the task of framing the Model rules and achieving uniformity in the standards of enforcement, the DGFASLI, on behalf of the Ministry of Labour and Employment, enlists the co-operation and involvement of the State Governments by convening annually a Conference of the Chief Enforcement Authorities of the State Governments under the Factories Act to discuss all matters relating to the administration of the Act as well as amendments to the provisions, if any, under the Act and the Rules. Significant amendments were carried out to the provisions of the Act during 1954 and 1976.

During the year 1987 the Act was further amended under the title “Factories (Amendment) Act, 1987”. Besides amendments in various Sections of the Principal Act, the amending Act omitted Section 100 of the Principal Act, inserted Sections 7A, 7B, 87A, 96A, 104A, 106A, 111A and 118A, substituted Sections 36 and 38 by new sections, inserted a new Chapter IV-A as well as two new schedules. Section 70 has been amended so that no female adolescent or a male adolescent who has not attained the age of 17 years but has been granted a certificate of fitness to work as an adult, shall be required or allowed to work in any factory except between 6 A.M. and 7 P.M. The State Government may vary the limits but not so as to allow to work between 10 P.M. and 5 A.M. for any female adolescent. These provisions are not applicable in cases of serious emergency where national interest is involved. No female child shall be allowed to work in any factory except between 8 A. M. and 7 P. M.

The Factories (Amendment) Bill, 2003 was introduced in the Lok Sabha on 29th July, 2003. It proposed to amend section 66 of the Factories Act, 1948 so as to provide flexibility in the matter of employment of women during night with adequate safeguards for their safety, dignity, honour and transportation from the factory premises to the nearest point of their residence. The Bill was referred to the Parliamentary Standing Committee on Labour & Welfare for examination. The committee in its report had approved the amendment in the Factories Act, 1948 provided the government took some extra safeguards, in addition to the safeguards already available under the provision to Section 66. However, due to dissolution of 13th Lok Sabha the Bill lapsed. Subsequently, the Factories (Amendment) Bill, 2005 has been introduced in the Lok Sabha on 16th August, 2005. Some official amendments have been introduced to the Factories (Amendment) Bill, 2005 in order to providing for adequate safeguards, such as provision of shelters, rest-rooms, lunch-rooms, night crèches, ladies toilets, adequate protection of women worker’s

dignity, honour, safety, protection from sexual harassment and transportation from the factory premises to the nearest point of their residence. Provision for consultation with and obtaining the consent of the women worker, their representative Organisation, the employer, their representatives and representative organizations of workers of the concerned factory has also been made.

Inspections

Table 9.01 shows the number of factories on register, number of factories inspected and percentage of factories inspected to the number of factories registered in various States/Union Territories during the year 2020.

Table 9.01

Number of Factories on Register, Number of Factories Inspected and Percentage of Factories Inspected to Factories Registered in various States/ Union Territories during the year 2020

Sl. No.	State/Union Territory	No. of Factories on Register at the end of the year	No. of Factories Inspected	% of Factories Inspected to Factories Registered
1	2	3	4	5
1	A . & N. Islands	43	16	37.21
2	Assam	7512	3500	46.59
3	Bihar	8304	37	0.45
4	Chandigarh	423	-	-
5	Chhattisgarh	5103	471	9.23
6	Daman & Diu and Dadra & Nagar Haveli	6746	-	-
7	Gujarat	44393	14390	32.42
8	Haryana	13780	..	-
9	Himachal Pradesh	5254	1436	27.33
10	Jammu & Kashmir	1818	488	26.84
11	Jharkhand	8171	512	6.27
12	Kerala	24498	6428	26.24
13	Madhya Pradesh	7127	79	1.11
14	Manipur	952	191	20.06
15	Meghalaya	293	64	21.84
16	Mizoram	4	-	-
17	Nagaland	1032	4	0.39
18	Odisha	4619	393	8.51
19	Puducherry	3105	1076	34.65
20	Rajasthan	12169	1834	15.07
21	Tamil Nadu	46519	38397	82.54
22	Telangana	21301	3647	17.12
23	Tripura	881	422	47.90
24	Uttarakhand	3463	98	2.83
Total		227510	73483	32.30

Source: Annual Returns under the Factories Act, 1948

N. B. (i) The Factories Act, 1948 is not applicable in three States/U.Ts. namely Arunachal Pradesh, Lakshadweep and Sikkim.

(ii) Information is not received from the remaining States/Union Territories

(iii).. = Not available

(iv)- = Nil

Convictions

Details of Offences committed and number of convictions obtained by the Inspectorate staff for offences under the Act in the various States/ Union Territories during the year 2020 are given in Table 9.02.

Table 9.02

Convictions obtained during the year 2020 for offences under the Factories Act, 1948

Sl. No.	State/Union Territory	No. of Convictions obtained for offences relating to				Others	Total Convictions
		Employment and Hours of Work	Notices, Registers and Returns	Safety Provisions	Health Sanitation including Welfare		
1	2	3	4	5	6	7	8
1	A . & N. Islands	-	-	-	-	-	-
2	Assam	-	-	-	-	-	-
3	Bihar	-	-	-	-	-	-
4	Chandigarh	-	-	-	-	-	-
5	Chhattisgarh	2	17	102	24	46	191
6	Daman & Diu and Dadra & Nagar Haveli	-	-	-	-	-	-
7	Gujarat	42	471	304	14	635	1466
8	Haryana	..	..	..	..	..	..
9	Himachal Pradesh	-	-	-	-	2	2
10	Jammu & Kashmir	-	-	-	-	16	16
11	Jharkhand	-	-	-	-	-	-
12	Kerala	10	-	20	3	6	39
13	Madhya Pradesh	-	-	4	-	-	4
14	Manipur	-	-	-	-	-	-
15	Meghalaya	-	-	-	-	-	-
16	Mizoram	-	-	-	-	-	-
17	Nagaland	-	-	-	-	-	-
18	Odisha	-	-	-	-	-	-
19	Puducherry	-	-	2	-	2	4
20	Rajasthan	1	4	26	-	-	31
21	Tamil Nadu	117	144	514	52	400	1227
22	Telangana	10	-	28	6	26	70
23	Tripura	-	-	-	-	-	-
24	Uttarakhand	-	3	6	-	3	12
Total		182	639	1006	99	1136	3062

Source: Annual Returns under the Factories Act, 1948

- N. B. (i) The Factories Act, 1948 is not applicable in three States/U.Ts. namely Arunachal Pradesh, Lakshadweep and Sikkim.
(ii) Information is not received from the remaining States/Union Territories
(iii) - = Nil

2. MINES

The Mines Act, 1952

The Mines Act, 1952 extends to the whole of India. It aims at providing for safe and proper working conditions in mines and certain amenities to the workers employed therein. The Act prescribes the duties of the owner to manage mines and mining operation and the health and safety in mines. It also prescribes the number of working hours in mines, the minimum wage rates, and other related matters. The Act is administered by the Ministry of Labour and Employment through the Directorate General of Mines Safety (DGMS). DGMS conducts inspections and inquiries, issues competency tests for the purpose of appointment to various posts in the mines, organises seminars/conferences on various aspects of safety of workers. The mission of DGMS is to reduce the risk of occupational diseases and injury to persons employed in mines and to continually improve safety and health standards, practices and performance in the mining industry. Table 9.03 presents the number of inspections and inquiries carried out during the years 2010 to 2022.

Table 9.03

Year-wise Number of Inspections and Inquiries

Year	No. of Inspections				No. of Inquiries				Grand Total
	Coal	Metal	Oil	Total	Coal	Metal	Oil	Total	
1	2	3	4	5	6	7	8	9	10
2010	3486	3297	243	7026	911	462	52	1425	8451
2011	3216	3688	321	7225	956	452	68	1476	8701
2012	3811	3635	292	7738	933	537	40	1510	9248
2013	4038	3898	329	8265	890	449	60	1399	9664
2014	4664	4694	588	9946	1035	540	111	1686	11632
2015	6047	5889	786	12722	1280	653	36	1969	14691
2016	4634	7766	638	13038	1165	586	96	1847	14885
2017	4259	4813	639	9711	1169	1068	32	2269	11980
2018	3253	4258	606	8117	937	618	54	1609	9726
2019	2284	3078	456	5818	901	544	85	1530	7348
2020	2373	1139	198	3710	742	401	139	1282	4992
2021	1696	1534	230	3460	636	399	48	1083	4543
2022*	3303	3339	668	7310	711	479	45	1235	8545

* Data for the year 2022 are provisional.

Source: Annual Report of the Ministry of Labour & Employment, 2022-23

3. PLANTATIONS

The Plantations Labour Act, 1951

The Plantations Labour Act was enacted in 1951 to secure welfare of labour in plantations and to prevent their exploitations by regulating their conditions of work. The Act applies to the whole of India.

The Act was first amended in 1960 to enable the State Governments to extend all or any of the provisions of the Act to any land used or intended to be used for growing any plantation even if it measured less than 10.117 hectares and employment is less than 30 persons. It was again amended in 1981 to extend the provisions of the Act to such land, which was used or intended to be used for growing tea, coffee, rubber, cinchona, cocoa, oil

palm and cardamom which measure 5 hectares or more and employed 15 or more persons on any day of the preceding 12 months. The Act has been amended further in 2010 to change the definition of ‘employer’, ‘family’ and ‘worker’ and to add a new chapter to provide safety and avoid risk. The amended provisions have come into force vide Notification No.1303(E) dated 7.6.2010.

The enforcement of the Act is the responsibility of the respective State Governments, which may appoint a Chief Inspector of Plantations together with such ancillary staff as may be needed. The average daily employment in various plantations for the year 2017, 2018 & 2019 by States and by Sex has been shown in Table 9.04(i), 9.04(ii) and 9.04(iii) respectively whereas the number of inspections made, prosecutions launched and convictions obtained are presented in Table 9.05(i), 9.05(ii) and 9.05(iii) respectively.

Table 9.04(i)
Average daily number of workers employed in various types of Plantations during 2017

State / Union Territory		Assam	Himachal Pradesh	Karnataka	Kerala	Tamil Nadu	Telangana	Tripura	Uttarakhand	A & N Islands	Total
Tea	Male	227803	50	157	11994	12532	-	3515	744	-	256795
	Female	268115	49	238	15257	21670	-	5071	1896	-	312296
	Total	495918	99	395	27251	34202	-	8586	2640	-	569091(93.56)
Coffee	Male	-	-	3039	869	2137	-	-	-	-	6045
	Female	-	-	5457	1188	3384	-	-	-	-	10029
	Total	-	-	8496	2057	5521	-	-	-	-	16074(2.64)
Rubber	Male	-	-	354	6022	2052	-	586	-	312	9326
	Female	-	-	814	4662	675	-	146	-	60	6357
	Total	-	-	1168	10684	2727	-	732	-	372	15683(2.57)
Cardamom	Male	-	-	-	180	4	-	-	-	-	184
	Female	-	-	-	190	6	-	-	-	-	196
	Total	-	-	-	370	10	-	-	-	-	380(0.06)
Cinchona	-	-	-	-	-	-	-	-	-	-	- (0.00)
Cocoa	-	-	-	-	-	-	-	-	-	-	- (0.00)
Oil Palm	Male	-	-	-	368	-	6	-	-	424	798
	Female	-	-	-	353	-	-	-	-	85	438
	Total	-	-	-	721	-	6	-	-	509	1236(0.20)
Others (mixed)	Male	-	-	-	1851	385	-	-	-	-	2236
	Female	-	-	-	2688	852	-	-	-	-	3540
	Total	-	-	-	4539	1237	-	-	-	-	5776(0.94)
Grand Total	Male	227803	50	3550	21284	17110	6	4101	744	736	275384
	Female	268115	49	6509	24338	26587	-	5217	1896	145	332856
	Total	495918	99	10059	45622	43697	6	9318	2640	881	608240

- = Nil

Note: The figures in brackets indicate the percentage share in various categories of Plantations to the total employment.

Table 9.04(ii)**Average daily number of workers employed in various types of Plantations during 2018**

State / Union Territory	Assam	Himachal Pradesh	Karnataka	Kerala	Tamil Nadu	Telangana	Tripura	Uttarakhand	A & N Islands	Total	
Tea	Male	177071	49	388	9774	11728	-	3001	834	-	202845
	Female	313568	116	624	12565	21386	-	4240	2245	-	354774
	Total	490639	165	1012	22339	33114	-	7241	3079	-	557589(94.01)
Coffee	Male	-	-	3826	690	1560	-	-	-	-	6076
	Female	-	-	4191	599	1838	-	-	-	-	6628
	Total	-	-	8017	1289	3398	-	-	-	-	12704(2.14)
Rubber	Male	-	-	432	5828	431	-	500	-	324	7515
	Female	-	-	757	4684	244	-	148	-	63	5896
	Total	-	-	1189	10512	675	-	648	-	387	13411(2.26)
Cardamom	Male	-	-	-	306	4	-	-	-	-	310
	Female	-	-	-	304	6	-	-	-	-	310
	Total	-	-	-	610	10	-	-	-	-	620(0.10)
Cinchona	-	-	-	-	-	-	-	-	-	-	-(0.00)
Cocoa	-	-	-	-	-	-	-	-	-	-	-(0.00)
Oil Palm	Male	-	-	-	400	-	6	-	-	232	638
	Female	-	-	-	389	-	-	-	-	84	473
	Total	-	-	-	789	-	6	-	-	316	1111(0.19)
Others (mixed)	Male	-	-	-	2921	394	-	-	-	-	3315
	Female	-	-	-	3538	818	-	-	-	-	4356
	Total	-	-	-	6459	1212	-	-	-	-	7671(1.29)
Grand Total	Male	177071	49	4646	19919	14117	6	3501	834	556	220699
	Female	313568	116	5572	22079	24292	-	4388	2245	147	372407
	Total	490639	165	10218	41998	38409	6	7889	3079	703	593106

- = Nil

Note: The figures in brackets indicate the percentage share in various categories of Plantations to the total employment.

Table 9.04(iii)

Average daily number of workers employed in various types of Plantations during 2019

State / Union Territory		Assam	Himachal Pradesh	Karnataka	Kerala	Tamil Nadu	Telangana	Tripura	Uttarakhand	A & N Islands	Total
Tea	Male	177149	76	123	7815	11210	-	4320	834	-	201527
	Female	270373	104	146	9077	20452	-	3310	2245	-	305707
	Total	447522	180	269	16892	31662	-	7630	3079	-	507234(93.79)
Coffee	Male	-	-	3571	609	1987	-	-	-	-	6167
	Female	-	-	4836	599	2477	-	-	-	-	7912
	Total	-	-	8407	1208	4464	-	-	-	-	14079(2.60)
Rubber	Male	-	-	400	4955	431	-	901	-	227	6914
	Female	-	-	675	4197	244	-	1305	-	73	6494
	Total	-	-	1075	9152	675	-	2206	-	300	13408(2.48)
Cardamom	Male	-	-	-	156	245	-	-	-	-	401
	Female	-	-	-	263	131	-	-	-	-	394
	Total	-	-	-	419	376	-	-	-	-	795(0.15)
Cinchona	-	-	-	-	-	-	-	-	-	-	-(0.00)
Cocoa	-	-	-	-	-	-	-	-	-	-	-(0.00)
Oil Palm	Male	-	-	-	295	-	6	-	-	184	485
	Female	-	-	-	214	-	-	-	-	32	246
	Total	-	-	-	509	-	6	-	-	216	731(0.14)
Others (mixed)	Male	-	-	-	2816	234	-	-	-	-	3050
	Female	-	-	-	1092	451	-	-	-	-	1543
	Total	-	-	-	3908	685	-	-	-	-	4593(0.85)
Grand Total	Male	177149	76	4094	16646	14107	6	5221	834	411	218544
	Female	270373	104	5657	15442	23755	-	4615	2245	105	322296
	Total	447522	180	9751	32088	37862	6	9836	3079	516	540840

' - * = Nil.

Note: The figures in brackets indicate the percentage share in various categories of Plantations to the total employment.

Table 9.05(i)**State-wise Number of Inspections made, Prosecutions launched and Convictions obtained during 2017**

State/Union Territory	Number of inspections made	Number of prosecutions launched	Number of convictions obtained	Amount of fine realized (in Rs.)
1	2	3	4	5
1. Assam	5300	106	7	-
2. Himachal Pradesh	3	-	-	-
3. Karnataka	106	-	-	-
4. Kerala	577	33	-	-
5. Tamil Nadu	685	231	91	225000
6. Telangana	1	-	-	-
7. Tripura	55	11	-	-
8. Uttarakhand	-	-	-	-
9. A & N Islands	3	-	-	-
Total	6730	381	98	225000

Table 9.05(ii)**State-wise Number of Inspections made, Prosecutions launched and Convictions obtained during 2018**

State/Union Territory	Number of inspections made	Number of prosecutions launched	Number of convictions obtained	Amount of fine realized (in Rs.)
1	2	3	4	5
1. Assam	448	52	2	-
2. Himachal Pradesh	9	-	-	-
3. Karnataka	77	-	-	-
4. Kerala	621	44	-	-
5. Tamil Nadu	685	197	65	274000
6. Telangana	1	-	-	-
7. Tripura	47	3	-	-
8. Uttarakhand	-	-	-	-
9. A & N Islands	4	-	-	-
Total	1892	296	67	274000

Table 9.05(iii)**State-wise Number of Inspections made, Prosecutions launched and Convictions obtained during 2019**

State/Union Territory	Number of inspections made	Number of prosecutions launched	Number of convictions obtained	Amount of fine realized (in Rs.)
1	2	3	4	5
1. Assam	543	137	2	-
2. Himachal Pradesh	3	-	-	-
3. Karnataka	-	-	-	-
4. Kerala	738	46	-	-
5. Tamil Nadu	635	47	-	-
6. Telangana	1	-	-	-
7. Tripura	52	8	-	-
8. Uttarakhand	-	-	-	-
9. A & N Islands	3	-	-	-
Total	1975	238	2	-

- = Nil/Not reported.

Source: Annual Returns/Reports under the Plantations Labour Act, 1951.

4. TRANSPORT**(a) The Railways Act, 1989**

The Railways Act, 1989 replaced the earlier Act of 1890. Each section of the centuries old Act had been reviewed, redundant sections deleted, new sections added and existing sections amended as necessary. The Railways Act, 1989 was introduced in Lok Sabha in 1986. The bill was referred to a Joint Select Committee of both houses. The Railways Bill 1989 after passing by both houses became an Act on July 1, 1990. The act contains provisions regarding Railway Administration, Commissioners of Railway Safety, Construction and Maintenance of Work, Opening of Railways, Railway Rates Tribunal, Carriage of Passengers, Carriage of goods, Responsibilities of Railway Administration as Carriers, Accidents, Liability of Railway Administration for Death and injury to passengers due to accidents, Regulation of hours of work and period of rest, Penalties and Offences etc.

(b) The Dock Workers' (Regulation of Employment) Act, 1948

The Act mainly seeks to eliminate hardships caused to the dock workers on account of the casual nature of their employment and fluctuating volume of work in the ports. The Act, empowers the Central Government in the case of major ports, and the State

Government in the case of other ports, to frame schemes for the registration of dock workers and employers not only to ensure greater regularity of employment but also to regulate the employment of dock workers, whether registered or not, in a port. The Act was amended in March, 1962 and August, 1970. The main provisions of the amended Act, of 1962 related to (i) registration of employers and imposition of a registration fee on them; (ii) constitution of a tripartite Dock Labour Board; (iii) inquiry into their working and powers to supersede a Board in certain contingencies; (iv) representation of shipping on the Dock Workers Advisory Committee set up under Section 5 of the Act. One of the two amendments carried out by the amending Act of 1970 relates to amendment of Section 3 of the main Act extending the welfare facilities provided under the Act to the officers and other staff of the Dock Labour Boards and the other relates to amendment of Section 7 of the Act by insertion of a new Section '7-A' relating to offences by companies. Under the new Section, the Director, Manager, Secretary, etc., of the Company shall be deemed to be the guilty of the offence or abatement committed by any person in a company (including a firm or other associations of individuals) and shall be liable to be proceeded against and punished accordingly.

(c) The Merchant Shipping Act, 1958

The Merchant Shipping Act, 1958, superseded the earlier enactment, viz., the Indian Merchant Shipping Act, 1923 with a view to consolidate the earlier enactments relating to the merchant shipping and to regulate various matters, connected therewith. The main object of the legislation was to foster the development and to ensure the efficient maintenance of an Indian Mercantile Marine in a manner best suited to serve the national interest and for that purpose establish a National Shipping Board and a Shipping Development Fund and to provide for the registration of Indian Ships. The provisions of the Act are applicable to all ships, irrespective of their locations which are registered in India or which, in terms of the Act, are required to be so registered.

So far as the safety of life and property at sea is concerned, the Act embodies the requirement of the International Convention for the Safety of Life at Sea, 1948. A new Convention, viz., the International Convention for the Safety of Life at Sea, 1960 was, however, adopted on June 17, 1960 in suppression of the earlier convention in the light of experience of various countries during the intervening period. For implementation of the provisions of the new Convention, the Merchant Shipping Act was amended in 1966 incorporating certain amendments to the extent the 1960 Convention deviated from the 1948 Convention.

(d) The Motor Transport Workers' Act, 1961

Object and Scope

The Act was passed in May, 1961 and came into force in all the States/Union Territories before March 31, 1962 except in Puducherry where the Act was enforced on 1st October, 1963, Goa on 1st February, 1966, Union Territory of Chandigarh on 1st November, 1966, and in the State of Jammu and Kashmir on 1st November, 1971. The object of the Act is to provide for the welfare of Motor Transport Workers and to regulate

the conditions of their work. It applies to every motor transport undertaking employing five or more motor transport workers. The Act makes it obligatory for every employer of a motor transport undertaking to which this Act applies, to have the undertaking registered under the Act.

Main Provisions

The main provisions of the Act, inter-alia, relate to (i) welfare and health; (ii) hours of work; (iii) employment of young persons; and (iv) wages, payment of overtime and leave etc. Table 9.06(i) and 9.06(ii) shows the number of registered motor transport undertakings and employment therein according to the normal daily hours of work during the year 2018 and 2019 respectively.

