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**STANDING COMMITTEE ON LABOUR
(2012-13)
(FIFTEENTH LOK SABHA)**

MINISTRY OF LABOUR AND EMPLOYMENT

**DEMANDS FOR GRANTS
(2013-14)**

THIRTY- FIFTH REPORT



**LOK SABHA SECRETARIAT
NEW DELHI**

April, 2013/Vaisakha, 1935 (Saka)

THIRTY-FIFTH REPORT**STANDING COMMITTEE ON LABOUR
(2012-13)****(FIFTEENTH LOK SABHA)****MINISTRY OF LABOUR AND EMPLOYMENT****DEMANDS FOR GRANTS
(2013-14)***Presented to Lok Sabha on 29th April, 2013**Laid in Rajya Sabha on 2013*

**LOK SABHA SECRETARIAT
NEW DELHI**

April, 2013/Vaisakha, 1935 (Saka)

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COMPOSITION OF THE STANDING COMMITTEE ON LABOUR
(2012-13)

SHRI DARA SINGH CHAUHAN - CHAIRMAN

MEMBERS
LOK SABHA

2. Shri Ismail Hussain
- *3. Shri Nalin Kumar Kateel
4. Dr. Virendra Kumar
5. Shri Nara Hari Mahato
6. Shri Hari Manjhi
7. Shri Bal Kumar Patel
8. Shri Mahendra Kumar Roy
9. Shri Rajiv Ranjan Singh (Lalan)
10. Shri Dinubhai Boghabhai Solanki
11. Shri Makhan Singh Solanki
12. Shri K. Sugumar
13. Shri Bibhu Prasad Tarai
- **14. Shri Ashok Argal
- ***15. Smt. J. Shantha
16. Vacant
17. Vacant
18. Vacant
19. Vacant
20. Vacant
21. Vacant

MEMBERS
RAJYA SABHA

22. Smt. T. Ratna Bai
23. Shri D. Bandyopadhyay
24. Shri Thaawar Chand Gehlot
25. Shri P. Kannan
26. Shri Mohd. Ali Khan
27. Shri Ranbir Singh Parjapati
28. Smt. Renubala Pradhan
29. Shri Rajaram
30. Shri G.N. Ratanpuri
31. Shri Jai Prakash Narayan Singh

* Ceased to be Member of the Committee consequent upon his nomination to Standing Committee on Commerce *w.e.f.* 13th December, 2012.

** Nominated *w.e.f.* 9th January, 2013.

*** Nominated *w.e.f.* 19th March, 2013.

SECRETARIAT

1.	Shri A.K. Singh	-	Joint Secretary
2.	Shri P.V.L.N Murthy	-	Director
3.	Shri Ashok Sajwan	-	Additional Director
4.	Smt. Archana Srivastva	-	Under Secretary

INTRODUCTION

I, the Chairman, Standing Committee on Labour (2012-13) having been authorized by the Committee to submit the Report on their behalf, present this 35th Report on Demands for Grants for the year 2013-2014 of the Ministry of Labour and Employment.

2. The Committee considered the Demands for Grants pertaining to the Ministry of Labour and Employment for the year 2013-2014 which were laid on the Table of the House on 21st March, 2013. The Committee took evidence of the representatives of the Ministry of Labour and Employment on 04th April, 2013.

3. The Committee wish to express their thanks to the officers of the Ministry of Labour and Employment for appearing and furnishing the information as desired by them in connection with the examination of the Demands for Grants of the Ministry.

4. The Committee considered and adopted the Report at their sitting held on 16th April, 2013.

5. For facility of reference, the observations and recommendations of the Committee have been printed in thick type in the body of the Report.

New Delhi;
18 April, 2013
28 Vaisakha, 1935 (Saka)

DARA SINGH CHAUHAN,
CHAIRMAN,
STANDING COMMITTEE ON LABOUR

CHAPTER-I

IMPLEMENTATION OF COMMITTEE'S RECOMMENDATIONS

The Twenty-Eighth Report (15th Lok Sabha) of Committee on Labour on Demands for Grants (2012-13) of the Ministry of Labour and Employment was presented to Parliament on 3rd May, 2012. The Report contained 26 recommendations/observations.

