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STANDING COMMITTEE ON
LABOUR & WELFARE
(1996-97)

ELEVENTH LOK SABHA

MINISTRY OF LABOUR

[Action taken by the Government on the Recommendations/Observations contained in the First Report of the Standing Committee on Labour and Welfare on Ministry of Labour —Demands for Grants—1996-97]

FOURTH REPORT



LOK SABHA SECRETARIAT
NEW DELHI

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April, 1997/ Vaisakha, 1919 (Saka)

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[Action taken by the Government on the Recommendations/Observations contained in the First Report of the Standing Committee on Labour and Welfare on Ministry of Labour]

DEMANDS FOR GRANTS-1996-97

Presented to Lok Sabha on.....
Laid in Rajya Sabha on.....

30 APR 1997
5 MAY 1997



LOK SABHA SECRETARIAT
NEW DELHI

April, 1997/Vaisakha, 1919(Saka)

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CORRIGENDA

TO THE FOURTH REPORT ON ACTION TAKEN BY THE GOVERNMENT ON THE RECOMMENDATIONS/OBSERVATIONS CONTAINED IN THE FIRST REPORT (ELEVENTH LOK SABHA) OF THE STANDING COMMITTEE ON LABOUR AND WELFARE ON MINISTRY OF LABOUR - DEMANDS FOR GRANTS - 1996-97.

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CONTENTS

		PAGE	
COMPOSITION OF THE COMMITTEE		(iii)	
INTRODUCTION		(v)	
CHAPTER	I	Report	1
CHAPTER	II	Recommendations/Observations which have been accepted by the Government.....	5
CHAPTER	III	Recommendations/Observations which the Committee do not desire to pursue in view of the Government's reply	14
CHAPTER	IV	Recommendations/Observations in respect of which replies of the Government have not been accepted by the Committee and which require reiteration	21
CHAPTER	V	Recommendations/Observations in respect of which final replies of the Government have not been received	24

ANNEXURES

I.	Letter re: Comprehensive Survey/Coverage Drive.....	26
II.	Letter re: Arrears clearance Drive for the cases pending under section 7-A.....	27
III.	Letter re: Delay in Settlement of claims.....	28

APPENDICES

I.	Minutes of the Sitting of the Committee on Labour and Welfare held on 21.4.1997	29
II.	Analysis of the Action Taken by Government on the recommendations contained in the First Report (Eleventh Lok Sabha).....	31

5 MAY 1997

COMPOSITION OF STANDING COMMITTEE ON
LABOUR AND WELFARE
(1996-97)

Shri Madhukar Sirpotdar — *Chairman*

MEMBERS

Lok Sabha

2. Shri Hansraj Ahir
3. Shri Chandulal Ajmeera
4. Shri Illiyas Azmi
5. Dr. Amrit Lal Bharti
6. Shri Narendra Bhudania
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40. Shri Jagannath Singh
41. Shri Karma Topden
42. Shri Janardan Yadav

SECRETARIAT

1. Dr. Ashok Kumar Pandey	—	<i>Additional Secretary</i>
2. Shri J.P. Ratnesh	—	<i>Joint Secretary</i>
3. Shri B.R. Kanathia	—	<i>Director</i>
4. Shri R. S. Misra	—	<i>Under Secretary</i>
5. Shri S.K. Saxena	—	<i>Committee Officer</i>

INTRODUCTION

I, the Chairman of the Standing Committee on Labour and Welfare having been authorised by the Committee to submit the Report on their behalf, present this Fourth Report (Eleventh Lok Sabha) on Action Taken by Government on the recommendations contained in the First Report, Eleventh Lok Sabha on the Ministry of Labour, Demands for Grants, 1996-97.

2. The Report was considered and adopted by the Committee on 21 April, 1997.

3. The Report has been divided into the following chapters:

- I. Report
- II. Recommendations/Observations which have been accepted by the Government
- III. Recommendations/Observations which the Committee do not desire to pursue in view of Government replies
- IV. Recommendations/Observations in respect of which replies of Government have not been accepted by the Committee and which require reiteration
- V. Recommendations/Observations in respect of which final replies of Government have not been received

4. An analysis of the Action Taken by the Government on the Recommendations/Observations contained in the First Report of the Committee is given in Appendix. It would be observed that out of 25 recommendations made in Report, 13 recommendations i.e. 52% have been accepted by the Government. The Committee do not desire to pursue 7 recommendations i.e. 28% of their recommendations in view of the Government reply; 3 recommendation i.e. 12% in respect of which reply of the Government have not been accepted by the Committee and which require reiteration and 2 recommendations i.e. 8% in respect of which final replies of the Government have not been received.

NEW DELHI:
April 21, 1997
Vaisakha 1, 1919 (Saka)

MADHUKAR SIRPOTDAR,
Chairman,
Standing Committee on Labour and
Welfare.

CHAPTER I

REPORT

1.1 This Report of the Committee deals with the Action Taken by the Government on the recommendations contained in the First Report (Eleventh Lok Sabha) of the Standing Committee on Labour and Welfare on the Ministry of Labour—Demands for Grants, 1996-97.

1.2 The First Report was presented to Lok Sabha on 3 September, 1996. It contained 25 recommendations. Replies of Government in respect of these recommendations have been examined and are categorised as under:-

- (i) Recommendations/Observations which have been accepted by the Government:
Sl. Nos. 1, 2, 4, 8, 9, 10, 16, 18, 19, 20, 21, 23 and 24.
(Total 13 included in Chapter II of the Report)
- (ii) Recommendations/Observations which the Committee do not desire to pursue taking into consideration the replies of the Government:
Sl. Nos. 6, 11, 12, 13, 14, 22 and 25
(Total 7 included in Chapter III of the Report)
- (iii) Recommendations/Observations, replies to which have not been accepted by the Committee and which require reiteration:
Sl. Nos. 3, 5 and 15
(Total 3 included in Chapter IV of the Report)
- (iv) Recommendations/Observations in respect of which final replies have not been received:
Sl. Nos. 7 and 17
(Total 2 included in Chapter V of the Report)

1.3 The Committee will now deal with those action taken replies of the Government which need reiteration or merit comments:

Re- Organisation & Strengthening of DGFASLI & Establishment of Special Cells

Recommendation (Sl. No. 3, Para 1.11)

1.4 Taking note of the fact that some of the Major Port Authorities had not appointed requisite number of safety officers and in most of the canteens run

by the port management, the nutritional value of the meals supplied to the workers was found less than the requirement, the Committee had recommended that the Ministry of Labour should take up the matter with the Ministry of Transport at the earliest. The Ministry of Labour in their reply has stated that the matter was taken up with the Secretary, Ministry of Surface Transport and he has agreed to examine the issue and take necessary action. As regards nutritional value of the meals supplied to the workers in Port and Dock canteens, the Ministry has stated that the follow-up study on canteen facilities with particular reference to the nutritional value of the meals supplied to the workers has been completed and the report is being finalised. The Ministry has further stated that the findings and recommendations for improvement in the canteens facilities will be communicated for implementation by the Port authorities through the Ministry of Surface Transport.