Table – 9.06(i)
Number of Registered Motor Transport Undertakings Submitting Returns and Employment therein during 2018

State / Union Territory	Number of Motor Transport Undertakings submitting returns	Average daily employment in the Undertakings submitting returns
1 Andhra Pradesh	7	177
2 Assam	10,463	28,843
3 Bihar	170	3,699
4 Goa	1	1,566
5 Gujarat	7	386
6 Haryana	11	1,990
7 Himachal Pradesh	33	5,648
8 Jammu & Kashmir	510	5,863
9 Jharkhand	80	392
10 Karnataka	122	82,486
11 Kerala	-	-
12 Madhya Pradesh	695	3,470
13 Meghalaya	396	586
14 Odisha	70	913
15 Punjab	-	-
16 Rajasthan	26	63
17 Tamil Nadu	3,092	143,881
18 Telangana	1,033	12,388
19 Tripura	370	925
20 Uttar Pradesh	134	592
21 Andaman & Nicobar Islands	1	1,258
22 Chandigarh	7	992
Total	17,228	296,118

- = Nil

Table – 9.06(ii)
**Number of Registered Motor Transport Undertakings Submitting Returns and
Employment therein during 2019**

State / Union Territory	Number of Motor Transport Undertakings submitting returns	Average daily employment in the Undertakings submitting returns
1 Andhra Pradesh	11	56
2 Assam	10,472	26,673
3 Bihar	-	-
4 Goa	1	1,498
5 Gujarat	6	275
6 Haryana	11	2,086
7 Himachal Pradesh	75	6,793
8 Jammu & Kashmir	506	5,437
9 Jharkhand	65	341
10 Karnataka	91	85,030
11 Kerala	-	-
12 Madhya Pradesh	705	3,516
13 Meghalaya	457	670
14 Odisha	72	934
15 Punjab	30	142
16 Rajasthan	3,195	145,442
17 Tamil Nadu	522	6,859
18 Telangana	416	955
19 Tripura	121	1,089
20 Uttar Pradesh	30	57
21 Andaman & Nicobar Islands	1	1,262
22 Chandigarh	6	986
Total	16793	290101

- = Nil

Enforcement

The Inspectorates in various States/Union Territories carry out inspections of the Undertaking to detect infringement of the provisions of the Motor Transport Workers Act. Information relating to the number of inspections made and prosecutions launched during the year 2018 and 2019 is presented in Table 9.07(i) and 9.07(ii) respectively.

Table 9.07(i)
Inspections Made, Prosecutions Launched, Convictions Obtained and Amount of
Fine realized during 2018

State/Union Territory	No. of Inspections made	Prosecutions						Total amount realized towards fines (Rs.)
		No. of cases pending at the commencement of the year	No. of fresh cases filed during the year	No. of cases in which conviction obtained	No. of cases acquitted	No. of cases withdrawn	No. of cases pending at the end of the year	
1	2	3	4	5	6	7	8	9
1 Andhra Pradesh	933	1,399	234	612	143	76	802	453,250
2 Assam	18,330	..	..	..	..	..	..	..
3 Bihar	-	-	-	-	-	-	-	-
4 Goa	1	..	..	..	..	..	..	..
5 Gujarat	98	239	1	1	3	-	236	-
6 Haryana	8	2	..	..	..	..	2	..
7 Himachal Pradesh	93	40	4	4	-	-	40	2,500
8 Jammu & Kashmir	1,073	94	18	8	-	-	104	5,000
9 Jharkhand	..	..	..	..	..	..	..	..
10 Karnataka	..	..	..	..	..	..	..	..
11 Kerala	3,662	571	170	104	8	-	629	406,950
12 Madhya Pradesh	16	..	..	..	..	..	..	..
13 Meghalaya	108	-	-	-	-	-	-	-
14 Odisha	168	360	22	-	-	-	382	-
15 Punjab								
16 Rajasthan	1	..	..	..	..	..	..	..
17 Tamil Nadu	3,472	32	50	46	-	33	3	9,500
18 Telangana	642	25	14	-	-	-	39	-
19 Tripura	3,117	-	-	-	-	-	-	-
20 Uttar Pradesh	48	56	8	46	15	3	-	11,000
21 Andaman & Nicobar Islands	-	-	-	-	-	-	-	-
22 Chandigarh	-	..	..	..	..	..	..	..
Total	31,770	2,818	521	821	169	112	2,301	888,200

Notes: - = Nil, .. = Not Reported.

Table 9.07(ii)
Inspections Made, Prosecutions Launched, Convictions Obtained and Amount of
Fine realized during 2019

State/Union Territory	No. of Inspections made	Prosecutions						No. of cases pending at the end of the year	Total amount realized towards fines (Rs.)
		No. of cases pending at the commencement of the year	No. of fresh cases filed during the year	No. of cases in which conviction obtained	No. of cases acquitted	No. of cases withdrawn			
1	2	3	4	5	6	7	8	9	
1 Andhra Pradesh	234	802	8	10	15	14	771	103,450	
2 Assam	31,442	-	-	-	-	-	-	-	
3 Bihar	..	..	..	..	..	..	..	..
4 Goa	1	..	..	..	..	..	..	..
5 Gujarat		237	10	10	1	-	236	1,500	
6 Haryana	15	2	25	-	2	-	25	-	
7 Himachal Pradesh	134	40	5	2	-	-	43	500	
8 Jammu & Kashmir	606	104	9	6	..	..	107	2,200
9 Jharkhand	..	..	..	..	..	..	..	..
10 Karnataka	1,190	2	-	1	-	-	1	3,500	
11 Kerala	3,212	629	210	100	8	-	731	488,300	
12 Madhya Pradesh	16	..	..	..	..	..	..	..
13 Meghalaya	159	-	-	-	-	-	-	-	
14 Odisha	245	382	2	-	-	-	384	..	
15 Punjab	9	-	-	-	-	-	-	-	
16 Rajasthan	3,583	3	49	24		23	5	5,100	
17 Tamil Nadu	652	39	5	-	-	-	44	-	
18 Telangana	2,885	0	0	0	0	0	0	0	
19 Tripura	13	-	1	-	-	-	1	..	
20 Uttar Pradesh	11	-	-	-	-	-	-	-	
21 Andaman & Nicobar Islands	-	-	-	-	-	-	-	-	
22 Chandigarh	..	..	..	..	..	..	..	..
Total	44,407	2,240	324	153	26	37	2,348	604,550	

Notes: - = Nil, .. = Not Reported.

5. SHOPS AND COMMERCIAL ESTABLISHMENTS

The Shops and Commercial Establishments Acts (Central and State Acts)

Object and Scope

The conditions of employment of the persons working in Shops and Commercial Establishments in the country are being largely governed by the Acts passed by the respective State Governments and the rules framed there under. In addition, there is also a Central Act, viz., the Weekly Holidays Act, 1942 which facilitates grant of weekly holidays for the employees covered under the respective State Acts. The Acts passed by various State Governments and Union Territory Administrations and Rules framed there under regulate, inter-alia, the daily and weekly hours of work of the establishments, payments of wages, overtime, holidays with pay, annual leave, etc. These Acts apply in the first instance to Shops and Commercial Establishments, Restaurants, Hotels and Places of Amusement in certain notified urban areas and prohibit the employment of children below 14 years of age and working of women at night. The State Governments are, however, empowered to extend the application of the Acts to such other areas or to such categories of undertakings, as they may consider necessary. However, certain type of employees, such as those employed in a confidential capacity or where the work is of intermittent nature, are excluded from the provisions of the Acts. The Central Act known as the Weekly Holidays Act, 1942, provides for the grant of weekly holidays to persons employed in Shops and Commercial Establishments, etc., is operative only in those States which notify its application to specified areas within their jurisdiction.

Administration

There is no uniform pattern of departments/organizations in different States in administering these Acts. In the States of Andhra Pradesh, West Bengal and Chandigarh (UT) these Acts are administered by the Chief Inspectors of Shops and Commercial Establishments whereas in other States they are administered by the Labour Commissioners or Factory Inspectors or by the Officials of the Health or Revenue Department.

Enforcement

Table 9.08(i) and 9.08(ii) present the number of inspections made, prosecutions launched, cases disposed off by the courts and the amount of fines realised during the year 2019 and 2020 respectively in the States/Union Territories for which information is available.

Table 9.08(i)**Number of Inspections Made, Prosecutions Launched, Cases Disposed off by the Courts and Amount of fine realised under the Shops and Commercial Establishments Act during the Year 2019 (by States/UT's)**

State/Union Territory	Inspections made	Prosecutions launched	Cases disposed off by the courts	Amount realised as fine (in Rs.)
1	2	3	4	5
1. Andhra Pradesh	7389	116	141	33,805
2. Assam	10933	542	60	25,900
3. Bihar	-	-	-	-
4. Goa	270	12	9	50,500
5. Gujarat	26297	420	409	2,12,324
6. Haryana	19	6	1	1,700
7. Himachal Pradesh	6971	752	625	18,10,540
8. Karnataka	12580	833	264	17,48,367
9. Kerala	49403	3154	763	31,79,400
10. Madhya Pradesh	2093	233	-	-
11. Maharashtra	680	2	-	-
12. Meghalaya	1925	-	-	-
13. Manipur	786	-	-	-
14. Mizoram	1	-	-	-
15. Nagaland	3362	-	-	-
16. Odisha	1640	97	244	22,940
17. Punjab	3508	3	1	500
18. Rajasthan	768	4	23	1,250
19. Tamil Nadu	168961	14	20	14,150
20. Telangana	1159	123	12	52,486
21. Tripura	18095	-	-	-
22. Chandigarh	766	198	62	6,45,400
23. NCT Delhi	-	-	-	-
24. Puducherry	5553	1	-	-
25. Jammu & Kashmir	18641	525	533	2,20,400
Total	341800	7035	3167	8019662

Table 9.08(ii)
Number of Inspections Made, Prosecutions Launched, Cases Disposed off by the Courts and Amount of fine realised under the Shops and Commercial Establishments Act during the Year 2020 (by States/UT's)

State/Union Territory	Inspections made	Prosecutions launched	Cases disposed off by the courts	Amount realised as fine (in Rs.)
1	2	3	4	5
1. Andhra Pradesh	658	83	29	2,900
2. Assam	7745	69	19	9000
3. Bihar	-	-	-	-
4. Goa	346	7	-	-
5. Gujarat	20835	404	22	2,200
6. Haryana	16	1	-	-
7. Himachal Pradesh	4896	285	114	2,39,000
8. Karnataka	7577	633	-	16,73,250
9. Kerala	12939	905	38	1,37,000
10. Madhya Pradesh	305	32	-	-
11. Maharashtra	519	3	0	0
12. Meghalaya	1530	-	-	-
13. Manipur	655	-	-	-
14. Mizoram	-	-	-	-
15. Nagaland	3554	-	-	-
16. Odisha	337	3	0	-
17. Rajasthan	484	10	8	1,750
18. Tamil Nadu	20289	75	106	1,04,500
19. Telangana	835	111	0	-
20. Tripura	14913	-	-	-
21. Uttar Pradesh	75	225	283	58,600
22. Uttarakhand	46	-	-	-
23. A & N Islands	-	-	-	-
24. Chandigarh	594	29	19	96,100
25. NCT Delhi	-	-	-	-
26. Puducherry	7403	-	-	-
27. Jammu & Kashmir	6256	46	27	12,700
Total	112807	2921	665	2337000

Note: The remaining States/Union Territories did not submit the Annual Returns for the year, 2019 & 2020.
 - = Nil.

6. INDUSTRIAL HOUSING £

Before Independence, the only Act related to industrial housing was the Land Acquisition (Amendment) Act of 1933, which enabled employers to secure land for constructing houses for their employees. A significant step in this direction was taken in 1946 with the passage of the Mica Mines Labour Welfare Fund Act by the Central Government. This was followed by several other Acts:

- The Coal Mines Labour Welfare Fund Act, 1947
- The Limestone and Dolomite Mines Labour Welfare Fund Act, 1972
- The Iron Ore, Manganese Ore, and Chrome Ore Mines Labour Welfare Fund Act, 1976
- The Beedi Workers Welfare Fund Act, 1976

These Acts, among other provisions, include the construction of houses for workers in the mining and beedi industries. Additionally, the State Governments of Andhra Pradesh, the erstwhile Bombay, the erstwhile Saurashtra, Mysore (now Karnataka), Madhya Pradesh, the erstwhile Hyderabad, Uttar Pradesh, and Punjab enacted legislation to provide suitable housing accommodations for the working class.

Furthermore, the Central Government later initiated housing programs for economically weaker sections of society and the Minimum Needs Programme, which provides house sites and construction assistance to rural landless laborers. The following schemes are being implemented to provide housing facilities for workers in the iron ore, manganese ore, chrome ore, limestone, dolomite, mica mine, and beedi industries:

- Type I Housing Scheme
- Type II Housing Scheme
- Build Your Own House Scheme
- Group Housing Scheme for Beedi & Mine Workers
- Scheme for Grant of Subsidy/Financial Assistance to Co-operative Societies for Beedi Workers

7. SAFETY AND WELFARE *

The Welfare Fund Organisations undertake activities for welfare of the workers employed in Mica, Iron Ore, Manganese Ore, Limestone and Dolomite Mines and Beedi Industry. The Welfare Scheme are implemented and monitored through the Regional Offices of the Labour Welfare Organisation, each under the charge of a Welfare Commissioner. In the field of Safety and Welfare, the important Acts which are in operation, are:

- The Mica Mines Labour Welfare Fund Act, 1946;
- The Limestone and Dolomite Mines Labour Welfare Fund Act, 1972;
- The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Fund Act, 1976;

- The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Cess Act, 1976;
- The Beedi Workers Welfare Fund Act, 1976;
- The Beedi Workers Welfare Cess Act, 1976;
- The Labour Welfare Fund Laws (Amendment) Act, 1987 ;
- The Dock Workers (Safety, Health and Welfare) Act, 1986; and
- The Cine Workers Welfare Fund Act, 1981

£ For details on the subject, kindly refer to Chapter 6 of the Year Book.

* Chapter 5 and 7 also give detailed information on Welfare and Safety respectively.

8. WAGES AND BONUS

(a) The Payment of Wages Act, 1936

The act aims at ensuring regular and prompt payment of wages and prevention in of the exploitation of wage earners by prohibiting arbitrary fines and deductions in the establishments covered under the Factories Act, 1948. It was initially made applicable to persons drawing less than Rs. 200 per month and employed in any factory and to persons employed in a Railway by Railway Administration, either directly or through a sub-contractor. The Act was subsequently amended several times in order to expand its provisions and coverage. By virtue of the amendments in the Act in 1982 the wage limit was raised to cover persons drawing less than Rs. 1600 per month. After 1982 there has been a considerable price rise and the wages of workers have been raised either on account of new wage agreements or on account of the payments of VDA/DA. Therefore, large group of workers earning Rs.1600/- per month or more were out of a scope of the Act. With a view to enhance the wage ceiling to Rs.6500/- p.m. for applicability of the Act, to empower the Central Government to further increase the ceiling in future by way of notification and to enhance the penal provisions etc. the Payment of Wages (Amendment) Act, 2005, which was passed by both Houses of Parliament has been notified on 6.9.2005 as an Act 41 of 2005 by the Ministry of Law and Justice. Subsequently the Ministry of Labour and Employment has issued the Notification S.O.1577(E) to make the Payment of Wages (Amendment) Act, 2005 effective from the 9th November 2005. In exercise of the powers conferred by sub-section (6) of Section 1 of the Act, the Central Government, on the basis of figures of the Consumer Expenditure Survey published by National Sample Survey Organisation has enhanced the wage ceiling, further, to R. 10,000/- per month vide gazette notification No.S.O. 1380(E) dated 8th August, 2007. The wage ceiling has further been enhanced to Rs. 18000.00 vide notification No. SO 2260(E) dated 11th September, 2012. The wage ceiling has been again enhanced from Rs. 18000.00 to Rs. 24000 vide notification No. SO 2806(E) dated 28th August, 2017.

The Payment of Wages (Amendment) Bill, 2016 has been introduced in the Lok Sabha on 15th December 2016 to substitute section 6 of the Payment of Wages Act, 1936 so as to enable the employer to pay the wages to the employed person also by cheque or

crediting it to their bank account and also to enable the appropriate Government to specify the industrial or other establishments, by notification in the Official Gazette, which shall pay to every employed person, the wages only by cheque or by crediting in his bank account. As the Bill could not be passed, the Payment of Wages (Amendment) Ordinance, 2016 has been promulgated on 28.12.2016.

The Act has gradually been made applicable to workers employed in Construction Industry, Civil Air Transport Services, Motor Transport Services, Mines, Plantations, Oil Fields, Docks, Wharfs, Jetties and establishments declared as factories under Section 85 of the Factories Act, 1948. The specific day of paying of wage is 7th day of the month in case of industries employing less than 1000 workers and 10th day of the month in case of others.

(b) The Minimum Wages Act, 1948 §

The Minimum Wages Act, 1948 is applicable to workers in the sweated industries. It empowers both Central and State Governments to fix/revise the minimum rates of wages for the scheduled employments under their respective jurisdiction. The Act also provides for setting up of enforcement machinery to secure compliance with the provisions of the Act.

Under the Minimum Wages Act, 1948 both Central and State Governments are “Appropriate Governments” for fixation/revision of minimum rates of wages for employments covered by the Schedule to the Act. There are 45 scheduled employments in the Central sphere while in the State sphere the number (cumulative) of such employments is as many as 1709. The minimum rates of wages also include Special Allowance i.e. Variable Dearness Allowance (VDA) linked to Consumer Price Index Number, which is revised twice a year effective from 1st April and 1st October. The Central Government and twenty-seven States/UTs have adopted VDA as a component of minimum wage. Both the Central and State Governments have been revising the minimum wages in respect of scheduled employments from time to time. The revised rates of minimum wages in all States/UTs as on 31.12.2019 are at Table 9.09.

§ Also see Chapter 2 of this Edition.

Table 9.09**Minimum Wage Rates for Unskilled Workers in all States as on 31.12.2019**

Sl. No.	Central/States/Union Territories	Range of Minimum Wages per day (Rs.)	
		Minimum	Maximum
1	2	3	4
I	Central Sphere	326.00	797.00
II	State Sphere		
1	Andhra Pradesh*	69.27	-
2	Arunachal Pradesh*	150.00	150.00
3	Assam	277.83	467.49
4	Bihar	254.00	277.00
5	Chhattisgarh*	226.88	226.88
6	Goa	347.00	347.00
7	Gujarat	268.00	276.00
8	Haryana	347.08	347.08
9	Himachal Pradesh	250.00	250.00
10	Jammu and Kashmir	225.00	225.00
11	Jharkhand	274.81	274.81
12	Karnataka	295.72	558.68
13	Kerala	330.96	789.00
14	Madhya Pradesh	305.78	305.78
15	Maharashtra*	209.12	560.76
16	Meghalaya	324.00	324.00
17	Manipur	225.00	225.00
18	Mizoram	380.00	380.00
19	Nagaland	115.00	115.00
20	Odisha	298.00	298.00
21	Punjab*	293.62	293.62
22	Rajasthan	225.00	280.03
23	Sikkim	300.00	300.00
24	Tamil Nadu	146.00	660.60
25	Telangana	107.00	461.00
26	Tripura*#	67.04	421.14
27	Uttarakhand*	217.69	307.16
28	Uttar Pradesh*	175.00	284.63
29	West Bengal*	162.88	257.00
30	A. & N. Islands	297.00	327.00
31	Chandigarh	401.00	401.00
32	Dadra & Nagar Haveli	310.40	310.40
33	Daman & Diu	310.40	310.40
34	Delhi	569.00	569.00
35	Lakshadweep	324.80	324.80
36	Puducherry	55.00	501.20

#Plus food items at subsidized rates.

*Data repeated from the Annual Report 2018 due to not receiving of Annual Return

Source:- Annual Returns/reports under Minimum Wages Act, 1948 for the year 2019

National Floor Level Minimum Wage

In order to have a uniform wage structure and to reduce the disparity in minimum wages across the country, the concept of National Floor Level Minimum Wage as a non

statutory measure was mooted on the basis of the recommendations of the National Commission on Rural Labour (NCRL) in 1991. On the basis of increase in the Consumer Price Index, the Central Government has fixed the National Floor Level Minimum Wages from Rs.160/- to Rs.176/- per day w.e.f. 01.06.2017.

(c) The Payment of Bonus Act, 1965

The Payment of Bonus Act, 1965 provides for payment of bonus to employees of factories and other establishments employing 20 or more persons, on the basis of profits or on the basis of production or productivity and for matters connected therewith.

The minimum bonus of 8.33 per cent is payable by every industry and establishment under section 10 of the Act. The maximum bonus including productivity link bonus that can be paid in any accounting year shall not exceed 20 per cent of the salary/wage of an employee under section 31 A of the Act.

Two ceilings are available under the Payment of Bonus Act, 1965. Section 2(13) which defines an employee is generally known as the eligibility limit and Section 12 is known as the calculation ceiling. The two ceilings are revised from time to time to keep pace with the price rise and increase in the salary structure. The calculating ceilings and eligibility limits were revised to Rs.750/- and Rs.1600/- per month in 1965, Rs.1600/- and Rs.2500/- in 1985, Rs.2500/- and Rs.3500/- in 1995, Rs.3500/- and Rs.10000/- in 2007 and Rs.7000/- and Rs.21000/- by Gazette notification dated 01.01.2016.

The Payment of Bonus Act, 1965 has been amended to revise the statutory eligibility limit from Rs.10,000/- per month to Rs.21,000/- per month and the calculation ceiling from Rs.3500/- to Rs.7,000/- or the minimum wage for the scheduled employment, as fixed by the appropriate Government, whichever is higher. The changes in the Payment of Bonus Act, 1965 are effective retrospectively from 01.04.2014.

9. SOCIAL SECURITY

The Directive Principles of the State Policy as contained in the Constitution of India enjoins upon the State to enact social security legislations for the welfare of the working class. In the era of industrialisation, the workers are exposed to economic insecurity, thereby losing their livelihood and physical insecurity arising out of sickness, accident, old age and so on. The State has come forward to fulfill its responsibility to provide social security to its workers by enacting various social security legislations. The social security benefits flow either at the cost of the employer or on the part of joint contributions of the employer and the employees. However, the social security schemes cover only organized workforce and the government has moved forward through legislation to extend the benefits of social security schemes to cover workforce in the unorganized sector also. The compliance of these benefits is the responsibility of the employers.