1.2 In compliance of Direction 73 A of Directions by Speaker, the Minister of Labour and Employment made a Statement in Lok Sabha on 4th March, 2013 giving the status of implementation of various recommendations made by the Committee in their Twenty-Eighth Report.

1.3 On the basis of the Action Taken Notes received on 6th August, 2012 from the Ministry of Labour and Employment on the above Report, the Committee presented their Thirty-Third Action Taken Report (15th Lok Sabha) to the Lok Sabha on 30th August, 2012. The Committee commented on the Action Taken Replies furnished by the Ministry in respect of Recommendations at Para No.3.22,3.29,3.44,3.48,3.58 and 3.59 contained in the original Report.

1.4 As per Director 73 A of Directions by Speaker, the Minister of the concerned Ministry is required to make a Statement in Lok Sabha within six months from the date of presentation of the Report i.e. by 2nd November, 2012. However, in the instant case the Statement was made after a lapse of ten months. The Committee expect that henceforth the Ministry would ensure laying of Statement by the Minister within the stipulated time of six months. They also expect the Government to take conclusive action in the context the six recommendations commented upon by them and furnish further action taken notes to them at the earliest.

CHAPTER-II

INTRODUCTORY

Objectives of the Ministry of Labour and Employment

2.1 The Ministry of Labour and Employment is one of the oldest and important Ministries of the Government of India. The main responsibility of the Ministry is to protect and safeguard the interests of workers in general and those who constitute the poor, deprived and disadvantaged sections of the society, in particular, with due regard to creating a healthy work environment for higher production and productivity and to develop and coordinate vocational skill training and employment services. Besides this the Ministry is also responsible for laying down policies in respect of labour matters including industrial relations, co-operation between labour and management, settlement of labour disputes, regulation of wages and other conditions of work and safety, women labour and child labour, labour welfare, social security etc. besides, development and administration of employment service and training of craftsmen on national basis.

2.2 To achieve the objectives, funds are required by the Ministry under the following Heads:-

1. 2225 Welfare of SC/ST and Other Backward Classes.
2. 2230 Labour and Employment and Training
3. 2251 Secretariat -Social Services
4. 2552 Lump sum Provisions for North Eastern Areas
5. 3601 Grants-in-aid to State Governments
6. 3602 Grants-in-aid to Union Territories Governments
7. 4225 Welfare of SC/ST and Other Backward Classes
8. 4250 Capital Outlay on other Social Services

Functions

- To promote harmonious relations between labour and management and to regulate wages and other conditions of work in the central sphere.
- To ensure speedy implementation of labour law awards, agreements, code of discipline etc. for improving industrial relations with regard to units in which Central Government is the appropriate Government.

- To conduct evaluatory studies of implementation of labour laws, industrial relations, personnel policies and practices etc., in Public Sector Undertakings.
- To regulate working conditions and safety in mines and factories.
- To prepare ground work for the formulation of National Wage Policy and maintain data on wages, all allowances and other related matters.
- To collect and publish statistics to conduct enquiries, surveys and research studies on various labour subjects.
- To conduct programmes relating to employment potential of Scheduled Caste and Scheduled Tribe candidates through Coaching-cum-Guidance Centres.
- To provide amenities to workers employed in the mining industry and beedi manufacturing.
- To assist in rehabilitation of bonded labour.

- To provide welfare measures for certain sections of the unorganized labour.
- To undertake training, education, research and consultancy service in the field of industrial relations and labour in general.
- To educate all sections of workers for their intelligent participation in social and economic development of the nation.
- To monitor running of social security schemes viz. Employees' Provident Fund Organization and Employees' State Insurance Corporation.
- Policy framework for National Employment Service, Implementation of National Vocational Training Programme.