Recommendation

1.5 The reply of the Ministry is not at all satisfying to the Committee. As regards Dock Safety, the Committee's experience has not been good. During their on-the-spot study tour to Jawaharlal Nehru Port Trust, the Committee have noted that although a number of accidents (fatal-non fatal) have taken place, yet the Inspectorate of Dock Safety has not been established in the Port so far. Also the meals supplied in some of the canteens visited by the Committee were found lacking in their nutritional value. The Committee view this situation seriously. In their view, the Ministry should take up the issue at Minister's level with the Ministry of Surface Transport for appointment of Safety Officers in all the ports without further loss of time. Also the recommendations for improvement in the canteen facilities should be finalised at the earliest and regular followup action in this regard should be taken up by DGFASLI.

World Bank assisted Vocational Training Project

Recommendation (Sl. No. 5, Para 2.12)

1.6 The Committee has noted that out of 16 packages for which orders were placed by the Minstry of Labour under NIT-V, original delivery period for 12 packages had already expired and liquidated damages as per the conditions laid down in the contractual agreements were being deducted while making payment to those suppliers. The Committee, had therefore, desired

that the Ministry should make all out efforts for supply of equipments by December, 1996. As regard the defaulting suppliers, the matter should be taken up at the highest level and steps should be taken to blacklist them.

1.7 The Ministry in their reply furnished to the Committee has stated that out of 16 packages equipment of 14 packages worth Rs. 19.51 crores have already been supplied as on 28.2.1997. All efforts are being made to have the supplies expedited. The Ministry has also submitted that blacklisting of defaulting suppliers is not within the scope of the contractual agreement.

Recommendation

1.8 The Committee are not satisfied with the reply of the Ministry. Out of 16 packages for which orders were placed by the Ministry under NIT-V in the year-1995, complete supply in respect of only 8 packages has since been received by them so far. The Committee failed to understand as to how the Ministry would be able to make the Project functional by the end of December, 1997 the extended period in the absence of supply of equipments required for the project. The Committee view this situation very seriously. In their view the monitoring of the Ministry in this regard has been very poor. The Committee, therefore, strongly recommend that the matter should be taken up at the Minister's level and the Ministry should make all out efforts for supply of equipments at the earliest to enable them to make the Project functional by December, 1997. Steps taken and progress achieved in this regard should be communicated to the Committee within three month's time.

Labour Tribunals, Court of Enquiry and Conciliation Boards

Recommendation (Sl. No. 15, Para 2.57)

1.9 In order to reduce the pendency of cases in Labour Courts, the Committee had recommended for setting up of 5 CGIT-cum-Labour Courts and filling up of vacancies of presiding officers. The Ministry in their reply has stated that the proposal for setting up of 2 more CGIT-cum-Labour Courts during the current year of Eighth Five Year Plan has been approved and sent to the Ministry of Finance for concurrence. In addition setting up of 15 more CGIT-cum-Labour Courts has been proposed during the Ninth Five Year Plan period.

Recommendation

1.10 The Committee are not at all satisfied with the reply of the Ministry. Though the Ministry approved for setting up of 2 more CGIT-cum-Labour Courts during the year 1996-97, yet the proposal remained only on paper and Courts could not be established. The Committee view this situation very seriously keeping in view the fact that more than 20 thousand cases are pending in Labour Courts/Tribunals. While reiterating their earlier recommendation. The Committee are of the view that the matter should be taken up at the Minister's level and efforts should be made to establish these Courts at the earliest . Also the Ministry should make all out efforts to make these Courts functional without further loss of time.

CHAPTER II

RECOMMENDATIONS/OBSERVATIONS WHICH HAVE BEEN ACCEPTED BY THE GOVERNMENT

Recommendation (Sl. No. 1, Para 1.9)

2.1 The Committee note that although the Ministry of Labour has improved their expenditure in non-plan allocations, yet the plan expenditure is far from being satisfactory. The reasons put forth by the Ministry for non-utilisation of funds such as delay in sanction of schemes, delay in sanction of posts, posts remained vacant for more than a year, delay in release of funds are not at all satisfying to the Committee. In their view, the Ministry lacks coordination and monitoring. The Committee, therefore, strongly recommend that the funds allocated for various plan schemes should be utilised during the same financial year. Also the Ministry should devise steps to minimise the time involved in the approval of the schemes by various agencies such as Ministry of Finance, Planning Commission etc. Steps taken in this regard may be communicated to the Committee.

Reply of the Government

2.2 In order to increase Plan expenditure, a monitoring mechanism has been evolved. Under this mechanism, Secretary reviews the pace of expenditure in a meeting attended by the Joint Secretaries and Financial Advisers. The main hurdles in expenditure are identified and decisions are taken to meet those difficulties. This meeting is held at the level of Secretary every month. This is followed up by meetings taken at the level of Additional Secretary to examine the actual implementation of the decisions taken at the level of Additional Secretary every month. This is followed up by meetings taken at the level of Additional Secretary to examine the actual implementation of the decisions taken at the level of Secretary. In this meeting, the details like the number of files cleared and steps required to accelerate the pace of clearance of proposals are discussed. Finally the Joint Secretaries meet the Financial Adviser at their level and discuss individual cases which have various reasons to take up. Thus a three tier mechanism has been introduced in the Ministry. During 1996-97 a novel system of review and monitoring on a day-to-day basis at the level of Bureau Heads CIFD was adopted in

February 1997 when it was found that the pace and progress of expenditure was quite low. This has yielded good results and it is proposed to continue the practice during 1997-98.

[The Ministry of Labour, O.M. No. 16/1/1/CLW/96, dated 6.9.1996]

Recommendation (Sl. No. 2, Para 1.10)

2.3 The Committee take a serious note of the fact that the Ministry of Labour has furnished the same reply which they furnished a year and half back in regard to implementation of the recommendations of Bachawat Wage Boards regarding Pay and Allowances for the working journalists and for non-journalists newspaper and news-agency employees. This clearly indicates the poor coordination of the Ministry with the State Governments. The Committee, therefore, recommended that the matter should be taken up at the highest level so that the recommendations of the Bachawat Wage Boards are implemented by all the newspaper establishments without further loss of time.