The principal social security laws enacted in India are the following:

1. The Employees' State Insurance Act, 1948
2. The Employees' Compensation Act, 1923
3. The Employees' Provident Funds & Miscellaneous Provisions Act, 1952
(Separate provident fund legislations exist for workers employed in coal mines, tea plantations in the State of Assam and for seamen).
4. The Maternity Benefit Act, 1961
5. The Payment of Gratuity Act, 1972

(a) The Employee's Compensation Act, 1923

It is obligatory for the employers to pay compensation to their workers for injury caused to a workman by accident, arising out of and in the course of employment, resulting in death or in total/partial disablement under the Workmen's Compensation Act. Compensation is also payable for some occupational diseases contracted by workmen during the course of their employment.

The Act extends to the whole of India and applies to certain categories of railway servants and workers employed in any capacity specified in Schedule II of the Act which includes Factories, Mines, Plantations, Mechanically Propelled Vehicle, Construction Work etc.etc and certain other hazardous occupations. The Act does not, however, apply to (i) persons whose employment is of a casual nature and who are employed for purposes other than the employers' trade or business; (ii) persons serving in Armed Forces and (iii) workers covered by the Employees' State Insurance Act.

Under Section 3(3) of the Act, the State Governments are empowered to extend the scope of the Act to any class of persons whose occupations are considered hazardous after giving three months notice in the Official Gazette.

The Act is administered by the State Governments who are required to appoint commissioners for Workmen's Compensation. The functions of the Commissioners include (i) settlement of disputed claims (ii) disposal of cases of injuries involving death, and (iii) revision of periodical payments. The Commissioners for Workmen' Compensation have also been empowered to impose penalty on employers who fail to pay compensation due under the Act to the injured worker within one month from the date it fell due.

The Act has further been amended to make it gender neutral and will now be called "the Employees' Compensation Act, 1923". Besides, the minimum compensation under the Act has been enhanced from Rs.80,000/- to Rs.1,20,000/- in case of death or amount equal to fifty percent of the monthly wages of the deceased multiplied by the relevant factor, which ever is more and from Rs.90,000/- to Rs.1,40,000/- in case of disablement, an amount equal to sixty percent of the monthly wages of the injured multiplied by the relevant factor, which ever is more and from Rs.2,500/- to 5,000/- towards funeral expenses. The employees shall be reimbursed the actual medical expenditure incurred by

him for treatment of injuries caused during the course of employment without any ceiling. A new Section 25A has been added for the Commissioner to dispose the matter relating to compensation under this Act within a period of three months from the date of reference. The amendment was notified on 23.12.2009 and made effective from 18.01.2010. The wage ceiling limit for working out compensation has been increased from Rs.4,000/- to Rs.8,000/- per month vide Gazette notification No 1047 dated 31-05-2010.

Employers are required to notify the appropriate authorities the number of accidents, amount of compensation paid, etc. The State Governments compile these statistics and forward them to the Labour Bureau.

The average daily number of workers covered, number of accidents resulting in death, permanent disablement, etc. and the amount of compensation paid during the years 2015-2019 are given in Table 9.10.

Table 9.10

Compensated Accidents and the Amount of Compensation paid by Establishments Submitting Returns during 2015 to 2019 under Employees' Compensation Act, 1923

Year	Average daily number of workers employed in establishments submitting returns	Number of Compensated Accidents Resulting in				Amount of Compensation paid for (Rs. in lakh)			
		Death	Permanent disablement	Temporary disablement	Total	Death	Permanent disablement	Temporary disablement	Total
1	2	3	4	5	6	7	8	9	10
2015	4118630	2302 (38.49)	1981 (33.13)	1697 (28.38)	5980 (100.00)	12815.80	4394.34	564.24	17774.38
2016	3538053	2392 (43.59)	1651 (30.09)	1444 (26.32)	5487 (100.00)	11465.51	3446.83	1044.97	15957.31
2017	2939814	1894 (38.01)	1591 (31.93)	1498 (30.06)	4983 (100.00)	10745.73	3586.82	905.30	15237.85
2018	36733981	1754 (55.65)	1007 (32.02)	384 (12.21)	3145 (100.00)	8938.4	2603.71	584.09	12126.2
2019	3494284	2084 (49.77)	1247 (29.78)	857 (20.44)	4188 (100.00)	12087.12	3604.33	732.44	16423.89

Source : Annual Returns under the Employees' Compensation Act, 1923
NB : The cases of occupational diseases are not covered in table 9.10

(b) The Employees' State Insurance Act, 1948

The Employees' State Insurance Act, 1948 is a pioneering measure in the field of social insurance in the country. It was enacted to provide for certain benefits to employees

in case of sickness, maternity and employment injury and to make provisions for certain other related matters. The Act applies to factories employing 10 or more persons. The provisions of the Act are being brought into force area-wise in stages. The Act contains an enabling provision under which the “appropriate government” is empowered to extend the provisions of the Act to other classes of establishments; industrial, commercial, agricultural or otherwise. Under these provisions, the State Governments have extended the provisions of the Act to shops, hotels, restaurants, cinemas including preview theatres, road motor transport undertakings, newspaper establishments, educational and medical institutions employing 10 or more employees. Employees of factories and establishments covered under the Act drawing monthly wages upto Rs.21,000/- per month and Rs.25,000/- per month for persons with disabilities are covered under the Scheme. The ESI Scheme is now operated in 35 States/Union Territories. As on 31.03.2022, 3.10 crore insured persons and 12.04 crore beneficiaries are covered under the Scheme.

Administration– The ESI Scheme is administered by a statutory body called the Employees’ State Insurance Corporation (ESIC), which has members representing Employers, Employees, Central and State Governments, Medical Profession and the Parliament. The Union Minister for Labour & Employment is the Chairman. A Standing Committee, constituted from among the members of the Corporation, acts as the executive body for administration of the Scheme and is chaired by the Secretary, Ministry of Labour & Employment. There are 26 Regional Boards and 222 Local Committees. The Director General is the Chief Executive Officer of the Corporation and is also an ex-officio member of the Corporation as well as its Standing Committee. The Hqrs. of the ESI Corporation is located at New Delhi. The Corporation has 64 field offices, 24 Regional Offices, 40 Sub-Regional Offices, 598 Branch Offices and 89 Dispensary-cum-Branch Offices (DCBOs).

Contribution- The ESI Scheme is mainly financed by contributions from the employers and employees. The rates of the employer's and the employee's share of contribution are 3.25% and 0.75% respectively. The Corporation has prescribed per capita per annum ceiling on reimbursement of Medical care Expenditure of State Govt. At present the prescribed ceiling is Rs.3000/- per Insured Person Family Unit per annum. The expenditure on medical benefit is shared between ESI Corporation and State Government in the ratio of 7:1 with the ceiling. All capital expenditure on construction of ESI Hospitals and other buildings including their maintenance is borne exclusively by ESIC.

Investment– All contributions received under the ESI Act and all other money belonging to the fund which are not immediately required for defraying day to day expenses are invested in the manner prescribed under ESI (Central) Rules. As on 31.10.2022, the total investment of fund was Rs.129812.49 crore including Special Deposit Account (SDA).

Exemption from the Operation of the Act- Exemptions under Section 87 of the E.S.I. Act can be granted to any factory or establishment or class of factories or establishments who provide social security benefits to their employees, superior or similar to those available under the ESI Scheme.

Benefits- Two types of social security cover is provided under the scheme namely – (i) Medical Care and (ii) Cash Benefits.

(i) Medical Care- The Scheme provides reasonable medical facilities from primary health care to super specialty treatment in respect of the insured persons and their family members. The medical care under the scheme is administered by the State Governments, except in Delhi and Noida (UP).

(ii) Cash benefits are constituted of the followed benefits:

- i. Sickness benefit (SB)
- ii. Disablement benefit
- iii. Dependents benefit
- iv. Maternity benefit (MB)
- v. Medical benefit
- vi. Unemployment allowances (RGSKY)
- vii. Other benefits

(c) The Employees' Provident Funds and Miscellaneous Provisions Act, 1952

The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 provides for institution of compulsory provident funds for employees in factories and other establishments. The purpose is to make some provisions for the future of the industrial workers after he retires or for his dependents in case of his early death. Initially, the Act covered only 6 major industries viz., (i) Cement, (ii) Cigarette, (iii) Iron and Steel, (iv) Electrical, Mechanical or General Engineering Products, (v) Paper and (vi) Textile (cotton, wool, silk and jute), which had completed 3 years of existence and employed 50 or more workers. However, with the extension of the Act more and more industries were covered from time to time. The Act is now applicable to industries/classes of establishments specified in Schedule I of the Act or any activity notified by the Central Government in the Official Gazette employing 20 or more persons. During 01.01.2022 to 31.12.2022, there were 2,73,870 establishments and 1,23,14,360 new joined Membership covered under the Act, both in the Exempted and Un-exempted sectors.

The Act extends to whole of India including two Union Territories, Jammu & Kashmir and Ladakh. The Act applies to all factories and other establishments of any notified industry if they employ 20 or more persons. However, any newly started undertaking remains exempted for a period of five years if it employs less than 50 persons and for three years if it employs 50 or more persons. It has now been substituted by a uniform provision of three years infancy period with effect from 1.8.1988 by the Employees' Provident Fund (Amendment) Act, 1988. The Act does not apply to (i)

establishments registered under the Co-operative Societies Act, 1912 (or under any other law relating to co-operative societies) if the establishments employ less than 50 persons and work without the aid of power; (ii) tea plantations and tea factories in the State of Assam, where the State Government have a separate scheme for these establishments. The wage ceiling for coverage under the EPF Scheme was enhanced from Rs. 5,000 to Rs. 6,500 per month with effect from 1.6.2001. With effect from 01.09.2014, an employee, on joining the employment in a covered establishment and getting wages upto Rs.15,000/- is required to become a member of the fund.

Rate of Contribution- The normal rate of contributions payable by the employers and employees prescribed under the Act is 10 per cent of the wages of the employees' w.e.f. 01.05.1997. The Act, also empowers the Central Government to enhance, if deemed fit, the rate of contribution to 12 per cent of wages in respect of any industry or class of establishments. The Central Government has enhanced the rate of contribution to 12 per cent in most of the establishments. Out of 12 per cent of employers' share, 3.67 per cent goes to Provident Fund and 8.33 per cent contributed to the Pension Fund. The minimum rate of Provident Fund Contribution of 10 per cent is applicable to the five industries only, i.e. brick, beedi, jute, coir and guargum.

Rate of Interest - The Government of India on the recommendation of the Central Board of Trustees of the Employees Provident Fund Organisation declares the rate of interest to be credited to the accounts of Provident Fund members annually.

The three schemes under the EPF & M.P. Act, 1952 are; (i) Employees Provident Fund Scheme, 1952; (ii) Employees Pension Scheme, 1995; and (iii) Employees Deposit Linked Insurance Scheme, 1976.

(i) The Employees' Provident Fund Scheme, 1952

The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 initially provided for framing of the Scheme – Employees' Provident Fund Scheme, 1952 which came into force with effect from 1.11.1952. It aims at making provision for the future of the covered employees after they retire and also for their dependants in case of unfortunate death. An employee with a pay upto Rs.15000/- per month is eligible for membership of the Fund from the very date of joining an establishment. The rate of Provident Fund contribution is 12 per cent (in case of general establishments) and 10 per cent (in case of notified establishments) of the monthly wages of the subscribers.

In order to provide prompt, time bound and trouble free service to the subscribers, para 72 of the EPF Scheme has been amended so as to fix 30 days statutory time limit for settlement of claims. Now the PF claims complete in all respects are required to be settled within 30 days. In respect of incomplete claims, the reasons for non-settlement are to be communicated to the applicant within 30 days. In case the Commissioner fails to settle a claim complete in all respects within 30 days he shall be held personally liable for the

delay beyond the said period and penal interest @ 12 per cent p.a. on the benefit amount may be charged and recovered from the salary of the Commissioner.

(ii) The Employees Pension Scheme, 1995

The Employees' Pension Scheme is compulsory for all the persons who were members of the Family Pensions Scheme, 1971. It is also compulsory for the persons who became members of the Provident Fund from 16.11.1995 i.e. the date of introduction of the Scheme. The PF subscribers, who were not members of the Family Pension Scheme, have an option to join this pension scheme. Upon introduction of the new Pension Scheme, 1995, the erstwhile Family Pension Scheme, 1971 ceased to operate and all the assets and liabilities of the erstwhile Family Pension Fund were taken over and merged with the new Pension Fund. The benefits and entitlements to the member under the old Scheme shall remain protected and continued under the new Pension Scheme, 1995. A minimum 10 years contributory service is required for entitlement to Pension. Normal superannuation pension is payable on attaining the age of 58 years. Pension on a discounted rate is also payable on attaining the age of 50 years. Where pensionable service is less than 10 years, the member has an option to remain covered for pensionary benefits till 58 years of age or claim return of contribution/withdrawal benefits. The Government has notified a minimum pension of Rs.1000/- p.m. to pensioners under EPS, 1995 w.e.f. 01.09.2014.

Under the scheme, neither the employer nor the employee is required to make additional contribution. From 16.11.1995, the employer's share of P.F. contribution representing 8.33 per cent of the wage is being diverted to the said fund. The Central Government is also contributing to the Pension Fund at the rate of 1.16 per cent of the wage of the employees. The Pension Fund is required to be evaluated through qualified Actuary on annual basis. Based on the valuation results, the benefit quantum is revised.

Benefits

The Scheme provides the following benefits to the members and their families:

- (a) Monthly member pension
- (b) Disablement pension
- (c) Widow/ widower pension
- (d) Children pension
- (e) Disabled Children/Orphan pension
- (f) Nominee pension
- (g) Pension to dependent parents
- (h) Withdrawal benefit

The amount of monthly pension varies from member to member depending upon his pensionable salary and pensionable service.

(iii) The Employees' Deposit-Linked Insurance Scheme, 1976

Employees Deposit-Linked Insurance Scheme came into force on 1st August, 1976 (EDLI) is applicable to all factories/ establishments with effect from 1st August, 1976. All the employees, who are members of the Employees' Provident Fund Scheme, are required to become members of this Scheme. Employers are required to pay contributions to the Insurance Fund at the rate of 0.5 per cent of pay i.e., basic wages, dearness allowance including cash value of food concession and retaining allowance, if any. No contribution is payable by the employee for availing the benefits of the scheme. Only 0.005% Administrative charge was payable by the employer but this has also been discontinued w.e.f. 01.06.2018. However in case the establishment is exempted under EDLI Scheme, inspection charges @0.005% minimum rupee 1 is payable.

(d) The Maternity Benefit Act, 1961

The Act regulates the employment of women in factories, mines, the circus industry, plantation units and shops or establishments employing 10 or more persons except the employees covered under the Employees State Insurance (ESI) Act, 1948 for certain periods before and after birth and provides for maternity and other benefits. It extends to whole of India, except the State of Sikkim.

The Act was amended by the Maternity Benefit (Amendment) Act, 1988 which came into force from 10th January, 1989. The Amended Act provides, inter-alia, for extension of its provisions to Shops and Establishments employing 10 or more persons, reducing the qualifying period for grant of maternity benefit from 160 days of actual work to 80 days of actual work, enhancing the rate of medical bonus payable under the Act from Rs. 25 to Rs.250 (if no pre-natal confinement and post natal confinement and post natal care are provided by the employer free of charge) and fixing the rate of maternity benefit at average daily wages for three calendar months or minimum wages fixed/revised under the Minimum Wages Act,1948 or Rs. 10 per day, whichever is higher for a period of actual absence from duty up to 12 weeks, of which not more than 6 weeks may be availed before delivery and remaining period after delivery. With a view to encouraging planned parenthood, the Maternity Benefit Act, 1961 has been amended to provide six weeks leave with wages in cases of medical termination of pregnancy (MTP), grant of leave with wages for a maximum period of one month in cases of illness arising out of MTP or tubectomy and two weeks leave with wages to women workers who undergo tubectomy operation. These amendments have been enforced with effect from 1.2.1996. The Act was last amended by the Maternity Benefit (Amendment) Act, 2017 which came into force from 1st April, 2017. The amended Act provides Maternity leave entitlement to an entitled women employee has been increased from 12 weeks to 26 weeks. Further, the Act previously allowed pregnant women to avail benefit for only 6 weeks prior to the date of expected delivery, which now has been increased to 8 weeks.

The Central Government is responsible for administration of the provisions of the Act in Mines and in the Circus Industry, while the State Governments are responsible for administration of the Act in factories, plantations and other establishments. The Central Government has entrusted the Administration of the Act to the Chief Labour Commissioner in respect of the circus industry and to the Director General of Mines Safety in respect of mines.

The Act has been amended to enhance the medical bonus from Rs.250/- to Rs.1,000/- and also empowering the Central Government to increase it from time to time before every three years, by way of notification in the Official Gazette, subject to maximum of Rs.20,000/-. The amendment was notified on 15.04.2008 making it effective from the same date. The Medical Bonus has further been increased from Rs.1,000/- to Rs.2,500/- w.e.f. 11.08.2008 and Rs.2,500/- to Rs.3,500/- w.e.f. 19.12.2011.

The Labour Bureau compiles data pertaining to the number of women workers covered, number of claims made and amount paid, etc. contained in the reports of the State Governments. Table 9.11(i) and 9.11(ii) give details regarding the benefits obtained by the women workers during 2019 and 2020 respectively under the Maternity Benefit Act. Maternity benefits paid in different States under the Employees' State Insurance Act, 1948 during the year 2019 and 2020 are given in Table 9.12(i) & 9.12(ii).

Table-9.11(i)

Maternity benefits paid in Factories, Plantations and Other establishments during the year 2019

State/Union Territory	Number of establishments covered	Number of establishments submitting returns	Response Rate (%)	Aggregate No. of women workers employed daily	No. of women who claimed maternity benefit during the year		No. of claims accepted and paid either fully or partially		Number of cases where special bonus paid	Total amount of maternity benefits paid (in Rs.)	
					Total	Current year Claims	Total	Current year Claims			
1	2	3	4	5	6		7	8	9	10	
I FACTORIES											
1	Andhra Pradesh	9970	3708	37.19	72439	209	(0.29)	209	202	27	12169183
2	Bihar	6175	11	0.18	89	4	(4.49)	4	4	2	923748
3	Chhatisgarh	4790	178	3.72	1931	6	(0.31)	6	6	0	85827
4	Goa	161	159	98.76	5909	137	(2.32)	118	118	3	12582931
5	Gujarat	6627	6214	93.77	50742	323	(0.64)	323	323	323	17804991
6	Haryana	3121	785	25.15	38933	1372	(3.52)	1372	1372	45	349183676
7	Himachal Pradesh	1739	695	39.97	10312	63	(0.61)	63	63	27	6872912
8	Jammu &	211	165	78.20	1407	82	(5.83)	82	47	24	336000
9	Jharkhand	324	11	3.40	1689	114	(6.75)	114	114	-	-
10	Karnataka	1946	786	40.39	57480	646	(1.12)	382	380	330	30639977
11	Kerala	4262	2075	48.69	153185	275	(0.18)	254	66	21	17105632
12	Meghalaya	46	1	2.17	2	-	-	-	-	-	-
13	Mizoram	4	2	50.00	0	-	-	-	-	-	-
14	Nagaland	12	12	100.00	10	-	-	-	-	-	-
15	Odisha	445	15	3.37	748	18	(2.41)	18	15	-	5280906
16	Punjab	612	29	4.74	371	0	-	-	-	-	-
17	Rajasthan	8418	334	3.97	34858	2	(0.01)	1	1	-	719089
18	Tamilnadu	20032	14379	71.78	425947	102	(0.02)	97	92	93	10088812
19	Telangana	2402	384	15.99	10819	436	(4.03)	449	436	400	78926019
20	Uttar Pradesh	475	72	15.16	2268	78	(3.44)	74	71	73	8380617
21	Uttarakhand	3818	12	0.31	231	14	(6.06)	14	11	8	2599780
22	West Bengal	123	98	79.67	2711	9	(0.33)	9	-	-	2576841
23	Andman &	8	8	100.00	151	21	(13.91)	20	20	-	2181036
24	NCT of Delhi	25	23	92.00	530	5	(0.94)	5	4	4	400243
25	Puducherry	156	132	84.62	5819	71	(1.22)	71	-	-	2132791
All India/ Total		75902	30288	39.90	878581	3987	(0.45)	3685	3345	1380	560991011
II MINES		352	-	-	-	-	-	-	-	-	-
III PLANTATIONS											
1	Assam	861	572	66.43	204322	11556	(5.66)	11489	1322	656	99730126
2	Himachal Pradesh	10	-	-	-	-	-	-	-	-	-
3	Karnataka	1203	123	10.22	2977	75	(2.52)	30	30	30	271350
4	Kerala	535	154	28.79	19393	66	(0.34)	66	-	4	3332092
5	Tamilnadu	599	435	72.62	25143	190	(0.76)	190	148	-	7898762
6	Tripura	59	46	77.97	4100	72	(1.76)	72	49	23	453265
7	Uttarakhand	5	5	100	50	-	-	-	-	-	-
8	Andman &	4	4	100	105	12	(11.43)	12	12	-	1653366
All India/ Total		3276	1339	40.87	256090	11971	(4.67)	11859	1561	713	113338961
IV OTHER ESTABLISHMENTS											
1	Andhra Pradesh	10407	214	2.06	62	-	(0.00)	-	-	-	-
2	Bihar	6	6	100	2	2	(100.00%)	2	-	-	-
3	Goa	35	35	100	859	46	(5.36)	39	39	-	15044515
4	Jammu & Kashmir	917	256	27.92	1001	2	(0.20)	29	12	-	2383162
5	Karnataka	4622	333	7.20	14904	546	(3.66)	154	134	154	9513658
6	Meghalaya	240	4	1.67	1	-	-	-	-	-	-
7	Mizoram	4	4	100	-	-	-	-	-	-	-
8	Nagaland	56	56	100	45	-	-	-	-	-	-
9	Odisha	240	9	3.75	401	-	-	-	-	-	-
10	Rajasthan	17018	265	1.56	32137	2	(0.01)	1	1	-	73716
11	Tamilnadu	19562	15663	80.07	46123	504	(1.09)	432	224	-	1285096
12	Telangana	16684	131	0.79	1998	1	(0.05)	1	1	-	18000
13	Uttarakhand	238	54	22.69	996	6	(0.60)	6	6	-	343464
14	Andman & Nicobar	14	12	85.71	121	15	(12.40)	15	15	-	1946516
15	NCT of Delhi	315	315	100	5483	156	(2.85)	148	148	10	14906957
All India/ Total		70358	17357	24.67	104133	1280	(1.23)	827	580	164	45515084
All India/Grand		149888	48984	32.68	1238804	17238	(1.39)	16371	5486	2257	719845056