Organisational set up

2.3 The objectives are sought to be achieved by the Ministry through its attached and subordinate offices and autonomous bodies. The important offices and organizations under the Ministry are as follows:-

1. Directorate General of Employment and Training
2. Organisation of the Chief Labour Commissioner (Central)
3. Directorate General of Factory Advice Service and Labour Institute
4. Directorate General of Mines Safety
5. Directorate General of Labour Bureau
6. Central Government Industrial Tribunals
7. Offices of Labour Welfare Commissioners
8. Employees' Provident Fund Organisation
9. Employees' State Insurance Corporation
10. Central Board for Workers Education
11. V.V. Giri National Labour Institute
12. Board of Arbitration (JCM)

2.4 The State Governments are also competent to enact legislations, as labour is a subject in the Concurrent list under the Constitution of India.

2.5 During the examination of Demands for Grants for the year 2011-12, the Committee observed that most of the Schemes implemented by the Ministry of Labour and Employment are of continuous nature and are being carried forward to the next five year plan. The Committee, therefore, desired that at the end of every year, a Status Paper be issued showing the details of the schemes especially in the case of schemes in PPP mode, which could be called 'Report to the People'.

2.6 The scrutiny of the Demands for Grants for the year 2013-14 of the Ministry and the conclusions/observations/Recommendations are dealt in the succeeding Chapters.

CHAPTER-III

(A) GENERAL PERFORMANCE

3.1 The Ministry of Labour and Employment have furnished Demands for Grants (2013-14) under Demand No. 62. The total Demand for 2013-14 Plan and Non- Plan together is Rs. 5274.35 crore (gross figure) of which Rs.5254.94 crore is under the Revenue section and Rs. 19.41 crore under the Capital section of the Grant.

3.2 As per the annual plan allocation approved by the Planning Commission for the year 2013-14, the total plan outlay is Rs. 2,524.00 crore. Out of this Rs. 77.90 crore has been earmarked for Civil Works Component and has been reflected in the Demands for Grants of Ministry of Urban Affairs and Poverty Alleviation. Thus, the total Plan budget available under Ministry of Labour and Employment's Demand for Grants is Rs. 2,446.10 crore (on net basis.)

3.3 Under Non-Plan, an allocation of Rs. 2,635.10 crore on net basis for 2013-14 has been provided. The major component goes to Employees' Pension Scheme, 1995 under social security with an amount of Rs.2,040.00 crore which constitutes 72.13% of Non-Plan budgetary allocations of Rs.2,828.25 crore (on gross figures).

3.4 Apart from this, the Ministry have a recovery budget of Rs.184.87 crore, under Revenue section and Rs. 8.28 crore under Capital section which makes the gross total of Rs.2,828.25 crore under Non-Plan. The expenditure through recovery budget on Labour Welfare schemes is met from Five Labour Welfare Funds.

3.5 The details showing Budget Estimates, Revised Estimates, Actual Expenditure incurred during the year 2012-13 (upto January, 2013) and percentage of expenditure over BE and RE for the year 2012-13, Plan and Non-Plan have been given in Annexure-I and Annexure-II.

3.6 The allocation vis-à-vis the expenditure on Plan schemes of the Ministry upto 04th March, 2013 shows steep decrease in expenditure in most of the schemes. When asked about the reasons for underutilization of funds, the Ministry intimated as under :-

“The main reasons for shortfall in utilizations in some of the Schemes are non-holding of EFC / SFC meetings, non-submission of adequate proposals by States, delay in release in State share, delay in receipt of utilization certificate, non-filling up of the vacant posts etc. The performance of the major Schemes of the Ministry, such as, Rashtriya Swasthya Bima Yojana (RSBY) and Skill Development Initiative (SDI) depends heavily on the submission of proposals by States and the timely release of State share of funds. The delay in holding EFC meetings and delay in receipt of utilization certificates in respect of past releases have also been the major reasons for shortfall in expenditure under the Schemes of