Reply of the Government

2.4 Under the Working Journalists and other Newspapers Employees (Conditions of Service) and Misc. Provisions Act, 1955, powers of implementation of the awards of Wage Boards vest with the State Governments. However, in view of the concern expressed by the Committee and its recommendations, the matter regarding implementation of the recommendations of Bachawat Wage Boards was again taken up at the highest level. This Labour Minister *vide* his D.O. letter dated 5.10.96 wrote to the Chief Ministers of State Governments impressing upon them the need for timely and effective implementation of Bachawat Wage Boards recommendations. Several positive responses to this letter have been received.

[The Ministry of Labour, O.M. No. 16/1/1/CLW/96, dated 6.9.1996]

Recommendation (Sl. No. 4, Para 2.11)

2.5 The Committee note that the World Bank assisted Vocational Training Project started in the year 1989-90 and Rs. 441 crores was a total budget allocation for the scheme. Out of which, Rs 289 crores has been spent so far and the scheme is likely to spill over to next plan period. This is clearly indicative of the fact that the progress of the scheme has been very slow. The

Committee further note that the Ministry is negotiating with the World Bank to extend the time limit for completion of the project upto March, 1997. The Ministry expects that by December, 1997 they will be in a position to achieve at least 97 to 98% of the target. The Committee, therefore, recommend that the Ministry of Labour should have a thorough monitoring over the entire scheme and should ensure that the project is completed by December, 1997, as has been stated by them and there should not be any further slippages on any account. They are also of the view that some responsibility should be fixed on the concerned agencies accounting for further delay in the project as the cost of the project has already been doubled due to slow progress of the project and poor monitoring of the Ministry. The Committee further desire that the progress report pertaining to stages achieved in the implementation of various schemes under the World Bank Project should invariably be furnished to the Committee within three months.

Reply of Government

2.6 Out of total original project cost of Rs. 441.58 crore. Rs. 323.47 crore has been utilised upto Feb. 1997. Some of the major reasons for slow progress have been:

- (a) The project is spread over 526 sites in different parts of the country.
- (b) Delays in sanction of posts and appointment.
- (c) Slow pace of procurement due to lengthy procedure required to be followed.
- (d) Delay in execution of civil works by the State Governments.
- (e) Delay in start of Hi-Tech training scheme.
- (f) Delay in signing of consultancy agreement with GTZ, German agency for Technical Cooperation. .

2.7 DGET has been taking action for expeditious completion of all activities. A Joint World Bank-DGET review was last taken during November, 1996 which was followed by a wrap up meeting with the State Labour Secretaries. Two reviews were also separately taken with the Chief Secretary of Bihar on 24.4.96 and with the Chief Secretary of Andhra Pradesh on 13.5.96.

2.8 The revised project proposals approved by EPC on 2.12.96 amount to Rs. 579.78 crore as against the original proposals (of 1989) of Rs. 441.58 crores mainly due to inclusion of new components like supply of modern equipments to ITIs and establishment of MIS.

[The Ministry of Labour, O.M. No. 16/1/1/CLW/96, dated 6.9.1996]

Recommendation (Sl. No. 8, Para 2.28)

2.9 The Committee note with concern that the yearly joint evaluation of the activities of employment exchange has not been carried out by the Ministry regularly due to shortage of staff. They, therefore, desire that the Ministry should take immediate steps to fill the vacant posts in the DGE&T and the work relating to the joint evaluation of employment exchanges should invariably be carried out every year in all the States.

Reply of the Government

2.10 The Joint evaluation of the Employment Exchange had a set back due to shortage of staff and due to vacant posts in the Employment Directorate. The vacant posts concerned have since been filled up. However, it is to cover all the States every year, during the Ninth Five Year Plan for strengthening of these organisation, if necessary. The creation of Regional Directorates has been proposed. Thereupon it should be possible for the organisation to take up the work with due earnestness.

[The Ministry of Labour, O.M. No. 16/1/1/CLW/96, dated 6.9.1996]

Recommendation (Sl. No. 9, Para 2.29)

2.11 The Committee found that out of 895 employment exchanges in the country only 117 are computerised. The Ministry of Labour has stated that after the transfer of the scheme to States w.e.f. 1.4.1992, the progress in regard to computerisation has been very poor. The Committee further note that the Ministry has now proposed to make the scheme as a Centrally Sponsored Scheme in the Ninth Plan proposals. In view of the Committee the operation and overall functioning of the employment exchanges should be improved with the help of computers and they, therefore, recommend that the Ministry should take up the issue with the Planning Commission for its inclusion in the Ninth Plan as a Centrally Sponsored Scheme.

Reply of the Government

2.12 Based on the recommendation of the parliamentary Standing Committee, a Centrally Sponsored Scheme for computerisation of Ministry of Labour for the 9th Five Year Plan.

[The Ministry of Labour, O.M. No. 16/1/1/CLW/96, dated 6.9.1996]

Recommendation (Sl. No. 10, Para 2.30)

2.13 The Committee note with distress that though the Self Employment Promotion Cells have been reduced due to their closure by State Governments, the total on live register of the cells has increased from 2.25 lakhs in December, 1994 to 16.47 lakhs in December, 1995. The Committee view this situation very seriously. They, therefore, strongly recommend that in order to improve the overall functioning of the scheme, the Ministry of Labour should take up the issue with the Planning Commission for its reversal as a Centrally Sponsored Scheme in the 9th Plan.

Reply of the Government

2.14 Based on the recommendation of Parliamentary Standing Committee, the Scheme for Promotion for Self-Employment has been included in the Ninth Five Year Plan proposing Central Assistance of Rs. 70 lakhs.

[The Ministry of Labour, O.M. No. 16/1/1/CLW/96, dated 6.9.1996]

Recommendation (Sl. No. 16, Para 2.69)

2.15 The Committee note that the staff complement of the Directorate General, Mines Safety Department is grossly inadequate to discharge its duties efficiently and effectively in the light of recommendations made by the J.G. Kumaramangalam Committee. Out of 1.053 inspecting officers the Department has a sanctioned strength of only 167 as on date. The Committee view this situation very seriously. They, therefore, strongly recommend that the Ministry of Labour should take up the issue with the Ministry of Finance for early clearance of their proposal keeping in view the fact that the number of fatal accidents in the mines are increasing. The Committee are also of the view that a comprehensive inspection of mines should be done in order to enhance the status of disaster control in mines as has, been recommended by the Kumaramangalam Committee.

Reply of the Government

2.16 The recommendation of the Kumaramangalam Committee were examined in the Ministry of Labour in consultations with the Committee of Secretaries and the Ministry of Finance and finally with the approval of the Cabinet, 28 Group 'A' posts were created. During the year 1996, a sub-Committee of parliamentary Consultative Committee constituted by the Ministry of Parliamentary Affairs recommended an increase in the staff strength of inspecting officers in the Directorate General of Mines Safety keeping in view the recommendations contained in the Kumaramangalam Committee Report. On the basis of that report, a new Plan Scheme, "Strengthening of Mines Safety Enforcement Machinery" has been proposed for inclusion in the Ninth Five Year Plan.