Note : - = Nil, Figures in brackets under col. 6 are percentages with reference to column 5,

Table-9.11(ii)

Maternity benefits paid in Factories, Plantations and Other establishments during the year 2020

State/Union Territory	Number of establishments covered	Number of establishments submitting returns	Response Rate (%)	Aggregate No. of women workers employed daily	No. of women who claimed maternity benefit during the year		No. of claims accepted and paid either fully or partially		Number of cases where special bonus paid	Total amount of maternity benefits paid (in Rs.)
							Total	Current year Claims		
1	2	3	4	5	6	7	8	9	10	
I FACTORIES										
1 Andhra Pradesh	11,597	3,788	32.66	75,172	346	(0.46)	345	342	26	7400426
2 Bihar	6,349	16	0.25	68	3	(4.41)	3	3	-	253116
3 Chhatisgarh	4,910	1,025	20.88	4,247	13	(0.31)	12	11	12	983872
4 Goa	67	67	100	4,319	152	(3.52)	139	139	2	6119718.5.9
5 Gujarat	6,959	5,114	73.49	52,070	293	(0.56)	293	293	293	14672042
6 Haryana	3,515	869	24.72	32,360	1,359	(4.20)	1,359	1,359	46	61713931
7 Himachal Pradesh	1,819	471	25.89	8,774	43	(0.49)	43	43	33	6310873
8 Jammu &	324	7	2.16	984	43	(4.37)	43	43	-	-
9 Jharkhand	2,028	683	33.68	72,867	2,038	(2.80)	2,021	2,009	1987	99359117
10 Karnataka	6,817	1,351	19.82	106,994	210	(0.20)	197	72	26	14383115
11 Kerala	7,141	168	2.35	3,810	59	(1.55)	52	41	5	5810297
12 Madhya Pradesh	46	2	4.35	13	-	-	-	-	-	-
13 Meghalaya	4	3	75	1	-	-	-	-	-	-
14 Mizoram	445	22	4.94	840	15	(1.79)	19	10	1	4698008.04
15 Odisha	8,438	343	4.06	37,043	2	(0.01)	-	-	-	-
16 Rajasthan	19,599	13,548	69.13	454,899	93	(0.02)	91	79	80	11992449
17 Tamilnadu	6,802	467	6.87	12,717	341	(2.68)	383	339	305	250871438.2
18 Telangana	523	71	13.58	2,835	58	(2.05)	53	47	28	13378070.82
19 Uttar Pradesh	1,226	198	16.15	3,538	123	(3.48)	123	-	5	554311
20 Uttarakhand	8	7	87.5	265	10	(3.77)	10	9	9	505311
21 Andman,Nicobar	1	1	100	28	1	(3.57)	1	1	1	52896
22 Chandigarh #	230	169	73.48	1,405	44	(3.13)	44	29	41	868000
23 Jammu &	26	26	100	584	8	(1.37)	6	4	4	1807714
24 NCT Delhi	139	119	85.61	5,881	76	(1.29)	76	76	-	4880587
25 Puducherry	11,597	3,788	32.66	75,172	346	(0.46)	345	342	26	7400426
All India/ Total	89,013	28,535	32.06	881,714	5,330	(0.60)	5,313	4,949	2904	506615292.7
II MINES										
	353	-	-	-	-	-	-	-	-	-
Goa	5	5	100	75						
III PLANTATIONS										
1 Assam	800	459	57.38	202765	8233	(4.06)	8233	7841	668	61659566.7
2 Himachal Pradesh	10	-	-	-	-	-	-	-	-	-
3 Karnataka	1158	25	2.16	865	15	(1.73)	15	15	15	470659
4 Kerala	552	148	26.81	-	159	(0.97)	159	-	-	6353912.3
5 Rajasthan	61	-	-	-	-	-	-	-	-	-
6 Tamilnadu	624	462	74.04	28570	266	(0.93)	266	207	-	9101892
7 Telangana	1	1	100	-	-	-	-	-	-	-
8 Tripura	66	47	71.21	3281	66	(2.01)	66	16	66	548280
9 Uttarakhand	9	-	-	-	-	-	-	-	-	-
10 Andman,Nicobar	4	4	100	108	11	(10.19)	11	11	11	439142
All India/ Total	3285	1146	34.89	251974	8750	(3.47)	8750	8090	760	78573452
IV OTHER ESTABLISHMENTS										
1 Andhra Pradesh	17121	3	0.02	-	-	-	-	-	-	-
2 Bihar	-	-	-	-	-	-	-	-	-	-
3 Goa	53	53	100	1868	26	(1.39)	21	21	-	2018078
4 Jammu &	1217	242	19.88	730	67	(9.18)	36	17	36	4207496
5 Karnataka	2927	300	10.25	19715	462	(2.34)	462	462	462	14497256
6 Meghalava	237	6	2.53	2	-	-	-	-	-	-
7 Mizoram	6	6	100	2	-	-	-	-	-	-
8 Odisha	240	9	3.75	13	-	-	-	-	-	-
9 Rajasthan	17168	277	1.61	32299	2	(0.01)	1	1	1	73716
10 Tamilnadu	16649	11080	66.55	100784	183	(0.18)	183	183	-	11954453
11 Telangana	85565	1060	1.24	3685	281	(7.63)	282	281	-	20147113
12 Andman,Nicobar	14	14	100	123	14	(11.38)	14	14	14	558908
13 NCT of Delhi	365	365	100	6365	132	(2.07)	122	118	14	13684342
All India/ Total	141562	13415	9.48	165586	1167	(0.70)	1121	1097	527	67141362
All India/Grand	234218	43101	18.40	1299349	15247	(1.17)	15184	14136	4191	652330106.7.7

Note : - = Nil, Figures in brackets under col. 6 are percentages with reference to column 5,

Table 9.12(i)

Maternity benefits paid under the Employees' State Insurance Act, 1948 during the financial year 2019

Sl. No.	State/Union Territory	Number of insured women as on 2019	Number of maternity benefit case (confinement) during the year 2019		Amount paid during the year 2019
1	2	3	4		5
1	Andhra Pradesh	270087	2649	(5.03)	177954124
2	Assam	42918	426	(0.81)	23342862
3	Bihar	20844	122	(0.23)	8313927
4	Chhattisgarh	43389	236	(0.45)	18125384
5	Goa	30988	560	(1.06)	49088120
6	Gujarat	141111	1106	(2.10)	72952151
7	Haryana	195135	1379	(2.62)	92868665
8	Himachal Pradesh	36204	411	(0.78)	19227189
9	Jammu & Kashmir	12413	119	(0.23)	5631020
10	Jharkhand	41852	211	(0.40)	12913192
11	Karnataka	834366	9400	(17.83)	648646409
12	Kerala	382542	10843	(20.57)	800661809
13	Madhya Pradesh	116934	776	(1.47)	41065016
14	Maharashtra	557919	5496	(10.43)	395532535
15	Odisha	58995	539	(1.02)	30948898
16	Punjab	146491	1428	(2.71)	85454956
17	Rajasthan	128237	959	(1.82)	59289199
18	Tamil Nadu	1059535	8939	(16.96)	619704113
19	Telangana	354986	3312	(6.28)	214653529
20	Uttar Pradesh	203725	720	(1.37)	65470600
21	Uttarakhand	69397	449	(0.85)	30779446
22	West Bengal	172392	781	(1.48)	57984171
23	Delhi NCT	146776	1010	(1.92)	99051217
24	Chandigarh	21052	244	(0.46)	18861355
25	Puducherry	31886	601	(1.14)	42282182
All India/ Total		5120174	52716	(100.00)	3690802069

Source: The Employees' State Insurance Corporation New Delhi
 Note. Figures in brackets under col. 4 are percentages to all-India

Table 9.12(ii)**Maternity benefits paid under the Employees' State Insurance Act, 1948 during the financial year 2020**

Sl. No.	State/Union Territory	Number of insured women as on 2020	Number of maternity benefit case (confinement) during the year 2020		Amount paid during the year 2020
1	2	3	4		5
1	Andhra Pradesh	337129	2684	(5.46)	193338466
2	Assam	57378	426	(0.87)	29038941
3	Bihar	27843	94	(0.19)	9677672
4	Chhattisgarh	54549	224	(0.46)	21265039
5	Goa	176250	1141	(2.32)	120475005
6	Gujarat	37279	744	(1.51)	46113545
7	Haryana	174560	1197	(2.43)	85143535
8	Himachal Pradesh	252417	964	(1.96)	66122247
9	Jammu & Kashmir	46747	481	(0.98)	24575376
10	Jharkhand	16501	77	(0.16)	5237365
11	Karnataka	53482	234	(0.48)	16512455
12	Kerala	1011052	9006	(18.31)	677330953
13	Madhya Pradesh	467707	9195	(18.69)	754441845
14	Maharashtra	142876	689	(1.40)	51257651
15	Odisha	639935	4477	(9.10)	423640108
16	Punjab	73544	645	(1.31)	39578197
17	Rajasthan	199122	1356	(2.76)	87740844
18	Tamil Nadu	162706	855	(1.74)	60197413
19	Telangana	1291737	8769	(17.82)	663756531
20	Uttar Pradesh	427980	2710	(5.51)	204856332
21	Uttarakhand	255663	788	(1.60)	79634597
22	West Bengal	86035	649	(1.32)	39091128
23	Delhi NCT	209700	991	(2.01)	74237654
24	Chandigarh	25268	299	(0.61)	23362466
25	Puducherry	37575	502	(1.02)	39560469
All India/ Total		6,265,035	49,197	(100.00)	3,836,185,834

Source: The Employees' State Insurance Corporation New Delhi
Note: Figures in brackets under col. 4 are percentages to all-India

(e) The Payment of Gratuity Act, 1972

The Payment of Gratuity Act, 1972 provides for a scheme of compulsory payment of gratuity to employees engaged in factories, mines, oilfields, plantations, ports, railway companies, motor transport undertakings, shops or other establishments on the termination of his employment after he has rendered continuous service for not less than five years on his superannuation, or on his retirement or resignation, or on his death or disablement due to accident or disease. Provided the completion of continuous service of five years shall not be necessary where the termination of the employment of any employee is due to death or disablement. Payment of Gratuity is an employer's liability under the extant provisions of the PG Act.

Coverage

- ❖ Every factory, mine, oil-field, plantation, port and railway company.
- ❖ Every shop or establishment within the meaning of any law for the time being in force in relation to shops and establishments in a State, in which ten or more persons are employed or were employed on any day of the preceding twelve months.
- ❖ Every motor transport undertaking in which ten or more persons were employed on any day of the preceding twelve months.
- ❖ Such other establishments or class of establishments in which ten or more employees are employed or were employed on any day of the preceding twelve months as the Central government may, by notification, specify in this behalf.

A shop or establishment once covered shall continue to be covered notwithstanding that the number of persons employed therein at any time falls below ten.

Entitlement

Every employee, other than apprentice irrespective of his wages is entitled to receive gratuity after he has rendered continuous service for five years or more. Gratuity is payable at the time of termination of his service either (i) on superannuation or (ii) on retirement or resignation or (iii) on death or disablement due to accident or disease. Termination of services includes retrenchment. However, the condition of five years' continuous service is not necessary if services are terminated due to death or disablement. In case of death of the employee, the gratuity payable to him is to be paid to his nominee, and if no nomination has been made, then to his heirs.

Calculation of Benefits

For every completed year of service or part thereof in excess of six months, the employer pays gratuity to an employee at the rate of fifteen days' wages based on the rate of wages last drawn. As per section 4(3) of the Act, the amount of the gratuity payable to an employee shall not exceed Rs.10,00,000/-.

Administration

The Act is enforced both by the Central and State Governments. Section 3 authorizes the appropriate government to appoint any officer as a controlling authority for

the administration of the Act. Mines, major ports, oilfields, railway companies and establishment owned or controlled by the Central Government and establishment having branches in more than one State are controlled by the Central Government. The remaining factories and/ establishments are looked after by the State Governments. The Central/State Governments appoint the Controlling Authorities and Inspectors for different areas, to ensure that the provisions of the Act are complied with. The Central/State Governments also frame rules for administration of the Act.

(f) The Unorganised Workers' Social Security Act, 2008

In order to ensure welfare of workers in the unorganized sector, the Ministry of Labour & Employment has enacted the Unorganised Workers' Social Security Act, 2008. The Act has come into force with effect from 16.05.2009. The Central Rules under the Act have been framed.

The Salient features of the Act are as under:

- Section (2) provides for the definitions, including those relating to unorganised worker, self-employed and wage worker.
- Section 3 (1) provides for formulation of schemes by the Central Government for different sections of unorganised workers on matters relating to (a) life and disability cover; (b) health and maternity benefits; (c) old age protection (d) any other benefit as may be determined by the Central Government.
- Section 3 (4) provides for formulation of schemes relating to provident fund, employment injury benefits, housing, educational schemes for children, skill upgradation, funeral assistance and old age homes by the State Governments.
- Section 4 relates to funding of the schemes formulated by Central Government.
- Section 5 envisages constitution of National Social Security Board under the chairmanship of Union Minister for Labour & Employment with Director General (Labour Welfare) as Member Secretary and 34 nominated members representing Members of Parliament, unorganised workers, employers of unorganised workers, civil society, Central Ministries and State Governments.
- Provision for adequate representation to persons belonging to the Scheduled Castes, the Scheduled Tribes, the Minorities and Women in the Board has been made.
- The National Board would recommend the Central Government suitable schemes for different sections of unorganised workers; monitor implementation of schemes and advise the Central Government on matters arising out of the administration of the Act.
- Section 6 has provision for constitution of similar Boards at the State level.
- Section 7 relates to funding pattern of the schemes formulated by the State Governments.
- Section 8 prescribes record keeping functions by the District Administration. For this purpose, the State Government may direct (a) the District Panchayat in rural areas; and (b) the Urban Local Bodies in urban areas to perform such functions.
- Section 9 provides for setting up of Workers' Facilitation Centre to (a) disseminate information on social security schemes available to them (b) facilitate registration of workers by the district administration and enrollment of unorganised workers.
- Section 10 provides for eligibility criteria for registration as also the procedure for registration under the Act.

- Sections 11-17 contain miscellaneous provisions for implementing the Act.

The Unorganised Workers' Social Security Rules, 2009 under the Act have been framed and the National Social Security Board was constituted on 18.08.2009. The National Board shall recommend social security schemes viz. life and disability cover, health and maternity benefits, old age protection and any other benefit as may be determined by the Government for unorganized workers.

In India approximately 93% of workers are in the unorganized sector. The various social security schemes are currently being run by different Ministries/Departments and agencies at the State Level under Schedule II of the "The Unorganized Workers Social Security Act, 2008" for welfare of the unorganized workers, with different eligibility criteria, enrolment processes and benefit thereunder.

10. INDUSTRIAL RELATIONS

(a) The Trade Unions Act, 1926

Object and Scope - The Act mainly seeks to confer a legal and corporate status on registered trade unions. The Act provides immunity from civil and criminal liability to trade union executives and members for bonafide trade union activities. The Act applies to the entire Indian Union.

Main Provisions- The main provisions of the Trade Unions Act, 1926 relate to (i) registration of unions; (ii) rights and privileges; and (iii) obligations and liabilities of registered trade unions. For registration, the Act provides that any seven or more members of a trade union can apply to the Registrar, appointed under the Act, for registration of the union. At least half the total number of office bearers of a registered union must be persons actually engaged in the industry to which the union belongs. Persons convicted of offences involving moral turpitude are debarred from becoming office bearers or members of the executive of a registered trade union. Under certain circumstances, the Registrar of Trade Unions is authorized to withdraw or cancel the registration. The Act stipulates that when once an application for registration has been entertained, it cannot be deemed to have become invalid, if at the time of registration some of the applicants not exceeding half of them cease to be members of the trade union or disassociate themselves from the application.

The Act protects the office bearers and members of registered trade unions against criminal proceedings in respect of any agreement for the purpose of furtherance of any legal object of the union. They are also protected from civil suits in respect of any act done in contemplation or furtherance of trade dispute.

The Act lays down the purpose for which the general funds of a registered trade union can be utilized. It is open to the unions to constitute a separate political fund for the promotion of civil and political interest of its members. The registered unions are also required to submit annual returns in the prescribed form to the Registrar alongwith an audited statement of income and expenditure. The Unions are required to submit annual returns on a calendar year basis. The account books of the unions and the list of members

thereof are required to be kept open for inspection by an office bearer or member of the union. Under the Act, the Registrar or any other duly authorized officer is empowered to inspect or require production of the certificate of registration, account books, registers and other documents relating to trade unions for examining the returns submitted by them under Section 28 of the Act. Any changes in the name, constitution and rules of the union as well as the office bearers have to be notified to the Registrar. The Trade Unions Act, 1926 was last amended and enforced with effect from 9.1.2002 to ensure orderly growth of trade unions and reduce multiplicity of trade unions and promote internal democracy.

Administration and Enforcement - The Act is administered by the State Governments which are required to appoint Registrars of Trade Unions to look after the proper compliance of the provisions of the Act.

(b) The Industrial Employment (Standing Orders) Act, 1946
Scope and Objective

The Industrial Employment (Standing Orders) Act, 1946 came into force on April 23, 1946. The Standing Orders define with sufficient precision the conditions of employment for information of workmen. The Act applies to the whole of India. It was initially made applicable to only those industrial units/undertakings/establishments wherein 100 or more workers were employed on any day of the preceding 12 months. Subsequently the Act was amended in 1961, 1963 and 1982. The Act empowers the appropriate Governments to extend the provisions to establishments employing less than 100 workers after giving not less than two months notice, of its intention to do so in the official gazette. The Act applies to all the Industrial Establishments as defined in clause (II) of Section 2 of the Payment of Wages Act, 1936 and factories as defined in clause (II) of Section 2 of the Factories Act, 1948; the Railways as defined in the Indian Railways Act, 1890 and establishment of a contractor who employs workmen for the purpose of fulfilling the contract with the owner of any Industrial Establishment. The Act does not, however, apply to workmen who are governed by the Fundamental and Supplementary Rules, Civil Service Temporary Service Regulations, Civilians in Defence Services (Classification, Control and Appeal) Rules or the Indian Railways Establishments Code or any other rules or regulations that may be notified in this behalf by the appropriate Government. The provisions of the Act also apply to newspaper establishments wherein 20 or more employees are employed by virtue of the enforcement of the Working Journalists (Conditions of Service and Miscellaneous Provisions) Act, 1955.

The main objectives of the Act, besides maintaining harmonious relationship between the employers and the employees, are to regulate the conditions of recruitment, discharge, disciplinary action, leave, holidays, etc. of the workers employed in industrial establishments. The Act amended in 1982 also provides for a payment of subsistence allowance to the workmen who are kept under suspension pending domestic enquiry. The rules regarding payment of subsistence allowance to the suspended workmen were further amended by a notification in 1984 facilitating payment during the suspension period, the

subsistence allowance at the rate of 50 per cent of the wages, which he was entitled to immediately preceding the date of suspension, for the first 90 days, and 75 per cent of such wages subsequently for the remaining period of suspension, if the delay in completion of the disciplinary proceedings is not directly attributable to his conduct. The employer shall normally complete the enquiry within 10 days and the payment of subsistence allowance shall also be subject to the workman not taking any employment elsewhere during the period of suspension.

Certifying Officer- As per Section 2(c) of the Act, all the Regional Labour Commissioners are Certifying Officers in relation to industrial establishments throughout the country under the control of the Central Government. However, for administrative convenience, they exercise the powers of Certifying Officers within their respective territorial jurisdictions. The Regional Labour Commissioners in the Chief Labour Commissioner's Office function as Certifying Officers in relation to industrial establishments falling in the Central Sphere and having branches in more than one State. Besides, Deputy Chief Labour Commissioner, New Delhi has also been appointed Certifying Officer in relation to industrial establishment falling in the Central Sphere.

Procedure for Certification –Section 3 of the Act provides that within 6 months from the date on which the Act becomes applicable to an industrial establishment the employer shall submit to the Certifying Officer copies of the draft Standing Orders proposed by him for adoption in his industrial establishment. The Certifying Officer shall ensure that provision is made in the Standing Orders for every matter set out in the Schedule applicable to the industrial establishment and the Standing Orders are in conformity with the provisions of the Act. Certifying Officers and appellate authorities have been vested with powers of Civil Courts for the purposes of receiving evidence, administering oath, enforcing the attendance of witnesses. The progress of Certification of Standing Orders during the Calendar Year 2017, 2018 and 2019 is given in Table 9.13(i), 9.13(ii) and 9.13(iii) respectively.

Modification of Standing Orders – Section 10 of the Act makes provision for modification of the Certified Standing Orders. If the management and the workmen agree, the standing orders can be modified even before the expiry of the prescribed time limit.

Enforcement –The following offences are punishable under Section 18 of the Act and the Central Industrial Relations Machinery is to take action wherever infringements of the same come to their notice:

- Failure on the part of an employer to submit draft Standing Orders as required under Section 3.
- Modification by employer of the Certified Standing Orders otherwise than in accordance with the prescribed procedure.
- Any action of the employer in contravention of the provisions of the Certified Standing Orders.