Training & Employment and National Child Labour Project (NCLP). “

3.7 Regarding the higher projections made at the Budget Estimates stage and revising them downwards at the Revised Estimates stage and not achieving the targets, even then Ministry informed as under :-

"The Ministry had projected higher expenditure anticipating approval of various new schemes and expansion of coverage of some of the schemes during the year. As this did not fully materialize due to reasons such as, non-holding of EFC / SFC meetings, non-submission of adequate proposals by States, delay in release in State share, delay in receipt of utilization certificate etc. this resulted in the expenditure being lower than projected."

3.8 During evidence of the Ministry, the representatives of the Ministry responded on this issue as under :-

"...normally in the annual exercise that takes place in the Planning Commission, we go and present our request but considering the constraint that the Government has in terms of availability of resources, we often get much less than what we ask for. I will give you the example. How much we had asked for the 12th Five Year Plan? We had asked for 34,914 crore for the 12th Five Year Plan and we had gone and made a presentation before the Planning Commission Scheme wise and had made a request that each of these schemes is important and we need money to implement them so that justice can be done to the beneficiaries. The Planning Commission has given us a

total allocation of Rs. 13,223 crore. So, as against Rs. 34,914 crore for the 12th Five Year Plan, we got only Rs. 13,223 crore. We were asked to distribute among our schemes. They said that we are giving total this much. For the financial year 2012-13, we had asked for Rs. 6,111 crore but we were given a lumpsum of Rs. 2,470 crore and we were asked to distribute among our different schemes."

3.9 They further deposed as under :-

"It is about the process because we do not have financial resources. But we want to go ahead but we are not able to find resources. The choice is either you have small number of schemes and do it perfectly or you have large number of schemes and find resources for that. This is our problem. I will give a very small example. Certain schemes have now been sanctioned. When we ask for the staff, the staff is reduced to one-third. How will you run a scheme when the staff is reduced to one-third? Our Minister is now writing to the Finance Minister saying that please do not do this. If you are giving a scheme, please give the resources so that it is run."

3.10 Regarding the problems faced by the Ministry in dealing with the State Governments they informed as under :-

"The major problem that we have is not necessarily our deficiency but it is something which we have to deal with when we are dealing with the State Governments. As you know, labour is a Concurrent Subject. In this subject,

most of the legislation is implemented through the State Governments. Most of the plans and schemes are implemented through the State Governments. The majority of our employment and training schemes and the major portion of financial allocation goes to the State Governments for implementation. As you know, we have different States in the country and each State has its own culture of how fast they can do things, how slow they can do things, how much they respond; what happens when people are called for review. There are very major schemes on which we call for meetings. When the meeting is chaired by the hon. Minister, we find that out of the 28 States and the Union Territories totalling 35, only nine or ten Ministers who will come from the States and others are represented by other officers. Sometimes I call for meetings to review schemes and in one of my meetings I suddenly found that a very major State was represented by a Principal of an ITI. The principal of an ITI represents one ITI. How will he know about what are the schemes in that State? This is something which we are still grappling because there is no response. Some States simply do not respond."

3.11 On implementation of new Scheme of "Modular Employable Skills", the Committee were informed by the representatives of the Ministry during evidence as under :-

"We have introduced a new Scheme namely MES. We have tried to get it carried out through the Central Government asking them that they should release the funds through Regional Apprenticeship Training Centres. They will see as to whether the work is going

on or not. They will also supervise the registration work of vocational training providers. We do not have staff in every State. We have our RDAT at six places. If one RDAT covers five to six major States then it is very difficult to carry out the work directly with limited staff. Therefore, over the last two years, we have started giving funds to the concerned State. Even the State Government is interested that the work of skill development in their State is carried out with their funds."