[Ministry of Labour, O.M. NO. 16/1/1/CLW/96, dated 6.9.1996]

Recommendation (Sl. No. 18, Para 2.71)

2.17 The Committee are also of the view that Ministry should henceforth take speedy and timely action in all case of accidents. Also, responsibility should be fixed on the person/persons found guilty for delaying the enquiry proceedings.

Action Taken

2.18 In compliance of the recommendations of the Committee, necessary directions have been give to all the officers to take speedy and timely action in all cases of accidents. Strict monitoring of all such cases at Regional Offices and Zonal Offices has been introduced in headquarters.

[Ministry of Labour, O.M. NO. 16/1/1/CLW/96, dated 6.9.1996]

Recommendation (Sl. No. 19, Para 2.86)

2.19 The Committee are not at all happy with the progress made by the employees's Provident Fund Organisation in regard to their coverage of establishments keeping in view the fact that out of 315 million workforce only 20 crores have so far been covered under the existing act. They, therefore, strongly recommend that the Ministry should devise ways to conduct a comprehensive survey to ascertain number of coverable establishment at the earliest rather than to rely on the enforcement officers working with the

organisation. Also, the existing act should be amended to check unscrupulous employers indulged in unfair practices as was recommended by the Committee in their 11th Report on the Demands for grants (1995-96). Steps taken and progress achieved in this regard should be communicated to the Committee within 6 months' time.

Reply of the Government

2.20 The EPF and MP Act, 1952 is applicable to factories/establishments employing 20 or more persons. The applies on its own vigour. Accordingly, the coverable employers are required to deposit provident fund dues within 15 days after closing of every month. Detection/coverage of the defaulting establishments is an ongoing process. During 1995-96, 13,835 new establishments and 5.91 lakh additional employees were covered under the Act. In order to bring maximum number of employees within the purview of the Act, all the Regional provident Fund Commissioners have been directed to launch a comprehensive survey/coverage drive during January and February, 1997. A copy of the instruction dated 27.12.96 issued by the Central Provident Fund Commissioner to all the RPFC's in this regard is at Annexure-I. As regards amendment of the Act for checking unscrupulous employers indulging in unfair practices, the matter requires examination in consultation with other concerned Ministries.

[Ministry of Labour, O.M. NO. 16/1/1/CLW/96, dated 6.9.1996]

Recommendation (Sl. No. 20, Para 2.87)

2.21 As regards recovery of outstanding dues the Committee are of the view that enforcement machinery should be strengthened and decentralised. Also steps should be taken to get the legal cases dispossessed off quickly.

Reply of the Government

2.22 The recovery machinery of the EPFO is already decentralised and is operational in each region. The machinery has also been provided adequate manpower, in accordance with norms adopted for the purpose. All the Regional Provident Fund Commissioners have been asked by the CPFC to launch arrear clearance drive during 15.12.96 to 15.3.97 for deciding the cases pending under section 7A. they have also been asked to pursue various court cases vigorously so as to get them dispossessed off at the earliest. A copy of the

instruction dated 27.12.96 issued to all the RPFC's in this regard is at Annexure-II.

[Ministry of Labour, O.M. NO. 16/1/1/CLW/96, dated 6.9.1996]

Recommendation (Sl. No. 21, Para 2.88)

2.23 The Committee are also of the view that grievance redressal machinery should strengthened and steps should be taken to minimise the number of complaints being received by the organisation from the subscribers. Also, necessary steps should be taken to minimise the personal contacts between the subscribers and employees of the organisation. Progress achieved in this regard should be communicated to the Committee within six month's time.

Reply of the Government

2.24 The recommendation of the Committee has been conveyed to the Employees' Provident Fund Organisation for taking appropriate necessary action. The Organisation has also been asked to minimise delay in settlement of claims so as to avoid need for personal contact between the subscribers and the EPF employees. A copy of the instruction dated 27.12.96 issued to all RPFC's in this regard is at annexure-III

[Ministry of Labour, O.M. NO. 16/1/1/CLW/96, dated 6.9.1996]

Recommendation (Sl. No. 23, Para 2.105)

2.25 The Committee note that out of total budget grant of 6.64 crores for year 1995-96 an amount of Rs. 3.01 crores could only be utilised by the Labour Bureau for Labour Research and Statistics. The reasons given by the Ministry for under utilisation of funds in this regard are non-sanction of new schemes such as Working Class Family Income and Expenditure Survey, 1992-93, Repeat House Rent Survey and Labour Rent Scheme. In their view, the Ministry lacks proper coordination with the various agencies for timely sanctioning of schemes/surveys. The Committee has recommended earlier in their fourth and eleventh Report (Tenth Lok Sabha) that Ministry should have timely clearance of schemes/ surveys from various agencies like Planning Commission, Ministry of Finance etc. so that the funds earmarked for the Scheme during the financial year are fully utilised. While reiterating their earlier

recommendation, the Committee desire that the Ministry should have a thorough monitoring over the functioning of the Labour Bureau and ensure that the schemes earmarked for the year are timely launched and completed.

Reply of the Government

2.26 Steps taken for monitoring the pace of expenditure have already been explained in reply to para 1.9. As regards the pace of expenditure in Labour Bureau in particular, the office was visited by Joint Secretary incharge in the Ministry of Labour. The officers of the Labour Bureau were also invited to Delhi for discussions. Bottle-necks were identified and steps were taken to remove those bottle-necks. As a result of these efforts during the current financial year, we are likely to spend 100% of B.E. allocations of Plan funds in respect of the Labour Bureau.

[Ministry of Labour, O.M. NO. 16/1/1/CLW/96, dated 6.9.1996]

Recommendation (Sl. No. 24, Para 2.106)

2.27 The Committee are concerned to note that the Working Class Family Income and Expenditure Survey. 1992-93 which was scheduled to be launched after 1981-82 survey has not materialised so far. The Ministry has accepted that the survey which should have been launched during the year 1992-93 has been considerably delayed. The Committee further note that the clearance of the scheme is still awaited from Department of Expenditure, Ministry of Finance. While reiterating their earlier recommendation, the Committee are of the view that the Ministry of Labour should take up the matter with Ministry of Finance for early clearance of the proposal. progress achieved in this regard should be communicated to the Committee within three months time.

Reply of the Government

2.28 The matter was vigorously pursued with the Department of Expenditure by the Ministry of Labour. Even the Cabinet Secretary was requested to intercede. As a result of these efforts the scheme on Working Class Family income and Expenditure Survey was finally approved by the Department of Expenditure. The posts have since been sanctioned.