Table 9.13 (i)
State-wise progress of Certification of Standing Orders during 2018

State/Union Territory	Establishments covered under the Industrial Employment (Standing Orders) Act		Establishments having Certified Standing Orders in respect of all or only a group of employees at the beginning of the year 2018		Number of applications for certification either for all or any group of employees in respect of establishments (i) which had Standing Orders only for a group or groups of employees (ii) which had no certified Standing Orders				Establishments having certified Standing Orders in respect of all or only a group of employees at the end of the year 2018	
	Number of establishment	Number of employees covered	Number	Number of employees covered	Pending at the commencement of the year	Received during the year	Disposed of during the year	Pending at the end of the year	Number	Number of employees covered
1	2	3	4	5	6	7	8	9	10	11
1 Andhra Pradesh	1581	239688	1102	199974	12 (0.61)	18 (1.64)	18 (1.51)	12	949 (3.25)	161891 (3.73)
2 Assam	2434	801063	1565	717040	226 (11.58)	30 (2.74)	61 (5.10)	195	1626 (5.58)	718657 (16.56)
3 Bihar	42	5948	40	5908	- (0.00)	- (0.00)	- (0.00)	-	13 (0.04)	1336 (0.03)
4 Goa	2005	119102	242	26243	66 (3.38)	3 (0.27)	1 (0.08)	68	244 (0.84)	27077 (0.62)
5 Gujarat	24621	1311633	164	24002	87 (4.46)	2 (0.18)	2 (0.17)	87	138 (0.47)	22912 (0.53)
6 Haryana	6525	818281	1941	297736	29 (1.49)	79 (7.21)	57 (4.77)	-	1998 (6.85)	319638 (7.37)
7 Himachal Pradesh	2487	303380	331	41298	258 (13.22)	37 (3.38)	13 (1.09)	282	344 (1.18)	42728 (0.98)
8 Jammu &	84	16469	80	16102	4 (0.20)	6 (0.55)	6 (0.50)	4	80 (0.27)	16102 (0.37)
9 Karnataka	1247	706278	1279	316615	288 (14.75)	57 (5.21)	256 (21.40)	89	1535 (5.26)	397833 (9.17)
10 Kerala	2143	283032	874	97719	52 (2.66)	20 (1.83)	9 (0.75)	63	853 (2.92)	96693 (2.23)
11 Meghalaya	5	675	5	675	- (0.00)	- (0.00)	- (0.00)	-	5 (0.02)	675 (0.02)
12 Orissa	630	134006	302	86085	104 (5.33)	36 (3.29)	33 (2.76)	107	335 (1.15)	90997 (2.10)
13 Punjab	11843	592500	1727	291725	115 (5.89)	49 (4.47)	39 (3.26)	125	1756 (6.02)	297149 (6.85)
14 Rajasthan	5128	689412	1143	251402	31 (1.59)	57 (5.21)	38 (3.18)	50	1181 (4.05)	261128 (6.02)
15 Tamil Nadu	28417	1770503	9747	1065060	25 (1.28)	335 (30.59)	324 (27.09)	36	10071 (34.53)	1092146 (25.17)
16 Telangana	1892	151754	314	48190	50 (2.56)	4 (0.37)	5 (0.42)	49	319 (1.09)	49096 (1.13)
17 Tripura	162	19500	162	16500	- (0.00)	- (0.00)	- (0.00)	-	162 (0.56)	19500 (0.45)
18 Uttar Pradesh	10448	664887	6037	554865	333 (17.06)	325 (29.68)	304 (25.42)	354	6341 (21.74)	575340 (13.26)
19 Uttarakhand	1214	98036	924	86061	228 (11.68)	28 (2.56)	22 (1.84)	234	946 (3.24)	97283 (2.24)
20 Chandigarh	230	14536	66	8315	- (0.00)	- (0.00)	- (0.00)	-	67 (0.23)	8395 (0.19)
21 Delhi	@	@	15	2111	- (0.00)	5 (0.46)	5 (0.42)	-	20 (0.07)	2634 (0.06)
22 Puducherry	818	78642	178	38836	44 (2.25)	4 (0.37)	3 (0.25)	45	181 (0.62)	39736 (0.92)
Total	103956	8819325	28238 (27.16)	4192462 (47.54)	1952 (100.00)	1095 (100.00)	1196 (100.00)	1800	29164 (28.05)	4338946 (49.20)

- = Nil @ = Data not reported.

NOTE: 1. Figures in brackets are percentages to total.

2. Percentages in brackets of Grand Total in cols. 4 and 5 as well as cols. 10 and 11 are with reference to cols. 2 and 3.

3. Figures under Col.6 are not strictly comparable over the years as the responding States/UTs vary year to year.

Table 9.13 (ii)
State-wise progress of Certification of Standing Orders during 2019

State/Union Territory	Establishments covered under the Industrial Employment (Standing Orders) Act		Establishments having Certified Standing Orders in respect of all or only a group of employees at the beginning of the year 2019		Number of applications for certification either for all or any group of employees in respect of establishments (i) which had Standing Orders only for a group or groups of employees (ii) which had no certified Standing Orders				Establishments having certified Standing Orders in respect of all or only a group of employees at the end of the year 2019	
	Number Of establishment	Number of employees covered	Number	Number of employees covered	Pending at the commencement of the year	Received during the year	Disposed of during the year	Pending at the end of the year	Number	Number of employees covered
1	2	3	4	5	6	7	8	9	10	11
1 Andhra Pradesh	1602	244388	1120	208061	15 (0.90)	26 (2.72)	29 (3.28)	12	1137 (3.91)	215010 (4.94)
2 Assam	2434	801063	1626	718657	195 (11.75)	20 (2.09)	51 (5.76)	164	1677 (5.76)	721787 (16.58)
3 Bihar	42	5920	40	5880	0 (0.00)	0 (0.00)	0 (0.00)	0	40 (0.14)	5880 (0.14)
4 Goa	2009	119296	244	27077	68 (4.10)	4 (0.42)	3 (0.34)	69	247 (0.85)	27077 (0.62)
5 Gujarat	25158	1833374	164	24002	99 (5.97)	23 (2.41)	18 (2.03)	104	174 (0.60)	15803 (0.360)
6 Haryana	9765	1486005	1998	319638	51 (3.07)	98 (10.25)	93 (10.51)	56	2091 (7.19)	338609 (7.78)
7 Himachal Pradesh	2571	315850	344	42728	282 (17.00)	22 (2.30)	21 (2.37)	283	365 (1.25)	45038 (1.03)
8 Karnataka	2185	518963	1812	484515	0 (0.00)	0 (0.00)	0 (0.00)	0	1812 (6.23)	484515 (11.13)
9 Kerala	2146	280404	890	99666	77 (4.64)	19 (1.99)	15 (1.69)	81	904 (3.11)	101253 (2.33)
10 Maharashtra	2638	653812	406	83921	0 (0.00)	0 (0.00)	0 (0.00)	0	406 (1.40)	83921 (1.93)
11 Meghalava	5	702	5	702	0 (0.00)	0 (0.00)	0 (0.00)	0	5 (0.02)	702 (0.02)
12 Orissa	647	143036	335	90997	106 (6.39)	22 (2.30)	17 (1.92)	111	352 (1.21)	96413 (2.22)
13 Rajasthan	5412	724571	1191	264350	50 (3.01)	33 (3.45)	29 (3.28)	54	1220 (4.19)	272278 (6.26)
14 Tamil Nadu	28776	1696983	10071	1092146	34 (2.05)	350 (36.61)	341 (38.53)	43	10412 (35.78)	1108902 (25.48)
15 Telangana	1900	155350	319	49096	49 (2.95)	9 (0.94)	3 (0.34)	55	322 (1.11)	50428 (1.16)
16 Tripura	50	10379	21	3704	0 (0.00)	0 (0.00)	0 (0.00)	0	21 (0.07)	3704 (0.09)
17 Uttar Pradesh	10916	825052	6341	575340	354 (21.34)	258 (26.99)	202 (22.82)	410	6543 (22.48)	604587 (13.89)
18 Uttarakhand	1235	100903	946	97283	234 (14.10)	55 (5.75)	49 (5.54)	240	995 (3.42)	100428 (2.31)
19 A & N Islands	15	3984	15	3984	0 (0.00)	0 (0.00)	0 (0.00)	0	15 (0.05)	3984 (0.09)
20 Chandigarh	230	14536	66	8315	0 (0.00)	0 (0.00)	0 (0.00)	0	66 (0.23)	8315 (0.19)
21 Delhi	@	@	20	2634	0 (0.00)	11 (1.15)	11 (1.24)	0	31 (0.11)	6479 (0.15)
22 Puducherry	828	78952	181	39736	45 (2.71)	6 (0.63)	3 (0.34)	48	184 (0.63)	40586 (0.93)
23 Jammu &	91	17366	83	16783	0 (0.00)	0 (0.00)	0 (0.00)	0	83 (0.29)	16783 (0.39)
Total	100655	10030889	28238 (28.05)	4259215 (42.46)	1659 (100.00)	956 (100.00)	885 (100.00)	1730	29102 (28.91)	4352482 (43.39)

- = Nil

@ = Data not reported.

NOTE: 1. Figures in brackets (col no.6 & 7) are percentages to total.

2. Percentages in brackets of Grand Total in cols. 4 and 5 as well as cols. 10 and 11 are with reference to cols. 2 and 3.

3. Figures under Col.6 are not strictly comparable over the years as the responding States/UTs vary year to year.

Table 9.13 (iii)
State-wise progress of Certification of Standing Orders during 2020

State/Union Territory	Establishments covered under the Industrial Employment (Standing Orders) Act		Establishments having Certified Standing Orders in respect of all or only a group of employees at the beginning of the year 2020		Number of applications for certification either for all or any group of employees in respect of establishments (i) which had Standing Orders only for a group or groups of employees (ii) which had no certified Standing Orders				Establishments having certified Standing Orders in respect of all or only a group of employees at the end of the year 2020	
	Number Of establishment	Number of employees covered	Number	Number of employees covered	Pending at the commencement of the year	Received during the year	Disposed of during the year	Pending at the end of the year	Number	Number of employees covered
1	2	3	4	5	6	7	8	9	10	11
1 Andhra Pradesh	1617	247375	1137	215010	12	38	45	5	1159	227767
2 Assam	2434	801063	1677	721787	(0.65)	(4.18)	(4.88)	12	(4.22)	(5.75)
3 Bihar	42	5920	40	5908	164	13	56	0	1733	729118
4 Goa	2011	120678	247	27077	(8.89)	(1.43)	(6.07)	0	(6.31)	(18.41)
5 Gujarat	23182	1539616	172	15803	0	0	0	0	40	5908
6 Haryana	10050	1539888	2091	338609	(0.00)	(0.00)	(0.00)	69	(0.15)	(0.15)
7 Himachal Pradesh	2637	322100	365	45038	69	2	2	69	249	27271
8 Kerala	1572	285117	240	42936	(3.74)	(0.22)	(0.22)	0	(0.91)	(0.69)
9 Maharashtra	2643	655267	390	80088	104	33	130	7	280	30090
10 Meghalaya	5	338	5	338	(5.64)	(3.63)	(14.10)	53	(1.02)	(0.76)
11 Orissa	651	144460	352	96413	56	259	262	53	2353	390116
12 Rajasthan	5412	724571	1220	272278	(3.04)	(28.46)	(28.42)	28	(8.56)	(9.85)
13 Tamil Nadu	28815	1705985	10412	1108902	283	20	17	28	382	46568
14 Telangana	1904	156165	322	50428	(15.35)	(2.20)	(1.84)	34	(1.39)	(1.18)
15 Tripura	50	10106	21	3768	28	11	5	15	245	43989
16 Uttar Pradesh	11160	845255	6543	604587	(1.52)	(1.21)	(0.54)	15	(0.89)	(1.11)
17 Uttarakhand	1254	109910	995	100428	148	15	11	15	397	90821
18 A & N Islands	15	4010	15	3984	(8.03)	(1.65)	(1.19)	0	(1.44)	(2.29)
19 Chandigarh	230	14536	67	8395	0	0	0	0	5	338
20 Delhi	@	@	31	6479	(0.00)	(0.00)	(0.00)	11	(0.02)	(0.01)
21 Puducherry	1077	103392	181	39736	111	4	5	11	357	98693
22 Jammu &	91	17366	83	16783	(6.02)	(0.44)	(0.54)	55	(1.30)	(2.49)
Total	96852	9353118	26606	3804775	54	29	28	55	1248	281849
			(27.47)	(40.48)	(2.93)	(3.19)	(3.04)	10	(4.54)	(7.12)
					43	228	170	10	10582	1135103
					(2.33)	(25.05)	(18.44)	54	(38.51)	(28.65)
					55	3	4	54	326	51243
					(2.98)	(0.33)	(0.43)	13	(1.19)	(1.29)
					13	0	0	13	21	4005
					(0.70)	(0.00)	(0.00)	48	(0.08)	(0.10)
					410	238	168	48	6711	635451
					(22.23)	(26.15)	(18.22)	23	(24.42)	(16.04)
					240	14	18	23	1013	87480
					(13.02)	(1.54)	(1.95)	0	(3.69)	(2.21)
					0	0	0	0	15	4010
					(0.00)	(0.00)	(0.00)	0	(0.05)	(0.10)
					0	0	0	0	67	8395
					(0.00)	(0.00)	(0.00)	0	(0.24)	(0.21)
					0	1	1	0	32	6582
					(0.00)	(1.11)	(1.11)	50	(0.12)	(0.17)
					48	2	0	50	181	39736
					(2.60)	(0.22)	(0.00)	6	(0.66)	(1.00)
					6	0	0	6	83	16783
					(0.33)	(0.00)	(0.00)	18	(0.30)	(0.42)
					1844	910	922	18	27479	3961316
					(100.00)	(100.00)	(100.00)		(28.37)	(42.35)

- = Nil

@ = Data not reported.

NOTE: 1. Figures in brackets (col no.6 & 7) are percentages to total.

2. Percentages in brackets of Grand Total in cols. 4 and 5 as well as cols. 10 and 11 are with reference to cols. 2 and 3.

3. Figures under Col.6 are not strictly comparable over the years as the responding States/UTs vary year to year.

(c) The Industrial Disputes Act, 1947

Object and Scope-The Industrial Disputes Act was passed in March, 1947 repealing the Trade Disputes Act, 1929. The Act extends to the whole of India. The Act of 1947 was a comprehensive measure adopted by the Central Government with a view to improving industrial relations. The Act introduced the principle of compulsory arbitration and prohibited strikes without notice in public utility services. It also provided, for the first time two new institutions, viz. (i) Works Committees consisting of representatives of employers and employees in undertakings employing 100 or more workers, and (ii) Industrial Tribunal for the adjudication of industrial disputes. The main provisions of the Act relate to (i) works committees, (ii) conciliation and adjudication machinery, (iii) strikes and lockouts and (iv) lay-off, retrenchment and closure.

The Act has been amended to amplify the term ‘appropriate government’ defined under Section 2(a) of the Act, enhance the wage ceiling from Rs.1,600/- to Rs.10,000/- per month to cover workmen working in supervising capacity, provide direct access for the workman to the Labour Court or Tribunal in case of disputes arising out of Section 2A of the Act, expand the scope of qualifications of Presiding Officers of Labour Courts or Tribunals, establish Grievance Redressal Machinery and empowering the Labour Court or Tribunal to execute the awards etc. The amendment has been notified on 19.08.2010 and made effective from 15.09.2010.

11. MISCELLANEOUS

(a) The Child Labour (Prohibition and Regulation) Act, 1986

Child Labour (Prohibition & Regulation) Act, 1986, was enacted to prohibit employment of children below the age of 14 years in notified hazardous occupations and processes like carpet weaving; building and construction work; brick kilns; production of hosiery goods etc. and to regulate the working conditions of children in other occupations / processes. A corollary to this would be that if a child is in the work place, he would miss school. In order to align with the objective of mandatorily providing education up to the age of 14 years under RTE Act, Government has amended the Child Labour (Prohibition & Regulation) Act, 1986 with enactment of Child Labour (Prohibition & Regulation) Amendment Act, 2016 which provides for the complete ban on the employment or work of children below 14 years in all occupations and processes. The Amendment Act also prohibits the employment or work of adolescents, in the age of 14-18 years, in the scheduled hazardous occupations and processes. The Amendment Act came into force w.e.f. 01.09.2016.

The Act provides for constitution of a Technical Advisory Committee (TAC), which is a body of experts, to advise the Central Government to add or omit the occupations and processes in the Schedule of the Act. The Committee consists of a Chairman and such other members, not exceeding 10, as may be appointed by the Central

Government. The Government has constituted TAC on 01.09.2016 for review of the present Schedule of the Act. Section 2 (i) of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986, defines the jurisdiction of both Central and State Governments in implementing the Act. The Central Government is the “appropriate Government” in relation to establishments under the control of the Central Government or a railway administration or a major port or a mine or oilfield. In all other cases, the State Government is the “appropriate Government”.

£ For data on Strikes and Lockouts, see Chapter 4 (2).

(b) The Collection of Statistics Act, 2008

The Collection of Statistics Act, 2008 was enacted by the Parliament on 7th January 2009. It was brought into force on 11th June 2010. The Act repealed the Collection of Statistics Act, 1953. Rules under the Act, namely, the Collection of Statistics Rules, 2011 were notified on 16th May 2011.

Some of the salient features of the Collection of Statistics Act, 2008 and the Rules made thereunder are as follows: -

- The Act provides for collecting statistics on economic, demographic, social, scientific and environmental aspects not only from industrial and commercial concerns but also from individuals and households.
- The Central/State Governments, UT Administrations and the local governments such as Panchayats and Municipalities have been empowered to collect any statistics. Any of them may appoint a statistics officer for each subject of data collection and/ or for each geographical unit.
- Duplication of surveys has been a matter of concern, as it not only leads to wastage of resources on survey work, but also may give rise to conflicting statistics. The Act empowers the Central Government to make rules for avoiding duplication. The Rules made under the Act provide for designating a nodal officer at the Centre and in each State/ UT who would advice the concerned line Ministries on steps to be taken to avoid unnecessary duplication.
- The Act provides for all methods of data collection including oral interviews and filing of returns electronically.
- The information collected from any informant under the Act cannot be made use of for any purpose other than for prosecution under the Act or for statistical purposes. In other words, the information collected cannot be used as evidence for prosecution under any other law.
- The Act provides penalties for neglect or refusal to furnish information. The penalty is up to Rs.1,000/- for individuals (Rs.5,000/- in case of a company).

- More importantly, the obligation to furnish information under the Act will not cease after conviction for an offence. If the concerned person continues to neglect or refuse to furnish information after the expiry of fourteen days from the date of conviction, then he may be punished with a further fine up to Rs.1,000/- (Rs.5,000/- in case of a company) for each day after the first during which the failure continues.
- The Act provides for stringent penalties for furnishing false information and for other serious offences in the form of simple imprisonment up to six months or with a fine or with both.
- The Act and the Rules made thereunder provide for adequate confidentiality for the data collected and for appropriate safeguards when data collection is outsourced. Disclosure of information collected from any person without suppressing the identification particulars of that person is not permitted under the Act.
- Prosecution for offences committed under the Act would be by way of a summary trial.

(c) The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959

The Act came into force with effect from the 1st May, 1960 and has been implemented in all the States in the country. It covers all establishments in Public Sector and non-agricultural establishments employing 25 or more workers in the Private Sector. It is not applicable in relation to vacancies (a) in any agriculture (including horticulture) establishments in private sector other than employment as agricultural or farm machinery operatives, (b) in any employment in domestic service, (c) in any employment, the total duration of which is less than 3 months, (d) in any employment to do unskilled office work e.g., daftary, jamadar, orderly, peon, dusting man, record lifter, process server, watchman, sweeper and any other employee doing any routine or unskilled work which the Central Government by notification, may declare to be unskilled office work, and (e) any employment connected with the staff of the Parliament. Unless the Central Government otherwise directs by notification in the Official Gazette in this behalf, the Act is not applicable in relation to (a) vacancies which are proposed to be filled through promotion or by absorption of surplus staff of any branch or department of the same establishment or on the result of any examination or interview held by, or on the recommendations of any independent agency, such as, the Union or State Public Service Commission and the like and (b) vacancies in any employment which carry a remuneration of less than Rs. 60 in a month.

The Act requires that in any State or area thereof the employer in every establishment in public or private sector shall, before filling up any vacancy, notify them to employment exchanges. It also enjoins upon the Employers to furnish information about the number and type of vacancies occurred and filled during each quarter and the

occupational and educational pattern of employees with them every alternate year. State Employment Market Information Units have been set up at each State Headquarter and Employment Market Information units have been set up at more than 500 districts in the country to maintain close liaison with employers. The Employment Officers of these units are provided extensive training by the State as well as Central Government in the field. Special stress is laid on using persuasive rather than coercive methods in collection of information under the Act. In case of Government Establishments liaison is maintained even at the level of the Head Quarter of the organization so that the field units do not lag behind in providing information. In case of Private Sector employers' personal contact through telephone, internet, fax and finally personal visits is the key to collection of information. The utility of the information in National Planning is stressed and employers are assured that the information provided by them would not put them in any disadvantageous position. The legal provisions in the Act, of prosecution of the employers, for non-rendering of information are used only in rare cases where all persuasion fails.

(d) The Apprentices Act, 1961

The Apprentices Act, 1961 came into force on March 1, 1962. The main object of the Act is to provide for the regulation and control of training of apprentices in trades and for matters connected therewith. The Act extends to the whole of India. The Act makes it obligatory on the part of employers both in Public and Private Sector establishments having requisite training infrastructure as laid down in the Act, to engage apprentices in industries and establishments covered under the Act.

(e) The Beedi and Cigar Workers (Conditions of Employment) Act, 1966

The object of the Act is to regulate the conditions of work in beedi and cigar manufacturing establishments and to provide for the welfare of workers employed therein. It extends to the whole of India except the State of Jammu and Kashmir but all or any of its provisions becomes operative in any State or part of it only from such date as notified by the State Government. Under the Act, an industrial premises is defined as a place or premises including precincts thereof in which or in any part of which an industry or manufacturing process connected with the making of beedi or cigar or both is carried on with or without the aid of power.

The Main provisions of the Act relate to (i) health and welfare, (ii) hours of work and wages for overtime, (iii) employment of young persons and women, and (iv) leave and holidays. The administration of the Act rests with the State Governments.

(f) The Contract Labour (Regulation and Abolition) Act, 1970

The Contract Labour (Regulation & Abolition) Act aims at regulating employment of contract labour so as to place it at par with labour employed directly, with regard to the

working conditions and certain other benefits. Contract labour refers to the workers engaged by a contractor for the user enterprises. These workers are generally engaged in agricultural operations, plantation, construction industry, ports & docks, oil fields, factories, railways, shipping, airlines, road transport, etc. The Act applies to every establishment/ contractor in which twenty or more workmen are employed or were employed on any day of the preceding twelve months as contract labour. Every establishment and contractor, to whom the Act applies, has to register themselves or obtain a license for execution of the contract work.

The interests of contract workers are protected in terms of wages, hours of work, welfare, health and social security. The amenities to be provided to contract labour include canteen, rest rooms, first aid facilities and other basic necessities at the work place like drinking water etc. The liability to ensure payment of wages and other benefits is primarily that of the contractor, and in case of default, that of the principal employer. The Act is implemented both by the Centre and the State Governments. The Central Government has jurisdiction over establishments like railways, banks, mines etc. and the State Governments have jurisdiction over units located in that state. In the Central sphere, the Central Industrial Relations Machinery (CIRM) headed by Chief Labour Commissioner (Central) and his officers have been entrusted with the responsibility of enforcing the provisions of the Act and the rules made thereunder. Apart from the regulatory measures provided under the Act for the benefit of the contract labour, the 'appropriate government' under the Act is authorised, as the case may be, to prohibit, by notification in the official gazette, employment of contract labour in any establishment in any process, operation or other work.

(g) The Equal Remuneration Act, 1976

Consequent upon the ratification of ILO Convention No.100, the Equal Remuneration Act, 1976 was passed by the Parliament. The main object of this Act is to provide for the payment of equal remuneration to men and women workers and for the prevention of discrimination on the ground of sex, against women in the matter of employment and for matters connected therewith or incidental thereto. The Act extends to the whole of India. Under this Act, no employer shall pay to any worker, employed by him in an establishment or employment, remuneration, whether payable in cash or in kind at rates less favorable than those at which remuneration is paid by him to the workers of the opposite sex in such establishment or employment for performing the same work or work of similar nature. "Same work or work of a similar nature" has been defined as work in respect of which the skill, effort and responsibility required are the same, when performed under similar working conditions, by a man or a woman and the differences, if any, between the skill, effort and responsibility required of a man and those required of a woman are not of practical importance in relation to the terms and conditions of employment. In case, before the commencement of this Act, the remuneration for men and women were being paid differently, then the higher (in cases where there were two rates)

or the highest (in cases where there were more than two rates) of such rates would be the rate at which remuneration would be payable, on and from such commencement, to such men and women workers as may be prescribed. No discrimination is to be made while recruiting men and women workers for the same or a similar nature of work except where the employment of women in such work is prohibited or restricted by or under any law for the time being.

(h) The Bonded Labour System (Abolition) Act, 1976

The practice of bonded labour system stands abolished throughout the country with the enactment of Bonded Labour System (Abolition) Act, 1976 and made the practice of bondage cognizable offence punishable by law. Though the responsibility of implementing the Act lies with the State Government, with a view to supplementing the efforts of the State Governments a Centrally Sponsored Plan Scheme for rehabilitation of bonded labour was launched by the Ministry of Labour and Employment in May, 1978. The Scheme was drastically modified in May 2000. Under the modified scheme since May, 2000, rehabilitation assistance @ 20,000 per bonded labour was provided which was equally borne by the Central and State Governments. In the case of the North Eastern States, 100% central assistance was provided, if they expressed their inability to provide their share.

The Government has revamped the Centrally Sponsored Plan Scheme for Rehabilitation of Bonded Labourers with effect from 17th May, 2016. The revamped scheme is known as the 'Central Sector Scheme for Rehabilitation of Bonded Labourers, 2016'. The revised scheme is a Central Sector Scheme. The State Government is not required to pay any matching contribution for the purpose of cash rehabilitation assistance. Financial assistance has been increased from Rs. 20,000/- to one lakh per adult male beneficiary, Rs. 2 lakh for special category beneficiaries such as children including orphans or those rescued from organized & forced begging rings or other forms of forced child labour, and women and Rs. 3 lakh in cases of bonded or forced labour involving extreme cases of deprivation or marginalization such as trans-genders, or woman or children rescued from ostensible sexual exploitation such as brothels, massage parlours, placement agencies etc., or trafficking, or in cases of differently abled persons, or in situations where the District Magistrate deems fit.

(i) The Sales Promotion Employees' (Conditions of Services) Act, 1976

The main object of this Act is to regulate certain conditions of service of sales promotion employees in certain establishments. The Central Government is responsible for the framing of the rules concerning this Act.

The Act in the first instance applies to every establishment engaged in pharmaceutical industry. However, the Central Government, by notification, can apply the provisions of the Act to any other establishment engaged in the notified industry. The provisions of the Workmen's Compensation Act, 1923, the Industrial Disputes Act, 1947,

the Minimum Wages Act, 1948, the Maternity Benefit Act, 1961, the Payment of Bonus Act 1965 and the Payment of Gratuity Act, 1972 have been made applicable to sales promotion employees.

In addition to casual leave or other kinds of leave, as may be prescribed, every sales promotion employee will be entitled to earned leave on full wages for not less than one-eleventh of the period spent on duty and leave on medical certificate on one half of the wages for not less than one eighteenth of the period of service.

(j) The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979

The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Central Rules, 1980 came into force with effect from the 2nd October, 1980. The Act is intended to safeguard the interests of the workmen who are recruited by contractors from one State for service in an establishment situated in another State and to guard against the exploitation of such workmen by the contractors.

The Act regulates the employment of inter-state migrant workmen and also provides for their conditions of service and for matters connected therewith. It extends to the whole of India and applies to every establishment in which five or more inter-State migrant workmen (whether or not in addition to other workmen) are employed or who were employed on any day of the preceding twelve months. It also applies to every contractor who employs or who employed five or more inter-State migrant workmen on any day of the preceding twelve months.

The Act provides for registration of certain establishments, prohibition against employment of inter-State migrant workmen, registration, licensing of contractors, duties and obligations of contractors, wages and other conditions of service of such workmen, appointment of Inspection staff, etc.

(k) The Emigration Act, 1983

The Emigration Act, 1983, which came into effect from 30th December, 1983 embodies the guidelines enunciated by the Supreme Court of India in its judgement and order dated 20-03-1979 (Kanga Vs. Union of India and Others) and provides a regulatory framework in respect of emigration of Indian workers for overseas employment and seeks to safeguard their interests, and ensure their protection and welfare. Procedural safeguards have been provided under the law for protection of emigrants. The Act regulates recruitment for overseas employment and departure of the intending emigrants from India. It provides for penalties against offences.

Operational matters relating to emigration, the provision of emigration services to emigrants and the enforcement of the Emigration Act, 1983 are under the Protector

General of Emigrants (PGE). The PGE is the statutory authority under the Emigration Act and responsible for the welfare and protection of emigrant workers.

(I) The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and the Building and Other Construction Workers Welfare Cess Act, 1996

Two Acts viz., the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and the Building and Other Construction Workers Welfare Cess Act, 1996 have been brought on the Statute Book w.e.f. 20.8.1996. These legislations provide for regulating the employment and conditions of service, safety and health and welfare measures for the construction workers through State Welfare Boards constituted at the State level. Welfare measures are financed by levy of cess on all construction works at rates between 1 to 2% of the construction cost incurred by an employer (the Government has notified the cess @ 1%). The funds so collected are to be used for providing financial assistance to the families of registered workers in case of accident, old age pension, housing loans, payment of insurance premia, children's education, medical and maternity benefits, etc.

CHAPTER 10

AGRICULTURAL/RURAL LABOUR

Agricultural labour, which constitutes a major part of the rural labour in the country, is the most disadvantageous section of the society as they are very less benefited from the social-economic development witnessed after independence. They are unorganised and hence deprived of the benefits of most of the labour enactments.

SOCIO-ECONOMIC WELFARE OF RURAL LABOUR

India has been a welfare state since its Independence, with the primary objective of all governmental endeavors being the welfare of its citizens. As about two-thirds of the country's population lives in villages, the main objective of these endeavors has been to alleviate poverty. The Ministry of Rural Development (MoRD) has been mandated to undertake interventions for integrated and sustainable rural development. With a focus on skilling rural youth, increasing livelihood opportunities, empowering rural women, providing social safety nets, and infrastructure development, MoRD plays a vital role in the welfare and development of rural citizens. MoRD's primary objective is the sustainable and resilient development of rural areas by adopting multi-pronged strategies to address rural poverty and improve the economic well-being of the people.

The following major programs are being operated by the Ministry of Rural Development in rural areas:

1. Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS)
2. Deendayal Antyodaya Yojana – National Rural Livelihoods Mission (DAY-NRLM)
3. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)
4. Pradhan Mantri Gram Sadak Yojana (PMGSY)
5. Pradhan Mantri Awaas Yojana – Gramin (PMAY-G)
6. National Social Assistance Programme (NSAP)
7. Saansad Adarsh Gram Yojana (SAGY)

These programs/schemes aim to:

- Provide livelihood opportunities to those in need, including women and other vulnerable sections, with a focus on Below Poverty Line (BPL) households.
- Enhance the livelihood security of households in rural areas by providing at least 100 days of guaranteed wage employment in every financial year to every household that demands it.
- Provide all-weather rural connectivity to unconnected rural habitations and upgrade existing roads to provide market access.
- Provide basic housing and homesteads to all households in rural areas.

- Provide social assistance to the elderly, widows, and disabled persons.
- Provide urban amenities in rural areas to improve the quality of rural life.
- Develop the capacity and training of rural development functionaries.
- Promote the involvement of voluntary agencies and individuals in rural development.

Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS): This scheme enhances the livelihood security of rural households by providing at least one hundred days of guaranteed wage employment in a financial year to every household whose adult members volunteer to do unskilled manual work. The scheme covers the entire country except for districts with a hundred percent urban population. In the financial year 2022-23, 6.18 crore households were provided employment, generating 272.13 crore person-days of employment. Women accounted for an average of 57.47% of the total person-days generated in Mahatma Gandhi REGA, while SC and ST households contributed 19.55% and 18.02%, respectively.

Deendayal Antyodaya Yojana - National Rural Livelihoods Mission (DAY-NRLM): This flagship poverty alleviation program, implemented by the Ministry of Rural Development, aims to reduce poverty by enabling poor households to access gainful self-employment and skilled wage employment opportunities, resulting in sustainable and diversified livelihood options for the poor. This is one of the world's largest initiatives to improve the livelihoods of the poor. The Mission seeks to achieve its objective through investing in four core components: (a) social mobilization and promotion and strengthening of self-managed and financially sustainable community institutions of rural poor women; (b) financial inclusion; © sustainable livelihoods; and (d) social inclusion, social development, and access to entitlements. The Mission seeks to reach out to around 10 Crore rural poor households in a phased manner by 2022-23 and impact their livelihoods significantly.

Deen Dayal Upadhyaya Grameen Kaushal Yojana (DDU-GKY): With an ambitious agenda to benchmark wage placement-linked programs to global standards, the Ministry of Rural Development (MoRD) revamped the placement-linked skill training program under the National Rural Livelihood Mission as Deendayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) on 25th September 2014. DDU-GKY is a critical component of the National Skill Development Policy, with a unique focus on rural poor youth. It is now a demand-driven, placement-linked skilling initiative of the Government of India. It seeks to enable poor rural youth to benefit from international opportunities arising due to a global deficit in the working population, thereby making rural India the preferred skilled resource pool for the world. DDU-GKY is critical to the national skill agenda and to the 430 million (Census 2011) young people in the country in the age group of 15-35 years, close to 70% of whom live in rural areas. DDU-GKY has great potential to transform the nation's

demographic surplus into the much-needed “demographic dividend” by building the productive capabilities of rural youth.

Pradhan Mantri Gram Sadak Yojana (PMGSY): Launched on 25th December 2000, this scheme aims to provide connectivity through all-weather roads to eligible unconnected habitations as per the core network, with a population of 500+ persons in plain areas. For special category States/UTs (i.e., Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim, Tripura, Himachal Pradesh, Jammu & Kashmir, Ladakh, and Uttarakhand), Desert Areas (as identified in the Desert Development Programme), Tribal (Schedule-V) areas, and Selected Tribal and Backward Districts (as identified by the Ministry of Home Affairs and Planning Commission), the objective is to connect eligible unconnected habitations with a population of 250+ persons (Census 2001). Out of 1,78,184 eligible habitations of 250+ and 500+ population size identified for coverage under PMGSY-I, 16,086 habitations have been provided connectivity by the States out of their own resources, and 4,815 habitations have either been dropped or found infeasible. Out of 1,57,283 habitations sanctioned for providing connectivity under PMGSY, 1,56,374 habitations have been covered till 31st December 2022. Thus, as of 31st December 2022, 909 habitations remain to be saturated under the new connectivity component of PMGSY-I. Under the 100-249 population category (LWE areas) under PMGSY-I, 6,254 habitations have been sanctioned for providing all-weather road connectivity, out of which 5,978 habitations have been saturated till 31st December 2022. A total of 50,000 km of road length has been targeted for upgradation under PMGSY-II. A total of 49,873 km of road length has been sanctioned under PMGSY-II, out of which 48,338 km of road length has been completed as of 31st December 2022. The Government of India has targeted the construction of 1.25 lakh km of road length across the country under PMGSY-III. A total of 94,167 km of road length has been sanctioned to 21 States, out of which 47,475 km of road length has been completed till 31st December 2022.

Pradhan Mantri Awas Yojana–Gramin (PMAY-G): The former rural housing scheme, Indira Awas Yojana (IAY), was restructured into Pradhan Mantri Awas Yojana – Gramin (PMAY-G) to fulfill the Government’s commitment to provide “Housing for All” by 2024 and to address the gaps in previous housing schemes. The restructured scheme came into effect on April 1, 2016. PMAY-G aims to provide a pucca house with basic amenities to all houseless families and those living in kutcha or dilapidated houses in rural areas. Under PMAY-G, assistance of ₹1,20,000 in plains and ₹1,30,000 in hilly states, difficult areas, and IAP districts is provided for house construction. This assistance includes ₹12,000 for constructing a toilet under the Swachh Bharat Mission. One of the main objectives of PMAY-G is to construct durable and disaster-resilient houses. Accordingly, special emphasis has been placed on Rural Mason Training and certification. As of January 2, 2022, a total of 217,972 candidates have been enrolled for mason training, out of which 185,190 have been assessed and 136,633 have been certified under the Rural Mason Training (RMT) program.

National Social Assistance Programme (NSAP): The Directive Principles of State Policy of the Constitution of India enjoin the State to undertake various welfare measures, targeting the poor and destitute in particular. Article 41 of the Constitution directs the State to provide public assistance to its citizens in cases of unemployment, old age, sickness, and disablement, as well as in other cases of undeserved want, within the limits of the State's economic capacity and development. Social security, invalid, and old age pensions are listed as Items 23 and 24 of the 7th Schedule of the Constitution of India in the Concurrent List. In compliance with these guiding principles, the Government of India introduced the National Social Assistance Programme (NSAP) on Independence Day, 1995, as a fully Centrally Sponsored Scheme targeting the destitute. The destitute are defined as persons who have little or no regular means of subsistence from their own income or through financial support from family members or other sources, to be identified by the States and UTs. The objective of NSAP is to provide a basic level of financial support.

Saansad Adarsh Gram Yojana (SAGY): The Hon'ble Prime Minister launched the Saansad Adarsh Gram Yojana (SAGY) on October 11, 2014. This initiative aims at the holistic development of selected Gram Panchayats (GPs) through the convergence of various programs under the overall guidance of Hon'ble Members of Parliament. The Yojana focuses on improving access to public services and fostering community action for social and economic development, so these villages become role models for neighboring Gram Panchayats.

Under the SAGY framework, the development of Gram Panchayats is envisioned through the convergence of existing schemes of the Government of India, state schemes, partnerships with private, voluntary, and cooperative (PVC) sectors, Gram Panchayats' own revenue, resources mobilized in kind and labor, and corporate social responsibility (CSR) funds, without any specific funding provision under the scheme. The GPs adopted under SAGY prepare Village Development Plans (VDPs) through a participatory process under the guidance of Hon'ble Members of Parliament. The VDPs include prioritized, time-bound activities to achieve holistic progress in the village.

Based on the principles of convergence and saturation within a specified timeline, the Yojana aims to empower villagers to make choices and provide them with opportunities to exercise those choices. Furthermore, recognizing that development goes beyond infrastructure, the Yojana aims to generate a high-value chain through value change.

CHAPTER 11

INDIA AND THE INTERNATIONAL LABOUR ORGANISATION

The International Labour Organisation (ILO) was established in 1919 as part of the Treaty of Versailles, which ended World War I. It was founded on the belief that universal and lasting peace can only be achieved if it is based on social justice.

The ILO's Constitution was drafted between January and April 1919 by the Labour Commission, which was set up by the Peace Conference. The Commission first met in Paris and then in Versailles. This process resulted in the creation of a unique Tripartite Organization, bringing together representatives of governments, employers, and workers in its executive bodies.

The driving forces behind the ILO's creation were security, humanitarian, political, and economic considerations. The ILO Constitution's Preamble summarizes these motivations, stating that the High Contracting Parties were "moved by sentiments of justice and humanity as well as by the desire to secure the permanent peace of the world."

There was a strong appreciation of the importance of social justice in securing peace, especially against the backdrop of worker exploitation in the industrializing nations of that time. There was also a growing understanding of the world's economic interdependence and the need for cooperation to achieve similar working conditions in countries competing for markets. Reflecting these ideas, the Preamble states:

- Whereas universal and lasting peace can be established only if it is based upon social justice;
- And whereas conditions of labour exist involving such injustice, hardship, and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperiled; and an improvement of those conditions is urgently required;
- Whereas also the failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries:

The areas of improvement listed in the Preamble remain relevant today, for example:

- Regulation of the hours of work, including the establishment of a maximum working day and week;
- Regulation of labour supply, prevention of unemployment, and provision of an adequate living wage;
- Protection of workers against sickness, disease, and injury arising out of employment;
- Protection of children, young persons, and women;

- Provision for old age and injury, protection of the interests of workers when employed in countries other than their own;
- Recognition of the principle of equal remuneration for work of equal value;
- Recognition of the principle of freedom of association;
- Organization of vocational and technical education, and other measures.

Membership, Conventions & Recommendations

At present, ILO has 187 member states. The ILO has so far, adopted a total of 190 Conventions, 6 Protocols and 206 Recommendations (Appendix-2) out of which India has ratified 47 conventions and one protocol of the ILO.

Working of ILO:

The ILO accomplishes its work through three main bodies, all of which comprise government, employer, and worker representatives.

International Labour Conference (ILC):

The member States of the ILO meet at the International Labour Conference in June each year in Geneva. Each Member State is represented by two government delegates, an employer delegate, and a worker delegate. Technical advisors assist the delegations, which are usually headed by Cabinet Ministers who speak on behalf of their governments.

Employer and worker delegates can freely express themselves and vote according to instructions received from their organizations. They sometimes vote against each other or even against their government representatives. The Conference establishes and adopts International Labour Standards and serves as a forum for discussing key social and labour issues. It also adopts the Organization's budget and elects the Governing Body.

The Governing Body:

The Governing Body is the executive body of the ILO and meets three times a year, in March, June, and November, in Geneva. It takes decisions on ILO policy and establishes the program and budget, which it then submits to the Conference for adoption. It also elects the Director-General.

The ILO Governing Body is composed of 56 titular members (28 Governments, 14 Employers, and 14 Workers) and 66 Deputy Members (28 Governments, 19 Employers, and 19 Workers). Ten of the titular government seats are permanently held by States of Chief Industrial Importance (Brazil, China, France, Germany, India, Italy, Japan, the Russian Federation, the United Kingdom, and the United States). The other Government members are elected by the Conference every three years (the last elections were held in June 2014). The employer and worker members are elected in their individual capacity.

The International Labour Office:

The International Labour Office is the permanent secretariat of the International Labour Organization. It is the focal point for the ILO's overall activities, which it prepares under the scrutiny of the Governing Body and under the leadership of a Director-General.

The office employs around 2,700 officials from over 150 nations at its headquarters in Geneva and in approximately 40 field offices around the world. Among these officials, 900

work in technical cooperation programs and projects. The office also contains a research and documentation center.

INDIA AND INTERNATIONAL LABOUR ORGANISATION (ILO)

India and the International Labour Organisation (ILO)

India is one of the founding members of the International Labour Organisation (ILO), established in 1919, and has been a permanent member of the ILO Governing Body since 1922.

Finance and India's Assistance to the ILO

The ILO is primarily financed by contributions from its member states. The total budget of the ILO is SF 383,742,090. The ILO follows the calendar year for budget purposes, and annual contributions are paid by the governments of member states according to a scale fixed by the International Labour Conference, in line with the UN scale of assessment. For the year 2023, India's contribution was SF 3,694,392. India has consistently made timely payments of its annual contributions to the ILO.

ILO's Centenary (1919-2019) Celebration

India and the ILO share an enduring and vibrant relationship marked by close and dynamic cooperation over the years. The Ministry of Labour and Employment, in collaboration with the ILO, celebrated the ILO's Centenary (1919-2019) and 100 years of partnership between India and the ILO on January 22, 2020. The event was chaired by Shri Santosh Kumar Gangwar, Hon'ble Minister of State (Independent Charge) for Labour and Employment, and attended by Mr. Moussa Oumarou, Deputy Director General of the ILO, Geneva.

On this occasion, the Ministry released a book titled "100 Years of India's Partnership with the ILO," which compiles copies of ILO instruments ratified by India over the course of their 100-year relationship. Another book, "India and the ILO: The Chronicles of a Shared Journey 1919 – 2019," was also released by the ILO at this event. Additionally, an ILO postage stamp was unveiled by Shri Santosh Kumar Gangwar. India has significantly contributed to the achievement of the ILO's objectives, thought processes, deliberations, and style of functioning.

Latest Ratifications by India

India has ratified 47 Conventions and one protocol, including six core or fundamental Conventions: the Forced Labour Convention (C-29), Equal Remuneration Convention (C-100), Abolition of Forced Labour Convention (C-105), Discrimination (Employment & Occupation) Convention (C-111), Minimum Wage Convention (C-138), and Worst Forms of Child Labour Convention (C-182). Additionally, India has ratified three priority/governance conventions: the Labour Inspection Convention (No. 81), Employment and Social Policy Convention (No. 122), and Tripartite Consultations (International Labour Standards) Convention.

The 344th Session of the Governing Body of the ILO

The 344th Session of the Governing Body of the International Labour Organisation (ILO) was held virtually from March 14 to March 25, 2022. A delegation from the Ministry of Labour and Employment, headed by Secretary (Labour and Employment), attended the meeting.

The 345th Session of the Governing Body

The 345th Session of the Governing Body of the ILO was held on June 13, 2022, in Geneva, Switzerland. A delegation led by Secretary (Labour and Employment) attended the meeting.

The 346th Session of the Governing Body

The 346th Session of the Governing Body of the ILO was held from October 31 to November 10, 2022, in Geneva, Switzerland. A delegation led by Secretary (Labour and Employment), attended the session.

The 110th Session of the International Labour Conference (ILC) of the ILO

The 110th Session of the International Labour Conference of the ILO was held in Geneva, Switzerland, from May 29 to June 11, 2022. A delegation led by Shri Bhupender Yadav, Hon'ble Minister of Labour and Employment, attended the conference along with other officials and representatives from Workers' Groups and Employers' Groups.