[Ministry of Labour, O.M. NO. 16/1/1/CLW/96, dated 6.9.1996]

CHAPTER III

RECOMMENDATIONS AND OBSERVATIONS WHICH THE COMMITTEE DO NOT DESIRE TO PURSUE TAKING INTO CONSIDERATION THE REPLIES OF THE GOVERNMENT

Recommendation (Sl. No. 6, Para 2.13)

3.1 The Committee are constrained to note that the progress in regard to civil works to be executed under the project has been far from satisfactory. Out of 444 works required to be undertaken in 28 States/UTs. 118 works are still under construction and some works are in advance preparatory stages before start of construction. This is clearly indicative of the fact that monitoring of the Ministry in this regard has been very poor. The Committee, therefore, strongly recommend that the matter should be taken up with the defaulting State Governments at the Minister's level and the Ministry should ensure that the civil works are completed at the earliest. Steps taken and progress achieved in this regard should be communicated to the Committee quarterly.

Reply of Government

3.2 Till February 28, 1997, 344 works have been completed. 95 works are under various stages of construction and in 5 sites construction has not yet started.

3.3 Detailed review jointly with the world Bank was done in November, 1996, which ended up with a wrap up meeting with the State Labour Secretaries of the participating States/Union Territories.

3.4 Union Labour Minister has written on 18th February, 1997 to the Chief Ministers of Andhra Pradesh, Assam, Bihar, Maharashtra, Karnataka and West Bengal, the States where progress of construction was unsatisfactory.

3.5 The Chief Minister of Karnataka has assured that the ongoing works will be completed by December, 1997. The Chief Minister of Andhra Pradesh has informed that budget provision for civil works was very little in the State budget during 1996-97. However, additional funds are being provided by the State Government. Replies from the other four States are yet to be received.

[Ministry of Labour, O.M. No. 16/1/1/CLW/96, dated 6.9.96]

Recommendation (Sl. No 11, Para 2.44)

3.6 The Committee note with concern that the survey in all the 123 districts of child labour concentration could not be completed as scheduled and in 9 districts it has yet to start. The Ministry, has, however, stated that the survey will be completed by the end of the October, 1996. The Committee are not happy with the situation. In their view unless the Ministry has an authentic data of child labour, they are not in a position to plan for their elimination effectively. The Committee, therefore, urge upon the Ministry to take up the issue with the State Governments and ensure that the survey is completed in all the 123 districts by October, 1996 as has been assured by them. Progress achieved in this regard may be communicated to the Committee.

Reply of Government

3.7 It is a fact that Ministry had given an indication that survey in 123 districts to which the funds were provided, would be completed by October, 1996. Even though the matter was pursued with the district collectors, for one or the other reasons survey could not be completed in all the 123 districts. According to the reports received, survey has been completed in 43 districts. The results of the survey are being analysed in NLI. In the meantime, in compliance of the directions of the Supreme Court, all the State Governments have been issued a detailed guidelines regarding conduct of survey of working children in urban and semi-urban areas. The State Government have been advised to complete the survey in all the districts by 10th June, 1997, a deadline prescribed by the Supreme Court.

[Ministry of Labour, O.M. No. 16/1/1/CLW/96, dated 6.9.96]

Recommendation (Sl. No. 12. Para 2.45)

3.8 The Committee further note that the Ministry do not have the figures relating to number of families of child labour covered under the income generating and poverty alleviation schemes even after a lapse of 1½ years of its start. This clearly shows that the Ministry lacks coordination and its monitoring is very poor. The Committee, therefore, recommended that the scheme should be monitored thoroughly and the State level machinery should be strengthened to judge the functioning of child labour projects. Information asked for by the Committee in regard to number of families of child labour covered in income generating and poverty alleviation scheme should be furnished to them within three months' time.

Reply of Government

3.9 The Department of Rural Areas and Employment provided information on the number of families assisted under IRDP and DWCRA. Separate break-up relating to number of families of child labour covered under the income generating and poverty alleviation schemes is not readily available. Requisite information will now have to be collected from 76 districts directly. In the meantime, the Supreme Court has given the following directions:

- (i) employers found to be employing children in hazardous occupations will have to pay compensation of Rs. 20,000/- per child employed;
- (ii) an adult member of the family will be given employment in lieu of the child withdrawn from work and in the event of State Government not being in a position to provide a job (under one or the other poverty alleviation programme or otherwise) a compensation of Rs. 5000/- will be paid by the State Government;
- (iii) the amount of Rs. 20,000/- or Rs. 25,000/-, as the case may be, will be deposited in the child labour welfare-cum-Rehabilitation Fund and the interest on the amount will be given to the parents.

3.10 The Supreme court has also directed completion of survey in all the districts by 10 June, 1997. After the survey has been completed, the families of the children withdrawn from work are expected to get the benefit indicated above

[Ministry of Labour, O.M. No. 16/1/1/CLW/96, dated 6.9.96]

Recommendation (Sl. No. 13, Para 2.46)

3.11 The Committee are also of the view that due care should be given to the running of special schools under the National Child Labour Project as most of them are being run by NGOs. There should be regular monitoring by the Ministry over the functioning of special schools. For this, the Government should formulate active Committees at the District level involving officials from District administration, elected representatives of the area, Trade Unions etc. Steps taken in this regard should be communicated to the Committee within three month's time.

Reply of Government

3.12 The Ministry of Labour has been receiving periodic information from the child labour project societies at the district level regarding the pace and progress in the implementation child labour projects. The Ministry has also conducted a series of review meetings to assess the progress in the implementations of the project. The officers of the Child Labour Cell reviewed the progress of child labour projects in the States of Andhra Pradesh, Bihar, Madhya Pradesh, Uttar Pradesh and Rajasthan. Secretary (Labour) himself reviewed the progress in the implementation of these projects in the States of Andhra Pradesh, Bihar, Orissa and West Bengal. The problem areas and the type of intervention required for overcoming the problems have been conveyed to the State Government for suitable remedial measures.

Even though some schools are being run by NGOs, the overall responsibility for implementation of the projects is that of the District level Child Labour Project Societies which headed by the Collectors and include officers from various departments at the district level. NGOs, trade unions, etc. As such it has not been considered necessary to constitute any additional Committee for the purpose of monitoring.

[Ministry of Labour, O.M. No. 16/1/1/CLW/96, dated 6.9.96]

Recommendation (Sl. No. 14, Para 2.47)

3.13 As regards amending the Child Labour (Prohibition & Regulation) Act, 1986 the Ministry of Labour has furnished the same reply which they had furnished to the committee almost 1½ years back. In the Committee's view, the scope of the Act should be enlarged to provide stringent punishment to the employers violating the law. While reiterating their earlier recommendation, the Committee urge upon the Ministry to take up the issue with the Ministry of Law without further loss of time. Progress achieved in this regard should be communicated to the Committee within a six months period.