Non-Aligned Movement (NAM) Labour Ministers Meeting on the Sidelines of the 110th ILC of the ILO

Shri Rameswar Teli, Hon'ble Minister of State for Labour and Employment, addressed the virtual Non-Aligned Movement (NAM) Labour Ministers meeting held on May 30, 2022, on the sidelines of the 110th ILC of the ILO.

CONCLUSION

India has always maintained a positive approach towards International Labour Standards. The basic principles set out in these standards are largely reflected in our national laws and regulations, particularly in the free exercise and protection of the rights of our workforce. To date, we have ratified forty-seven Conventions and one Protocol of the ILO, as detailed in Box 11.1.

BOX 11.1
LIST OF CONVENTIONS AND PROTOCOL RATIFIED BY INDIA

S. No.	No. and Title of Convention	Date of ratification
1.	C001 - Hours of Work (Industry) Convention, 1919	14 Jul 1921
2.*	C002 - Unemployment Convention, 1919	14 Jul 1921
3.	C004 - Night Work (Women) Convention, 1919	14 Jul 1921
4.	C005 - Minimum Age (Industry) Convention, 1919	09 Sep 1955
5.	C006 - Night Work of Young Persons (Industry) Convention, 1919	14 Jul 1921
6.	C011 - Right of Association (Agriculture) Convention, 1921	11 May 1923
7.	C014 - Weekly Rest (Industry) Convention, 1921	11 May 1923
8.	C015 - Minimum Age (Trimmers and Stokers) Convention, 1921	20 Nov 1922
9.	C016 - Medical Examination of Young Persons (Sea) Convention, 1921	20 Nov 1922
10.	C018 - Workmen's Compensation (Occupational Diseases) Convention, 1925	30 Sep 1927
11.	C019 - Equality of Treatment (Accident Compensation) Convention, 1925	30 Sep 1927
12.	C021 - Inspection of Emigrants Convention, 1926	14 Jan 1928
13.	C022 - Seamen's Articles of Agreement Convention, 1926	31 Oct 1932
14.	C026 - Minimum Wage-Fixing Machinery Convention, 1928	10 Jan 1955
15.	C027 - Marking of Weight (Packages Transported by Vessels) Convention, 1929	07 Sep 1931
16.	C029 - Forced Labour Convention, 1930	30 Nov 1954
17.	C032 - Protection against Accidents (Dockers) Convention (Revised), 1932	10 Feb 1947
18.@	C041 - Night Work (Women) Convention (Revised), 1934	22 Nov 1935
19.	C042 - Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934	13 Jan 1964
20.	C045 - Underground Work (Women) Convention, 1935	25 Mar 1938
21.	C080 - Final Articles Revision Convention, 1946	17 Nov 1947
22.	C081 - Labour Inspection Convention, 1947	07 Apr 1949
23.	C088 - Employment Service Convention, 1948	24 Jun 1959
24.	C089 - Night Work (Women) Convention (Revised), 1948	27 Feb 1950
25.	C090 - Night Work of Young Persons (Industry) Convention (Revised), 1948	27 Feb 1950
26.	C100 - Equal Remuneration Convention, 1951	25 Sep 1958
27.	C105 - Abolition of Forced Labour Convention, 1957	18 May 2000
28.	C107 - Indigenous and Tribal Populations Convention, 1957	29 Sep 1958
29.**	C108 - Seafarers' Identity Documents Convention, 1958	17 Jan 2005
30.	C111 - Discrimination (Employment and Occupation) Convention, 1958	03 Jun 1960
31.	C115 - Radiation Protection Convention, 1960	17 Nov 1975
32.	C116 - Final Articles Revision Convention, 1961	21 Jun 1962
33.	C118 - Equality of Treatment (Social Security) Convention, 1962	19 Aug 1964
34.	C122 - Employment Policy Convention, 1964	17 Nov 1998
35.	C123 - Minimum Age (Underground Work) Convention, 1965	20 Mar 1975
36.	C127 - Maximum Weight Convention, 1967	26 Mar 2010
37.	C136 - Benzene Convention, 1971	11 Jun 1991
38.	C138 - Minimum Age Convention, 1973 (Minimum age specified: 14 years)	13 Jun 2017
39.	C141 - Rural Workers' Organisations Convention, 1975	18 Aug 1977
40.	C142 - Human Resources Development Convention, 1975	25 Mar 2009
41.	C144 - Tripartite Consultation (International Labour Standards) Convention, 1976	27 Feb 1978
42.#	C147 - Merchant Shipping (Minimum Standards) Convention, 1976	26 Sep 1996
43.	C160 - Labour Statistics Convention, 1985	01 Apr 1992
44.	C174 - Prevention of Major Industrial Accidents Convention, 1993	06 Jun 2008
45.	C182 - Worst Forms of Child Labour Convention, 1999	13 Jun 2017
46.	C185 - Seafarers' Identity Documents Convention (Revised), 2003	09 Oct 2015
47.	MLC, 2006 – Maritime Labour Convention, 2006	09 Oct 2015
Protocol 1 : P89 - Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948		

* Denounced on 16 April 1938, the Convention requires internal furnishing of statistics concerning unemployment every three months which is considered not practicable.

@ Convention denounced on 27 Feb 1951 as a result of ratification of Convention No.C089.

** Automatic denunciation on 09 April 2016 by Convention C185.

Automatic denunciation on 08 October, 2016, by Convention MLC, 2006.

Automatic denunciation on 08 October, 2016, by Convention MLC, 2006.

CHAPTER 12

LABOUR BUREAU PUBLICATIONS

Apart from its few regular publications, the Labour Bureau brings out a number of publications based on statistical research work, studies and surveys, which are of great relevance to the policy makers, Govt./Non-Governmental agencies and researchers.

A brief account of the various publications of the Labour Bureau is presented in this chapter.

LABOUR BUREAU PUBLICATIONS AND THEIR CONTENTS

Sl. No.	Title	Latest edition available	Periodicity	Contents
1	2	3	4	5
A				
REGULAR PUBLICATIONS				
1	Indian Labour Year Book	2020-21	Annual	Provides in a compact volume a general description of various topics in the field of labour such as employment and training, wages, levels of living and consumer price index numbers, industrial relations, welfare, housing, health, labour legislation, labour administration, etc. and relevant supporting statistics.
2	Indian Labour Statistics (bilingual)	2020	Annual	A bilingual publication containing serial statistics relating to labour. It presents data on employment in Factories, Mines, Plantation, Railways, Employment Service and Training, Wages and Earnings, Price Indices, Trade Unions, Industrial Injuries, Absenteeism and Labour Turnover, Social Security, Industrial Disputes and International statistics pertaining to Labour.
3	Pocket Book of Labour Statistics (bilingual)	2020	Annual	Present a summary of principal labour statistics in the country.
4	Statistics of Factories	2020	Annual	Contains comprehensive statistical information on factories registered under the Factories Act, 1948. Important statistics presented in this publication related to the number of registered factories and employment by states, industries, age and sex, by specified normal weekly hours of work, injuries by states, industries, age, sex and causes, mandays lost due to injuries, welfare facilities, inspection of factories, inspectorate staff, convictions, etc.
5	Industrial Disputes, Closures, Retrenchments and Lay-offs in India	2018	Annual	Contains statistics of industrial disputes resulting in work-stoppages, viz., strikes, lockouts, gheraos, etc. by various combinations such as sector, sphere, cause etc. and also industry-wise and state-wise statistics on closure, retrenchment and lay-off.

Sl. No.	Title	Latest edition available	Periodicity	Contents
1	2	3	4	5
6	Review on the Working of the Industrial Employment (Standing Orders) Act, 1946 £	2019	Annual	Contains statistical information on progress of certification of standing orders by spheres, modification of standing orders and disposal of appeals.
7	Review on the Working of the Workmen's Compensation Act, 1923 £	2018	Annual	Contains information in respect of number of compensated accidents and amount of compensation paid, number of cases of accidents coming up before the Workmen's Compensation Commissioners involving adult workers in respect of whom compensation was awarded or disbursed, number of cases handled by the Commissioners for Workmen's Compensation, deposits and disbursements under Section 8 of the Workmen's Compensation Act, 1923 and disposal of appeals.
8	Review on the Working of the Maternity Benefit Act, 1961£	2020	Annual	The statistics presented in this publication relate to the number of women workers claiming maternity benefits and amount paid as maternity benefits in the factories, plantations and mines.
9	Review on the Working of the Legislation Governing Conditions of Employment in Shops, Commercial Establishments, Cinemas, Theaters, Hotels and Restaurants £	2020	Annual	Contains statistical information relating to the number of shops, commercial establishments, cinemas, theaters, hotels restaurants, etc., and total number of persons employed therein, ownership of shops and employment therein, inspections made, prosecutions launched, cases disposed off by courts and amount of fines realised.
10	Review on the Working of the Plantations Labour Act, 1951£	2019	Annual	Contains information on number of plantation estates, annual average daily employment by age and sex, normal weekly hours, leave with wages, welfare facilities like canteens, crèches, drinking water, etc. Maternity benefits and Sickness benefits in respect of plantations submitting returns.
11	Review on the Working of the Motor Transport Workers' Act, 1961£	2018	Annual	Contains statistical information relating to number of registered motor transport undertakings and employment therein, normal daily hours of work, rest intervals, the facilities of canteens and rest rooms including medical facilities provided, inspections made, prosecutions launched, convictions obtained and amount of fines realised.
12	Report on the Working of the Payment of Wages Act, 1936	2019	Annual	The report contains information like Mandays worked, Average Daily Employment, Gross Wage Bill, Per Capita Daily Earnings and Per Capita Annual Earnings etc.

Sl. No.	Title	Latest edition available	Periodicity	Contents
1	2	3	4	5
13	Report on the Working of the Minimum Wages Act, 1948	2019	Annual	Presents information on employments covered under the Minimum Wages Act, 1948, fixation and revision of minimum rates of wages, principles evolved in fixation of minimum wages. Committees, enforcement and implementation of the Act.
14	Labour Statistics under the Annual Survey of Industries	2019-20	Annual	Labour statistics are collected alongwith the annual survey of industries being conducted under the collection of statistics Act, 1953. These reports present serial and comparable data on important labour aspects, viz., absenteeism, labour turnover, earnings, labour cost, salaries & wages and bonus paid, etc.
B OTHER PUBLICATIONS				
15	Wage Rates in Rural India	2021-22 (Agricultural year)	Annual	Contains monthly wage rate statistics relating to 25 agricultural and non-agricultural occupations in the country.
16	Consumer Price Index Numbers for Agricultural and Rural Labourers (1986-87=100)	2021-22	Annual	Contains detailed information on Consumer Price Index Numbers for Agricultural/Rural Labourers.
17	Consumer Price Index Numbers for Industrial Workers (2001=100 & 2016=100)	2021	Annual	Contains group-wise and sub-group wise indices for 88 centres with linking factors.
18	Trade Unions in India	2020	Annual	Presents data relating to number, membership and finances of trade unions registered under the Trade Union Act, 1926.
19	Rural Labour Enquiry-Reports	2009-10	Quinquennial	Contains data relating to structure of rural/agricultural labour households, their wages and earnings, indebtedness, consumption pattern, employment and general characteristics.
20	Family Living Survey of Industrial Workers: Reports for different Centres	1999-2000	Ad-hoc	Family living surveys aim at collecting data on consumption expenditure, levels of living covering aspects such as demographic particulars, sickness and medical treatments, education, conditions of work, social security, employment, housing conditions, indebtedness etc. Family income and expenditure surveys were conducted at 78 industrial centres in the country during 1999-2000. Based on the results thrown up by these surveys, the weighting diagrams for building up the Labour Bureau's Series of Working Class Consumer Price Index Numbers on base: 2001=100 which replaced the earlier series of 1982=100 base, w.e.f, January, 2006 was up-dated. Reports pertaining to the period 1999-2000 were released in the year 2008.

Sl. No.	Title	Latest edition available	Periodicity	Contents
1	2	3	4	5
21	Occupational Wage Survey Reports	7 th Round	Ad-hoc	Present occupation-wise information on employment, minimum and maximum wage rates, earnings by components, dearness allowance, overtime allowance etc. The break-up of figures relating to these items by age and sex and system of payment, wherever possible, has also been given in the reports.
22	Socio-economic Conditions of Women Workers in Match Industry	2014-15	Ad-hoc	Presents a broad picture of the characteristics of women's employment, their working and service conditions, wages and earnings, welfare facilities, living conditions, etc.
23	Statistical Profile on Women Labour	2014-15	Ad-hoc	Contains up-to-date statistics on important aspects of women workers, population, employment, employment service and training, wages and earnings, trade unions, industrial injuries, social security, crèches, etc.
24	Contract Labour Surveys: Reports on Various Industries	2016-17 (Air Transportation Sector)	Ad-hoc	Labour Bureau has been conducting Contract Labour Surveys to ascertain the extent, the nature and working conditions of contract labour employed in different industries. The reports contains data on employment, jobs on which contract labour is employed, systems of recruitment, advances, wages and earnings, working conditions, leave and holidays with pay, welfare and other facilities, housing, social security, industrial relations, etc.
25	Consumer Price Index Numbers-India (Reference Book)	1989	Ad-hoc	The Concept of Consumer Price Index Numbers, coverage, consumption, consistency, recommendations /criticisms, etc. have been discussed.
26	Evaluation Studies on the Implementation of the Minimum Wages Act, 1948 in Certain Employments	2015 (Beedi Making Industry in Madhya Pradesh)	Ad-hoc	Contains a detailed account of the classifications of industry, characteristics of the work force, wages and earnings, enforcement of the Minimum Wages Act, 1948, responsibilities of the enforcement machinery as well as the difficulties faced in the implementation of the provisions of the Act.
C MISCELLANEOUS				
27	Wage Fixation in Industry and Agriculture in India	1993	Ad-hoc	Present an objective view on regulation of wages, principles of wage fixation and machinery of wage fixation in India. It also includes latest developments in wage fixation.
28	Tenth Digest of Indian Labour Research (2008-2011)	2008-2011	Ad-hoc	Contains labour research, details of surveys and studies done in India in the field of labour by Research Scholars/Institutions.
29	Report on Working and Living Conditions of Scheduled Castes Workers in Selected Occupations at Selected Centres	2005	Ad-hoc	The Surveys study the working and living conditions of scheduled caste workers in occupations likes sweeping and scavenging, tanning and flaying, bone crushing and shoe making in selected centres.

Sl. No.	Title	Latest edition available	Periodicity	Contents
1	2	3	4	5
30	Report on the Socio-Economic Conditions of Scheduled Tribes Workers in KBK belt - Orissa	2008-09	Ad-hoc	Contains information relating to employment, training, earnings, working conditions, social security, industrial relations, income and consumption, indebtedness, housing conditions, social customs and faiths, etc., of Scheduled Tribes Labour.
31	Labour Bureau's Master Reference Book on Labour Statistics	1989	Ad-hoc	Presents all important data and information on different facets of labour in a comprehensive and consolidated form.
32	Report on the Survey on Socio-Economic Conditions of Licensed Railway Porters at Five Selected Centres.	2004	Ad-hoc	The report contains data on demographic particulars, earnings, expenditure, assets, consumption habits, indebtedness, health, availability of welfare facilities and industrial relations etc. in respect of Licensed Railway Porters working at the five selected centres.
33	Report on Child Labour in Indian Industries	1981	Ad-hoc	Contains findings of a quick survey undertaken into the problems of Child Labour
34	Reports on Employment & Unemployment Survey	2015-16	Ad-hoc	Provides an assessment of employment-unemployment situation experienced by the economy over the years, range of demographic particulars of the population and various labour force estimates at state and overall level. Various parameters of employment by types of enterprise and working conditions of labour force based on the survey results.
35	Quarterly Reports on Employment Scenario in selected sectors	2021 (3 rd Round)	Ad-hoc	Contains findings of quarterly surveys undertaken to assess employment situation in respect of selected sectors of Non-farm Industrial economy of India over successive quarters.

£ With effect from the review for the year 2000, they are now being published in the Indian Labour Journal.

APPENDICES

APPENDIX 1 LIST OF IMPORTANT LABOUR ACTS

Under the Constitution of India, Labour is a subject in the concurrent list where both the Central and State Governments are competent to enact legislations. The Labour related legislations can be categorized as follows:

- 1) Labour laws enacted by the Central Government, where the Central Government has the sole responsibility for enforcement.
- 2) Labour laws enacted by Central Government and enforced both by Central and State Governments.
- 3) Labour laws enacted by Central Government and enforced by the State Governments.
- 4) Labour laws enacted and enforced by the various State Governments which apply to respective States.

(a) Labour laws enacted by the Central Government, where the Central Government has the sole responsibility for enforcement

1. The Employees' State Insurance Act, 1948
2. The Employees' Provident Fund and Miscellaneous Provisions Act, 1952
3. The Dock Workers (Safety, Health and Welfare) Act, 1986
4. The Mines Act, 1952
5. The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare (Cess) Act, 1976
6. The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labor Welfare Fund Act, 1976
7. The Mica Mines Labour Welfare Fund Act, 1946
8. The Beedi Workers Welfare Cess Act, 1976
9. The Limestone and Dolomite Mines Labour Welfare Fund Act, 1972
10. The Cine Workers Welfare (Cess) Act, 1981
11. The Beedi Workers Welfare Fund Act, 1976
12. The Cine Workers Welfare Fund Act, 1981

(b) Labour laws enacted by Central Government and enforced both by Central and State Governments

13. The Child Labour (Prohibition and Regulation) Act, 1986
14. The Building and Other Constructions Workers' (Regulation of Employment and Conditions of Service) Act, 1996
15. The Contract Labour (Regulation and Abolition) Act, 1970
16. The Equal Remuneration Act, 1976
17. The Industrial Disputes Act, 1947
18. The Industrial Employment (Standing Orders) Act, 1946
19. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
20. The Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988
21. The Maternity Benefit Act, 1961
22. The Minimum Wages Act, 1948

23. The Payment of Bonus Act, 1965
24. The Payment of Gratuity Act, 1972
25. The Payment of Wages Act, 1936
26. The Cine Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981
27. The Building and Other Construction Workers Cess Act, 1996
28. Unorganized Workers Social Security Act, 2008
29. Working Journalists (Fixation of Rates of Wages) Act, 1958

(c) Labour laws enacted by Central Government and enforced by the State Governments

30. The Employers' Liability Act, 1938 (Repealed)
31. The Factories Act, 1948
32. The Motor Transport Workers Act, 1961
33. The Personal Injuries (Compensation Insurance) Act, 1963 (Repealed)
34. The Personal Injuries (Emergency Provisions) Act, 1962 (Repealed)
35. The Plantation Labour Act, 1951
36. The Sales Promotion Employees (Conditions of Service) Act, 1976
37. The Trade Unions Act, 1926
38. The Weekly Holidays Act, 1942 (Under Repeal)
39. The Working Journalists and Other Newspapers Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955
40. The Workmen's Compensation Act, 1923 (now renamed as the Employee's Compensation Act, 1923)
41. The Employment Exchange (Compulsory Notification of Vacancies) Act, 1959
42. The Children (Pledging of Labour) Act 1938 (Repealed)
43. The Bonded Labour System (Abolition) Act, 1976
44. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966

Also, we may classify labour laws under the following heads:

I. Laws related to Industrial Relations such as:

1. Trade Unions Act, 1926
2. Industrial Employment Standing Order Act, 1946
3. Industrial Disputes Act, 1947

II. Laws related to Wages such as:

4. Payment of Wages Act, 1936
5. Minimum Wages Act, 1948
6. Payment of Bonus Act, 1965
7. Working Journalists (Fixation of Rates of Wages) Act, 1958

III. Laws related to Working Hours, Conditions of Service and Employment such as:

8. Factories Act, 1948
9. Plantation Labour Act, 1951
10. Mines Act, 1952
11. Working Journalists and other Newspaper Employees' (Conditions of Service and Misc. Provisions) Act, 1955
12. Motor Transport Workers Act, 1961

13. Beedi & Cigar Workers (Conditions of Employment) Act, 1966
14. Contract Labour (Regulation & Abolition) Act, 1970
15. Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
16. Dock Workers (Safety, Health & Welfare) Act, 1986
17. Building & Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996
18. Building and Other Construction Workers Welfare Cess Act, 1996
19. Cine-Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981
20. The Weekly Holidays Act, 1942 (Under Repeal)
21. The Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988
22. The Sales Promotion Employees (Conditions of Service) Act, 1976
23. The Employment Exchange (Compulsory Notification of Vacancies) Act, 1959

IV. Laws related to Equality and Empowerment of Women such as:

24. Maternity Benefit Act, 1961
25. Equal Remuneration Act, 1976

V. Laws related to Deprived and Disadvantaged Sections of the Society such as:

26. Bonded Labour System (Abolition) Act, 1976
27. Child Labour (Prohibition & Regulation) Act, 1986
28. Children (Pledging of Labour) Act, 1933 (Repealed)

VI. Laws related to Social Security such as:

29. Workmen's Compensation Act, 1923 (now renamed as the Employee's Compensation Act, 1923)
30. Employees' State Insurance Act, 1948
31. Employees' Provident Fund & Miscellaneous Provisions Act, 1952
32. Payment of Gratuity Act, 1972
33. Employers' Liability Act, 1938 (Repealed)
34. Beedi Workers Welfare Cess Act, 1976
35. Beedi Workers Welfare Fund Act, 1976
36. Cine workers Welfare Cess Act, 1981
37. Cine Workers Welfare Fund Act, 1981
38. Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Cess Act, 1976
39. Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Fund Act, 1976
40. Limestone and Dolomite Mines Labour Welfare Fund Act, 1972
41. Mica Mines Labour Welfare Fund Act, 1946
42. Personal Injuries (Compensation Insurance) Act, 1963 (Repealed)
43. Personal Injuries (Emergency Provisions) Act, 1962 (Repealed)
44. Unorganised Workers' Social Security Act, 2008