Reply of Government

3.14 Certain amendments in the Child Labour (Prohibition and Regulation) Act, 1986 were contemplated to make it more effective. However, there was a major policy announcement on child labour in the Common Minimum Programme (CMP) of the Government in June, 1996. CMP seeks to eliminate child Labour from all occupations and industries. While the Child Labour

(Prohibition & Regulation) Act, 1986 seeks to prohibit employment of children in certain occupations and processes it seeks to regulate working conditions of children in processes and occupations not prohibited under the Act, the CMP seeks to prohibit children working in all occupations and processes. Keeping in view the policy of the Government as indicated in the CMP, widespread consultations have been initiated by the Ministry of Labour.

3.15 Another development which has a bearing on law relating to employment of children is the direction of the Supreme Court dated the 10th December, 1996 in writ petition) No. 465/1986. While disposing of the writ petition, the Supreme Court has given certain directions regarding the manner in which the children working in hazardous occupations are to be withdrawn from work and rehabilitated as also the manner in which the working conditions of children working in non-hazardous occupations are to be regulated and improved upon. The important direction given in the judgement include payment of compensation amounting to Rs. 20,000/- by the offending employer, constitution of Child Labour Rehabilitation-Cum-Welfare Fund, provision of suitable employment to the parents of child labour, educational facilities for children withdrawn from work etc. These directions of Supreme Court have the same force of law.

3.16 Preparatory work for the implementation of directions of Supreme Court has already begun. Ministry has also sought suggestions from the State Governments for amendment to the Child Labour (Prohibition & Regulation) Act, 1986 in light of the policy on child labour as referred to in the Common Minimum Programme as well as the judgement of Supreme Court on child Labour, Consultations with the state Governments have also been held in the labour Ministers Conference on Child Labour held in New Delhi on 22-1-97. Revised proposals for carrying out amendment in the Act keeping in view the suggestions made by the state Governments are being worked out.

[Ministry of Labour, O.N. No. 16/1/1/CLW/96, dated 6.9.96]

Recommendation (Sl. No. 22, Para 2.95)

3.17 The Committee note that the amount allocated for the year 1995-96 for Vocational Training Programme for Women could not utilised as none of the training programmes envisaged under the scheme could be organised., the reasons given by the Ministry for non-conductance of the training programmes due to poor response from the trainees and non-filling up of trainers posts are not at all

satisfactory. The Committee attach greater importance to the Vocational Training programmes as they are job-oriented. They, therefore, strongly recommend that the Ministry should make all out efforts to fill up the vacancies of trainers at the earliest. Also efforts should be made to motivate women to take up the courses in right earnest. Steps taken and progress achieved in this regard may be communicated to the Committee within three months, time.

Reply of the Government

3.18 Filling up of the trainers' post was linked with provision of basic infrastructure, particularly temporary accommodation and land for permanent building to be provided by the concerned State Governments. As the posts could not be filled, they attracted ban issued by the Ministry of Finance and only after sustained follow-up with Finance Ministry, 136 posts under world Bank assisted Vocational Training Project were got revived in the last week of August, 1996.

3.19 There are 86 instructional posts of which 44 requires selection through UPSC and proposals have been sent. For the remaining 42 posts, the DGET is taking action by issuing advertisements for direct recruitment and by forming DPCs against promotion quota. It may be appropriate that there will be some shortfall due to non-availability of suitable candidates and selected candidates not joining. DGET will continue to closely monitor the filling up of the vacant posts.

3.20 The concerned State Governments are being requested to make available additional temporary accommodation for providing required infrastructure.

3.21 Simultaneously action for procurement of equipment has also been taken to organise the additional basic and advance skill courses from August and October, 1997 respectively.

3.22 The State Directors have been requested to declare the results of the All India Trade examination as per schedule to enable women candidates to take admission in the advance training courses in the National Vocational Training Institute (NVTI) and Regional Vocational Training Institute (RVTIs).

3.23 Special efforts are being made to public courses through local and National newspapers to attract larger number of women trainees from the region.

3.24 Action has also been initiated to introduce short term need based courses in the area where infrastructures are available in NVTI/RVTIs, to cater to the needs of local women. This may increase the number of beneficiaries and provide skill-development opportunities to women and improve their socio-economic status.

[Ministry of Labour, O.M. NO. 16/1/1/CLW/96, dated 6.9.1996]

Recommendation (Sl. No. 25, Para 2.107)

3.25 The Committee note that the survey reports "Employment and Unemployment" and "Wages and earnings" of Agriculture and Rural Labour based on the year 1987-88 were released after a gap of six years in the year 1994 i.e. August, 1994 and December, 1994. The Committee are not happy with the situation. In their view, the Ministry should strengthen their coordination with various agencies such as the National Sample Survey Organisation for speedy processing and analysis of data to reduce the time lag in release of reports. As Regards enquiry data pertaining to year 1993-94, the Committee desire that frequent consultation with the National Sample Survey Organisation should be carried out at the highest level so that the required data is made available at the earliest. The Committee are also of the view that the Ministry of Labour should have a thorough monitoring and ensure for timely release of survey reports.

Reply of the Government

3.26 Several efforts have been made by the Ministry of Labour and the Labour Bureau for reducing the time lag in release of Rural Labour Enquiry Reports. Computers have been installed in Labour Bureau, Shimla so that delays on account of data processing could be reduced. The office has also been provided with DTP machine so that time lag in printing the reports could be reduced to the minimum. However, the basic data for computation, tabulation and analysis is received by the Labour Bureau from National Sample Survey Organisation. The data collected by NSSO in 1993-94 was received by the office of Labour Bureau in December, 1996, after repeated requests to the organisation. The Labour Bureau Immediately started working on the data and the first report based on the data received in December, 1996 is expected to be received by March-April, 1997.

[Ministry of Labour, O.M. NO. 16/1/1/CLW/96, dated 6.9.1996]

CHAPTER IV

RECOMMENDATIONS/OBSERVATIONS, REPLIES TO WHICH HAVE NOT BEEN ACCEPTED BY THE COMMITTEE AND WHICH REQUIRE REITERATION

Recommendation (Sl. No. 3, Para 1.11)

4.1 The Committee are concerned to note that some of the major port authorities have not appointed requisite number of safety officers and in most of the canteens run by Port Management the nutritional value of the meals supplied to the workers has been found less than the requirement. Viewing the situation seriously the Committee urge upon the Ministry of Labour to take up the issue, with the Ministry of Transport at the earliest. Steps taken in this regard may be communicated to the Committee within six months time.

Reply of the Government

4.2 After the letter from Labour Secretary to Secretary, Ministry of Surface Transport and to Chairman/Deputy Chairman of major Ports emphasising the need for appointment of Safety Officer, the matter was pursued by the Director General, Factory Advisory Services and Labour Institutes (DGFASLI) in the 3rd Dock Workers' Advisory Committee held at Goa on 14-15th January, 1997. Later, the issue was again raised by him in the Advisory Committee constituted in the Surface Transport. This meeting was held on 8.2.1997. The Secretary, Surface Transport agreed to examine the issue and take necessary action.

4.3 The issue regarding canteen facilities in all the Ports was raised in the 3rd Dock Workers' Advisory Committee Meeting held at Goa in January, 1997. Meanwhile, the follow up study on canteen facilities with particular reference to the nutritional value of the meals supplied to the workers, has been completed and the report is being finalised. The findings and the recommendations for improvement in the canteen facilities will be communicated for implementation by the Port Authorities through the Ministry of Surface Transport.

[Ministry of Labour, O.M. NO. 16/1/1/CLW/96, dated 6.9.1996]

Comments of the Committee

(Please see para No. 1.5 of Chapter I)

Recommendation (Sl. No. 5, Para 2.12)

4.4 The Committee note that out of 16 packages for which orders were placed by the Ministry of Labour under NIT-V, original delivery period for 132 packages has already been expired and liquidated damages as per the conditions laid down in the contractual agreements are being deducted while making payment to these suppliers. The Committee view this situation with great concern. They, therefore, desire that the Ministry should make all out efforts for supply of equipments by December, 1996 positively as has been stated by them. As regards the defaulting suppliers the matter should be taken up at the highest level and steps should be taken to blacklist them. Steps taken in this regard may be communicated to the Committee within six months's time.

Reply of the Government

4.5 DGE&T has engaged NTPC as consultant to carry out procurement of equipment worth Rs. 35.00 crores for 16 packages under NIT-V. The letters of Award for the above equipment were placed with various suppliers between May and July, 1995 with the delivery period ranging from 4 months to 15 months. Out of 16 packages, equipment of 14 packages worth Rs. 19.51 crores have already been supplied as on 28.2.1997. All efforts are being made to have the supplies expedited.

4.6 It is submitted that black listing of defaulting suppliers is not within the scope of the contract agreement. The only alternative measure is to cancel the contract, if suppliers fail to supply the equipment within the original delivery period or within the extended period of delivery granted and forfeit the performance guarantee. However, in case, the contract is terminated, it would not be possible to procure the equipment within the extended period of the project i.e. 31.12.97 as it would require at least 18 months to complete the fresh cycle of procurement. Keeping in view the interest of the ITIs in replacing outdated/obsolete equipment, it would be appropriate to allow some of the suppliers to supply the equipment within the extended period of the project, if after review, it is found that they have the ability to deliver within the extended period.

[Ministry of Labour, O.M. No. 16/1/1/CLW/96, dated 6.9.1996]

Comments of the Committee

(Please see para No. 1.8 of Chapter I)

Recommendation (Sl. No. 15, Para 2.57)

4.7 The Committee are concerned to note that the Ministry of Labour has not accorded priority for setting up of five more CGIT-cum-Labour Courts and filling up of vacancies of Presiding Officers. The Ministry's reply in this regard that our Ministry has sent the proposal but out of five only one was agreed to, is not acceptable to the Committee keeping in view the filling up of pending cases in various Courts. In their view the matter should have been taken up at the Minister's level and vigorous efforts should have been made to get the proposal approved. As regards making terms and conditions for appointment of Presiding Officers in labour Courts more attractive by placing them in suitable grades, the Ministry should take up the issue with the Ministry of Finance as well as with the Fifth Pay Commission immediately.

Reply of the Government

4.8 The proposal for setting up two more CGIT-cum-Labour Courts during the current year of the Eighth Five Year Plan has been approved by the Labour Ministry and sent to the Ministry of Finance for concurrence. In addition, setting up of 15 more CGIT-cum-Labour Courts has been proposed during the 9th Five Year Plan period.

4.9 In order to make the post of Presiding Officer more attractive, Ministry of Labour had made some important suggestions to the Fifth Pay Commission. These included allowing Judicial Officers to carry the pay scale they are entitled to in their parent cadre in addition to allowing deputation allowance. Provision of residential accommodation and staff car facilities and appointment of superannuated officers as per the provisions contained in the I.D. Act. The Report of the Pay Commission has been received and further action will be taken after Government's decision on the Commission's recommendation is known.

[Ministry of Labour, O.M. No. 16/1/1/CLW/96, dated 6.9.1996]

Comments of the Committee

(Please see para No. 1.10 of Chapter I)

CHAPTER V

RECOMMENDATIONS/OBSERVATIONS IN RESPECT OF WHICH FINAL REPLIES OF GOVERNMENT HAVE NOT BEEN RECEIVED

Recommendation (Sl. No. 7, Para 2.27)

5.1 The Committee regret to note that the estimates of employment and unemployment based on the survey conducted by the National Sample Survey Organisations during the year 1993-94 has yet to be finalised. The detailed results are expected to be released by the end of December, 1996. The Committee fail to understand the manner in which the Ministry plans to combat the unemployment problem every year in the absence of an authentic data of unemployed persons. They, therefore, desire that the matter should be taken of with the Planning Commission and Ministry should devise ways to have an authentic data of unemployed persons every year. Steps taken in this regard should be communicated to the Committee within six month's time.

Reply of the Government

5.2 Key Results on Employment and Unemployment based on the 1993-94 Survey have already been published by the National Sample Survey Organisation (NSSO). As regards annual estimates, the matter has already been taken up with the Planning Commission.

[Ministry of Labour, O.M. No. 16/1/1/CLW/96, dated 6.9.1996]

Recommendation (Sl. No. 17, Para 2.70)

5.3 The Committee note with distress that although the accidents in BCCL Colliery at Gazlitand in District Dhanbad took place in September, 1955, yet no action has so far been taken against the management by the Ministry. The Committee view the situation seriously and recommended that the Ministry should take immediate steps to finalise the enquiry Report and initiate action against the persons found guilty for the mishap. Steps taken in the matter should be communicated to the Committee within three months time.

Action Taken

5.4 The statutory enquiries under Section 23(2) of the Mines Act, 1952 have already been completed in respect of the concerned mines by the Directorate General of Mines Safety.

5.5 The Central Government in exercise of the powers conferred under sub-Section (1) of Section 24 of the Mines Act, 1952 appointed Justice S.K. Mookerji, retired judge of the Patna High Court on 17.10.95 to hold a formal enquiry into the causes and circumstances attending to the accident. The proceedings of the Court of enquiry are in progress.