APPENDIX 2

LIST OF CONVENTIONS, PROTOCOLS AND RECOMMENDATIONS ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE 1919-2019

CONVENTIONS

1. Hours of Work (Industry) Convention, 1919
2. Unemployment Convention, 1919
3. Maternity Protection Convention, 1919
4. Night Work (Women) Convention, 1919
5. Minimum Age (Industry) Convention, 1919
6. Night Work of Young Persons (Industry) Convention, 1919
7. Minimum Age (Sea) Convention, 1920
8. Unemployment Indemnity (Shipwreck) Convention, 1920
9. Placing of Seamen Convention, 1920
10. Minimum Age (Agriculture) Convention, 1921
11. Right of Association (Agriculture) Convention, 1921
12. Workmen's Compensation (Agriculture) Convention, 1921
13. White Lead (Painting) Convention, 1921
14. Weekly Rest (Industry) Convention, 1921
15. Minimum Age (Trimmers and Stokers) Convention, 1921
16. Medical Examination of Young Persons (Sea) Convention, 1921
17. Workmen's Compensation (Accidents) Convention, 1925
18. Workmen's Compensation (Occupational Diseases) Convention, 1925
19. Equality of Treatment (Accident Compensation) Convention, 1925
20. Night Work (Bakeries) Convention, 1925
21. Inspection of Emigrants Convention, 1926
22. Seamen's Articles of Agreement Convention, 1926
23. Repatriation of Seamen Convention, 1926
24. Sickness Insurance (Industry) Convention, 1927
25. Sickness Insurance (Agriculture) Convention, 1927
26. Minimum Wage-Fixing Machinery Convention, 1928
27. Marking of Weight (Packages Transported by Vessels) Convention, 1929
28. Protection against Accidents (Dockers) Convention, 1929
29. Forced Labour Convention, 1930
30. Hours of Work (Commerce and Offices) Convention, 1930
31. Hours of Work (Coal Mines) Convention, 1931
32. Protection against Accidents (Dockers) Convention (Revised), 1932
33. Minimum Age (Non-Industrial Employment) Convention, 1932
34. Fee-Charging Employment Agencies Convention, 1933
35. Old-Age Insurance (Industry, etc.) Convention, 1933
36. Old-Age Insurance (Agriculture) Convention, 1933
37. Invalidity Insurance (Industry, etc.) Convention, 1933
38. Invalidity Insurance (Agriculture) Convention, 1933
39. Survivors' Insurance (Industry, etc.) Convention, 1933
40. Survivors' Insurance (Agriculture) Convention, 1933
41. Night Work (Women) Convention (Revised), 1934

42. Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934
43. Sheet-Glass Works Convention, 1934
44. Unemployment Provision Convention, 1934
45. Underground Work (Women) Convention, 1935
46. Hours of Work (Coal Mines) Convention (Revised), 1935
47. Forty-Hour Week Convention, 1935
48. Maintenance of Migrants' Pension Rights Convention, 1935
49. Reduction of Hours of Work (Glass-Bottle Works) Convention, 1935
50. Recruiting of Indigenous Workers Convention, 1936
51. Reduction of Hours of Work (Public Works) Convention, 1936
52. Holidays with Pay Convention, 1936
53. Officers' Competency Certificates Convention, 1936
54. Holidays with Pay (Sea) Convention, 1936
55. Shipowners' Liability (Sick and Injured Seamen) Convention, 1936
56. Sickness Insurance (Sea) Convention, 1936
57. Hours of Work and Manning (Sea) Convention, 1936
58. Minimum Age (Sea) Convention (Revised), 1936
59. Minimum Age (Industry) Convention (Revised), 1937
60. Minimum Age (Non-Industrial Employment) Convention (Revised), 1937
61. Reduction of Hours of Work (Textiles) Convention, 1937
62. Safety Provisions (Building) Convention, 1937
63. Convention concerning Statistics of Wages and Hours of Work, 1938
64. Contracts of Employment (Indigenous Workers) Convention, 1939
65. Penal Sanctions (Indigenous Workers) Convention, 1939
66. Migration for Employment Convention, 1939
67. Hours of Work and Rest Periods (Road Transport) Convention, 1939
68. Food and Catering (Ships' Crews) Convention, 1946
69. Certification of Ships' Cooks Convention, 1946
70. Social Security (Seafarers) Convention, 1946
71. Seafarers' Pensions Convention, 1946
72. Paid Vacations (Seafarers) Convention, 1946
73. Medical Examination (Seafarers) Convention, 1946
74. Certification of Able Seamen Convention, 1946
75. Accommodation of Crews Convention, 1946
76. Wages, Hours of Work and Manning (Sea) Convention, 1946
77. Medical Examination of Young Persons (Industry) Convention, 1946
78. Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946
79. Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946
80. Final Articles Revision Convention, 1946
81. Labour Inspection Convention, 1947
82. Social Policy (Non-Metropolitan Territories) Convention, 1947
83. Labour Standards (Non-Metropolitan Territories) Convention, 1947
84. Right of Association (Non-Metropolitan Territories) Convention, 1947
85. Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947
86. Contracts of Employment (Indigenous Workers) Convention, 1947
87. Freedom of Association and Protection of the Right to Organise Convention, 1948
88. Employment Service Convention, 1948
89. Night Work (Women) Convention (Revised), 1948

90. Night Work of Young Persons (Industry) Convention (Revised), 1948
91. Paid Vacations (Seafarers) Convention (Revised), 1949
92. Accommodation of Crews Convention (Revised), 1949
93. Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949
94. Labour Clauses (Public Contracts) Convention, 1949
95. Protection of Wages Convention, 1949
96. Fee-Charging Employment Agencies Convention (Revised), 1949
97. Migration for Employment Convention (Revised), 1949
98. Right to Organise and Collective Bargaining Convention, 1949
99. Minimum Wage Fixing Machinery (Agriculture) Convention, 1951
100. Equal Remuneration Convention, 1951
101. Holidays with Pay (Agriculture) Convention, 1952
102. Social Security (Minimum Standards) Convention, 1952
103. Maternity Protection Convention (Revised), 1952
104. Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955
105. Abolition of Forced Labour Convention, 1957
106. Weekly Rest (Commerce and Offices) Convention, 1957
107. Indigenous and Tribal Populations Convention, 1957
108. Seafarers' Identity Documents Convention, 1958
109. Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958
110. Plantations Convention, 1958
111. Discrimination (Employment and Occupation) Convention, 1958
112. Minimum Age (Fishermen) Convention, 1959
113. Medical Examination (Fishermen) Convention, 1959
114. Fishermen's Articles of Agreement Convention, 1959
115. Radiation Protection Convention, 1960
116. Final Articles Revision Convention, 1961
117. Social Policy (Basic Aims and Standards) Convention, 1962
118. Equality of Treatment (Social Security) Convention, 1962
119. Guarding of Machinery Convention, 1963
120. Hygiene (Commerce and Offices) Convention, 1964
121. Employment Injury Benefits Convention, 1964
122. Employment Policy Convention, 1964
123. Minimum Age (Underground Work) Convention, 1965
124. Medical Examination of Young Persons (Underground Work) Convention, 1965
125. Fishermen's Competency Certificates Convention, 1966
126. Accommodation of Crews (Fishermen) Convention, 1966
127. Maximum Weight Convention, 1967
128. Invalidity, Old-Age and Survivors' Benefits Convention, 1967
129. Labour Inspection (Agriculture) Convention, 1969
130. Medical Care and Sickness Benefits Convention, 1969
131. Minimum Wage Fixing Convention, 1970
132. Holidays with Pay Convention (Revised), 1970
133. Accommodation of Crews (Supplementary Provisions) Convention, 1970
134. Prevention of Accidents (Seafarers) Convention, 1970
135. Workers' Representatives Convention, 1971
136. Benzene Convention, 1971
137. Dock Work Convention, 1973

138. Minimum Age Convention, 1973
139. Occupational Cancer Convention, 1974
140. Paid Educational Leave Convention, 1974
141. Rural Workers' Organisations Convention, 1975
142. Human Resources Development Convention, 1975
143. Migrant Workers (Supplementary Provisions) Convention, 1975
144. Tripartite Consultation (International Labour Standards) Convention, 1976
145. Continuity of Employment (Seafarers) Convention, 1976
146. Seafarers' Annual Leave with Pay Convention, 1976
147. Merchant Shipping (Minimum Standards) Convention, 1976
148. Working Environment (Air Pollution, Noise and Vibration) Convention, 1977
149. Nursing Personnel Convention, 1977
150. Labour Administration Convention, 1978
151. Labour Relations (Public Service) Convention, 1978
152. Occupational Safety and Health (Dock Work) Convention, 1979
153. Hours of Work and Rest Periods (Road Transport) Convention, 1979
154. Collective Bargaining Convention, 1981
155. Occupational Safety and Health Convention, 1981
156. Workers with Family Responsibilities Convention, 1981
157. Maintenance of Social Security Rights Convention, 1982
158. Termination of Employment Convention, 1982
159. Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983
160. Labour Statistics Convention, 1985
161. Occupational Health Services Convention, 1985
162. Asbestos Convention, 1986
163. Seafarers' Welfare Convention, 1987
164. Health Protection and Medical Care (Seafarers) Convention, 1987
165. Social Security (Seafarers) Convention (Revised), 1987
166. Repatriation of Seafarers Convention (Revised), 1987
167. Safety and Health in Construction Convention, 1988
168. Employment Promotion and Protection against Unemployment Convention, 1988
169. Indigenous and Tribal Peoples Convention, 1989
170. Chemicals Convention, 1990
171. Night Work Convention, 1990
172. Working Conditions (Hotels and Restaurants) Convention, 1991
173. Protection of Workers' Claims (Employer's Insolvency) Convention, 1992
174. Prevention of Major Industrial Accidents Convention, 1993
175. Part-Time Work Convention, 1994
176. Safety and Health in Mines Convention, 1995
177. Home Work Convention, 1996
178. Labour Inspection (Seafarers) Convention, 1996
179. Recruitment and Placement of Seafarers Convention, 1996
180. Seafarers' Hours of Work and the Manning of Ships Convention, 1996
181. Private Employment Agencies Convention, 1997
182. Worst Forms of Child Labour Convention, 1999
183. Maternity Protection Convention, 2000
184. Safety and Health in Agriculture Convention, 2001
185. Seafarers' Identity Documents Convention (Revised), 2003

186. Maritime Labour Convention, 2006
187. Promotional Framework for Occupational Safety and Health Convention, 2006
188. Work in Fishing Convention, 2007
189. Domestic Workers Convention, 2011
190. Violence and Harassment Convention, 2019

PROTOCOLS

1. Protocol of 1995 to the Labour Inspection Convention, 1947
2. Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948
3. Protocol of 1982 to the Plantations Convention, 1958
4. Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976
5. Protocol of 2002 to the Occupational Safety and Health Convention, 1981
6. Protocol of 2014 to the Forced Labour Convention, 1930.

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1. Unemployment Recommendation, 1919
2. Reciprocity of Treatment Recommendation, 1919
3. Anthrax Prevention Recommendation, 1919
4. Lead Poisoning (Women and Children) Recommendation, 1919
5. Labour Inspection (Health Services) Recommendation, 1919
6. White Phosphorus Recommendation, 1919
7. Hours of Work (Fishing) Recommendation, 1920
8. Hours of Work (Inland Navigation) Recommendation, 1920
9. National Seamen's Codes Recommendation, 1920
10. Unemployment Insurance (Seamen) Recommendation, 1920
11. Unemployment (Agriculture) Recommendation, 1921
12. Maternity Protection (Agriculture) Recommendation, 1921
13. Night Work of Women (Agriculture) Recommendation, 1921
14. Night Work of Children and Young Persons (Agriculture) Recommendation, 1921
15. Vocational Education (Agriculture) Recommendation, 1921
16. Living-in Conditions (Agriculture) Recommendation, 1921
17. Social Insurance (Agriculture) Recommendation, 1921
18. Weekly Rest (Commerce) Recommendation, 1921
19. Migration Statistics Recommendation, 1922
20. Labour Inspection Recommendation, 1923
21. Utilisation of Spare Time Recommendation, 1924
22. Workmen's Compensation (Minimum Scale) Recommendation, 1925
23. Workmen's Compensation (Jurisdiction) Recommendation, 1925
24. Workmen's Compensation (Occupational Diseases) Recommendation, 1925
25. Equality of Treatment (Accident Compensation) Recommendation, 1925
26. Migration (Protection of Females at Sea) Recommendation, 1926
27. Repatriation (Ship Masters and Apprentices) Recommendation, 1926
28. Labour Inspection (Seamen) Recommendation, 1926
29. Sickness Insurance Recommendation, 1927
30. Minimum Wage-Fixing Machinery Recommendation, 1928
31. Prevention of Industrial Accidents Recommendation, 1929

32. Power-driven Machinery Recommendation, 1929
33. Protection against Accidents (Dockers) Reciprocity Recommendation, 1929
34. Protection against Accidents (Dockers) Consultation of Organisations Recommendation, 1929
35. Forced Labour (Indirect Compulsion) Recommendation, 1930
36. Forced Labour (Regulation) Recommendation, 1930
37. Hours of Work (Hotels, etc.) Recommendation, 1930
38. Hours of Work (Theatres, etc.) Recommendation, 1930
39. Hours of Work (Hospitals, etc.) Recommendation, 1930
40. Protection against Accidents (Dockers) Reciprocity Recommendation, 1932
41. Minimum Age (Non-Industrial Employment) Recommendation, 1932
42. Employment Agencies Recommendation, 1933
43. Invalidity, Old-Age and Survivors' Insurance Recommendation, 1933
44. Unemployment Provision Recommendation, 1934
45. Unemployment (Young Persons) Recommendation, 1935
46. Elimination of Recruiting Recommendation, 1936
47. Holidays with Pay Recommendation, 1936
48. Seamen's Welfare in Ports Recommendation, 1936
49. Hours of Work and Manning (Sea) Recommendation, 1936
50. Public Works (International Co-operation) Recommendation, 1937
51. Public Works (National Planning) Recommendation, 1937
52. Minimum Age (Family Undertakings) Recommendation, 1937
53. Safety Provisions (Building) Recommendation, 1937
54. Inspection (Building) Recommendation, 1937
55. Co-operation in Accident Prevention (Building) Recommendation, 1937
56. Vocational Education (Building) Recommendation, 1937
57. Vocational Training Recommendation, 1939
58. Contracts of Employment (Indigenous Workers) Recommendation, 1939
59. Labour Inspectorates (Indigenous Workers) Recommendation, 1939
60. Apprenticeship Recommendation, 1939
61. Migration for Employment Recommendation, 1939
62. Migration for Employment (Co-operation between States) Recommendation, 1939
63. Control Books (Road Transport) Recommendation, 1939
64. Night Work (Road Transport) Recommendation, 1939
65. Methods of Regulating Hours (Road Transport) Recommendation, 1939
66. Rest Periods (Private Chauffeurs) Recommendation, 1939
67. Income Security Recommendation, 1944
68. Social Security (Armed Forces) Recommendation, 1944
69. Medical Care Recommendation, 1944
70. Social Policy in Dependent Territories Recommendation, 1944
71. Employment (Transition from War to Peace) Recommendation, 1944
72. Employment Service Recommendation, 1944
73. Public Works (National Planning) Recommendation, 1944
74. Social Policy in Dependent Territories (Supplementary Provisions) Recommendation, 1945
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76. Seafarers (Medical Care for Dependants) Recommendation, 1946
77. Vocational Training (Seafarers) Recommendation, 1946

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80. Night Work of Young Persons (Non-Industrial Occupations) Recommendation, 1946
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83. Employment Service Recommendation, 1948
84. Labour Clauses (Public Contracts) Recommendation, 1949
85. Protection of Wages Recommendation, 1949
86. Migration for Employment Recommendation (Revised), 1949
87. Vocational Guidance Recommendation, 1949
88. Vocational Training (Adults) Recommendation, 1950
89. Minimum Wage-Fixing Machinery (Agriculture) Recommendation, 1951
90. Equal Remuneration Recommendation, 1951
91. Collective Agreements Recommendation, 1951
92. Voluntary Conciliation and Arbitration Recommendation, 1951
93. Holidays with Pay (Agriculture) Recommendation, 1952
94. Co-operation at the Level of the Undertaking Recommendation, 1952
95. Maternity Protection Recommendation, 1952
96. Minimum Age (Coal Mines) Recommendation, 1953
97. Protection of Workers' Health Recommendation, 1953
98. Holidays with Pay Recommendation, 1954
99. Vocational Rehabilitation (Disabled) Recommendation, 1955
100. Protection of Migrant Workers (Underdeveloped Countries) Recommendation, 1955
101. Vocational Training (Agriculture) Recommendation, 1956
102. Welfare Facilities Recommendation, 1956
103. Weekly Rest (Commerce and Offices) Recommendation, 1957
104. Indigenous and Tribal Populations Recommendation, 1957
105. Ships' Medicine Chests Recommendation, 1958
106. Medical Advice at Sea Recommendation, 1958
107. Seafarers' Engagement (Foreign Vessels) Recommendation, 1958
108. Social Conditions and Safety (Seafarers) Recommendation, 1958
109. Wages, Hours of Work and Manning (Sea) Recommendation, 1958
110. Plantations Recommendation, 1958
111. Discrimination (Employment and Occupation) Recommendation, 1958
112. Occupational Health Services Recommendation, 1959
113. Consultation (Industrial and National Levels) Recommendation, 1960
114. Radiation Protection Recommendation, 1960
115. Workers' Housing Recommendation, 1961
116. Reduction of Hours of Work Recommendation, 1962
117. Vocational Training Recommendation, 1962
118. Guarding of Machinery Recommendation, 1963
119. Termination of Employment Recommendation, 1963
120. Hygiene (Commerce and Offices) Recommendation, 1964
121. Employment Injury Benefits Recommendation, 1964
122. Employment Policy Recommendation, 1964
123. Employment (Women with Family Responsibilities) Recommendation, 1965
124. Minimum Age (Underground Work) Recommendation, 1965

125. Conditions of Employment of Young Persons (Underground Work) Recommendation, 1965
126. Vocational Training (Fishermen) Recommendation, 1966
127. Co-operatives (Developing Countries) Recommendation, 1966
128. Maximum Weight Recommendation, 1967
129. Communications within the Undertaking Recommendation, 1967
130. Examination of Grievances Recommendation, 1967
131. Invalidity, Old-Age and Survivors' Benefits Recommendation, 1967
132. Tenants and Share-croppers Recommendation, 1968
133. Labour Inspection (Agriculture) Recommendation, 1969
134. Medical Care and Sickness Benefits Recommendation, 1969
135. Minimum Wage Fixing Recommendation, 1970
136. Special Youth Schemes Recommendation, 1970
137. Vocational Training (Seafarers) Recommendation, 1970
138. Seafarers' Welfare Recommendation, 1970
139. Employment of Seafarers (Technical Developments) Recommendation, 1970
140. Crew Accommodation (Air Conditioning) Recommendation, 1970
141. Crew Accommodation (Noise Control) Recommendation, 1970
142. Prevention of Accidents (Seafarers) Recommendation, 1970
143. Workers' Representatives Recommendation, 1971
144. Benzene Recommendation, 1971
145. Dock Work Recommendation, 1973
146. Minimum Age Recommendation, 1973
147. Occupational Cancer Recommendation, 1974
148. Paid Educational Leave Recommendation, 1974
149. Rural Workers' Organisations Recommendation, 1975
150. Human Resources Development Recommendation, 1975
151. Migrant Workers Recommendation, 1975
152. Tripartite Consultation (Activities of the International Labour Organisation) Recommendation, 1976
153. Protection of Young Seafarers Recommendation, 1976
154. Continuity of Employment (Seafarers) Recommendation, 1976
155. Merchant Shipping (Improvement of Standards) Recommendation, 1976
156. Working Environment (Air Pollution, Noise and Vibration) Recommendation, 1977
157. Nursing Personnel Recommendation, 1977
158. Labour Administration Recommendation, 1978
159. Labour Relations (Public Service) Recommendation, 1978
160. Occupational Safety and Health (Dock Work) Recommendation, 1979
161. Hours of Work and Rest Periods (Road Transport) Recommendation, 1979
162. Older Workers Recommendation, 1980
163. Collective Bargaining Recommendation, 1981
164. Occupational Safety and Health Recommendation, 1981
165. Workers with Family Responsibilities Recommendation, 1981
166. Termination of Employment Recommendation, 1982
167. Maintenance of Social Security Rights Recommendation, 1983
168. Vocational Rehabilitation and Employment (Disabled Persons) Recommendation, 1983
169. Employment Policy (Supplementary Provisions) Recommendation, 1984
170. Labour Statistics Recommendation, 1985
171. Occupational Health Services Recommendation, 1985

172. Asbestos Recommendation, 1986
173. Seafarers' Welfare Recommendation, 1987
174. Repatriation of Seafarers Recommendation, 1987
175. Safety and Health in Construction Recommendation, 1988
176. Employment Promotion and Protection against Unemployment Recommendation, 1988
177. Chemicals Recommendation, 1990
178. Night Work Recommendation, 1990
179. Working Conditions (Hotels and Restaurants) Recommendation, 1991
180. Protection of Workers' Claims (Employer's Insolvency) Recommendation, 1992
181. Prevention of Major Industrial Accidents Recommendation, 1993
182. Part-Time Work Recommendation, 1994
183. Safety and Health in Mines Recommendation, 1995
184. Home Work Recommendation, 1996
185. Labour Inspection (Seafarers) Recommendation, 1996
186. Recruitment and Placement of Seafarers Recommendation, 1996
187. Seafarers' Wages, Hours of Work and the Manning of Ships Recommendation, 1996
188. Private Employment Agencies Recommendation, 1997
189. Job Creation in Small and Medium-Sized Enterprises Recommendation, 1998
190. Worst Forms of Child Labour Recommendation, 1999
191. Maternity Protection Recommendation, 2000
192. Safety and Health in Agriculture Recommendation, 2001
193. Promotion of Cooperatives Recommendation, 2002
194. List of Occupational Diseases Recommendation, 2002
195. Human Resources Development Recommendation, 2004
196. Work in Fishing Recommendation, 2005
197. Promotional Framework for Occupational Safety and Health Recommendation, 2006
198. Employment Relationship Recommendation, 2006
199. Work in Fishing Recommendation, 2007
200. HIV and AIDS Recommendation, 2010
201. Domestic Workers Recommendation, 2011
202. Social Protection Floors Recommendation, 2012
203. Forced Labour (Supplementary Measures) Recommendation, 2014
204. Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204)
205. Employment and Decent Work for Peace and Resilience Recommendation, 2017
206. Violence and Harassment Recommendation, 2019

APPENDIX 3

SELECT BIBLIOGRAPHY

In order to keep the readers well informed of the latest available literature on labour matters, the first 'Select Bibliography' was included in the 1948-49 edition of the Year Book. Since then it is being updated and published in the successive editions. In this issue of the Year Book an effort has been made to include as much bibliographical information pertaining to the Year 2022 as possible. For a list of previous publications, earlier editions of the Year Book may be consulted.

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