[Ministry of Labour, O.M. No. 16/1/1/CLW/96, dated 6.9.1996]

NEW DELHI;
21 April, 1997

1 Vaisakha, 1919 (Saka)

MADHUKAR SIRPOTDAR
Chairman,
Standing Committee on
Labour and Welfare.

ANNEXURE I

(*Vide* Para 2.20 of the Report).

No. P.Q./Cell/6(3)/96/SC-LW/4334

dated 27.12.96

To,

All Regional Provident Fund Commissioners.

SUBJECT : Comprehensive Survey/Coverage Drive.

Sir,

Standing Committee on Labour and Welfare (11th Lok Sabha) recommended that comprehensive survey should be conducted to ascertain number of coverable establishments.

As per the recommendations of Standing Committee, you are hereby directed to launch a drive during the month of January, 1997 to February, 1997 in your Region for comprehensive survey to ascertain the number of coverage establishments and finalise the issuing of code Nos.

In this regard please refer to D.O.No. 17 (23) 96-E. I, dated 8th July, 1996 *vide* which CPFC directed that an Information Cell be set up in every Region and Sub-Regional Office. A copy of the same is enclosed. The information cell must have been functioning in Regional Office and all the Sub-Regional Office in your region by now. Please intimate the present status of this also to the Head Office.

The result of this drive be informed to Head Office on or before 15th March, 1997.

Yours sincerely,

Encl: As above

sd/-

(R.S. Kaushik)
C.P.F.C.

ANNEXURE II

(*Vide* Para 2.22 of the Report)

No. P.Q./Cell/6(4)/96/SC-LW/43343

dated 27.12.96

To,

All Regional Provident Fund Commissioners,

SUBJECT : Arrears Clearance Drive for the cases pending under Section 7-A

Sir,

Standing Committee on Labour and Welfare (11th Lok Sabha) while discussing the recovery of outstanding Provident Fund dues viewed that enforcement Machinery should be strengthened and decentralised. Steps should also be taken to get the legal cases disposed of quickly.

It has been decided that in view of the observations of the Standing Committee arrear clearance drive for the cases pending under Section 7-A be launched during 15th December, 1996 to 15th March. 1997. Since 15th December, 1996 is already over, you start the drive immediately upto 15.3.1997.

You should also make all-out efforts to get the various Court cases disposed off at the earliest. For this you may personally meet the Judges of the various Courts and impress upon them about the urgency of such cases. Follow up action with our Standing Counsel as well as with the advocates on our panel be taken up for expeditious disposal of Court cases.

Your Report on the above action be sent to this office on or before 31.3.1997.

Yours sincerely,

sd/-
(R.S. Kaushik)
C.P.F.C.

ANNEXURE III

(*Vide* Para 2.24 of the Report)

No. P.Q./Cell/6(5)/96/SC-LW/4335

dated 27.12.96

To,

All Regional Provident Fund Commissioners,

SUBJECT : Delay in settlement of claims.

Sir,

Standing Committee on Labour and Welfare (11th Lok Sabha) in its first report expressed that steps should be taken to minimise the number of complaints being received by the Organisation from the subscribers and also necessary steps should be taken into minimise the personal contacts between the subscribers and the employees of the Organisation.

In this connection, you are here by directed to take immediate steps so that any delay in settlement of claims is minimised which will result into reduction in number of complaints. RC (FA) of your region be directed to monitor the settlement of claims at his level and where every any delay in noticed corrective steps be taken.

In addition to above in order to avoid personal contact between the subscribers and the EPF employees, PRO of your office be instructed not to allow any subscriber to personally meet any employee in accounts wing. His grievance be replied by the PRO himself. If the reply of PRO is not found satisfactory by the subscriber be should be allowed to meet the RPFC (F & A) and nobody else.

A copy of the instructions issued by you on the above matters be sent to this office also on or before 31.12.1996.

Yours sincerely,

sd/-
(R.S. Kaushik)
C.P.F.C.

ANNEXURE I

MINUTES OF THE FOURTEENTH SITTING OF THE STANDING COMMITTEE ON LABOUR AND WELFARE HELD ON 21 APRIL, 1997

The Committee sat from 15.00 hrs. to 17.30 hrs. in Room No. 62, Parliament House, New Delhi.

PRESENT

Shri Madhukar Sirpotdar — *Chairman*

MEMBERS

Lok Sabha

2. Shri Hansraj Ahir
3. Shri Ashok Pradhan
4. Shri Jai Singh Chauhan
5. Shri Ram Shakal
6. Smt. M. Parvati
7. Smt. Bhagwati Devi
8. Shri Rup Chand Murmu
9. Shri Illiyas Azmi
10. Shri Virendra Kumar
11. Dr. Amrit Lal Bharti

Rajya Sabha

12. Shri Mohinder Singh Kalyan
13. Shri Brahmakumar Bhatt
14. Shri Karma Topden
15. Smt. Urimilaben Chimanbhai Patel
16. Shri Sanatan Bisi
17. Shri Jagannath Singh
18. Shri Bangaru Laxman
19. Shri Debabrata Biswas

SECRETARIAT

1. Shri Babu Ram Kanathia — *Director*
2. Shri R.S. Misra — *Under Secretary*

2. At the outset, Hon'ble Chairman read out a Condolence Resolution on the passing away of Shri Biju Patnaik, a Sitting Member of Lok Sabha. The Members then stood in silence for a minute as a mark of respect to the deceased leader.

3. Thereafter, the Committee took up for consideration the following draft Reports and adopted the same without any amendment/modification.

(i) Fourth Report on Action Taken by the Government on the recommendations/observations contained in First Report of Standing Committee on Labour and Welfare on Demands for Grants - Ministry of Labour for the year 1996-97.

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5. The Committee authorised the Chairman to present the Report to Parliament on their behalf

The Committee then adjourned.

APPENDIX II

(*Vide* Introduction of the Report)

Analysis of Action Taken by Government on the 1st Report of the Standing Committee on Labour and Welfare (Eleventh Lok Sabha)

I	Total number of Recommendations	25
II	Recommendations/Observations which have been accepted by Government (Nos. 1,2,4,8,9,10, 16,18,19,20,21, 23 & 24) Percentage	Total 13 52%
III	Recommendations/Observations which the Committee do not desire to pursue in view of Government replies (Nos. 6,11,12,13,14,22 and 25) Percentage	Total 7 28%
IV	Recommendations/Observations in respect of which Government's replies have not been accepted by the Committee (Nos. 3,5 and 15) Percentage	Total 3 12%
V	Recommendations/Observations in respect of which final replies of Government are still awaited (Nos. 7 and 17) Percentage	Total 2 8%