3.12 As regards the reason for under-utilization of funds under the sub-head 2230.02.101.03-Employment Exchanges, the Ministry informed as under :-

"In principle approval from the Planning Committee for the project was received in August, 2009. The project was considered twice by EFC and once by pre-EFC but could not be approved so far. The funds were provided with the expectation that the project will get cleared. As the project could not get cleared, funds could not be utilized during 2011-12 and 2012-13. However, expenditure has been made for the preparation of DPR and other reports as required for finalization of the report of the project."

3.13 When asked about the surveys conducted by the Labour Bureau on impact of Economic slowdown on employment in India, the Ministry informed as under :-

“Labour Bureau has been conducting quarterly quick employment surveys in the selected labour-intensive and export-oriented sectors in the eight selected sectors, namely i) textiles including apparels, ii) metals, iii) gems & jewellery, iv) automobiles, v) transport, vi) IT/BPO, vii) leather and viii) handloom/powerloom to assess the effect of economic slowdown on employment in India since January, 2009. So far sixteen such surveys have been conducted by Labour Bureau and reports thereon released”.

3.14 Regarding the comparison of the data provided by the Labour Bureau vis-a-vis data collected by private agencies/NGOs, the Ministry informed as under :-

"No comparison has been made with the data collected by private agencies / NGO's".

(B) CENTRAL BOARD OF WORKERS EDUCATION (CBWE)

3.15 The Scheme of Workers Education aims at achieving the objective of creating and increasing awareness and educating the workforce for their effective participation in the socio-economic development of the Country. To achieve these objective, various training programmes are conducted by the Board for the workers of organized, unorganized, rural and informal sector at National,

Regional and Unit levels through a network of 50 Regional and 9 Sub- Regional Directorates spread all over the country.

3.16 When asked about the evaluation study of the performance of CBWE carried out by the V.V. Giri National Labour Institute and the status of its recommendations, the Ministry informed as under :-

“The evaluation study of performance of CBWE was carried out during December, 2012 by V.V. Giri National Labour Institute. The report was also submitted to the Ministry. The recommendations are presently under examination in the Ministry and CBWE”.

3.17 When asked about the manpower available with the CBWE and whether it is sufficient to meet the requirement, the Ministry informed as under :-

“Manpower available is not sufficient to meet the requirement. Immediate recruitment of Education Officers and Staff members of various categories is required. Higher level vacant posts are proposed to be filled up through promotion”.

3.18 The Board has been organizing short duration programmes for the workers of weaker sections of the society also. When asked whether the Ministry have any information regarding the industries/individuals engaging child labour and whether they

have reported the matter to concerned authorities, the Ministry informed as under :-

“The Central Board for Workers’ Education (CBWE) has been organizing short duration programmes, *inter alia*, for workers engaged in industries/individuals pertaining to the unorganized sector and weaker sections of the society. While selecting participants for these training programmes, Education Officers who organize the programmes consult Village Panchayats, Block Officers, NGOs, Trade Unions, etc. The Board has no specific information about engagement of child labour in these industries or by the individuals. Further, CBWE has not made any estimates about the prevalence of child labour in these industries/individuals during the last three years”.

(C) MINIMUM WAGES

3.19 The Ministry of Labour and Employment are responsible to implement 44 labour related Acts. When asked about the Minimum Wages Act, 1948, the norms for fixation of minimum wages vis-à-vis the norms for their revision, the Ministry replied as under :-

“The Minimum Wages Act, 1948 has neither defined ‘minimum wages’ nor has it laid down any norm/criteria for fixing the minimum wages. In the absence of any standard methodology, the norms recommended by the Indian Labour Conference, held in 1957 are taken into

account while fixing the minimum wages. These are as follows: -

- 3 consumption units for one earner.
- Minimum food requirements of 2700 calories per average Indian adult.
- Clothing requirements of 72 yards per annum per family.
- Rent corresponding to the minimum area provided for under Government's Industrial Housing Scheme.
- Fuel, Lighting and other miscellaneous items of expenditure to constitute 20% of the total minimum wage.

There was a judicial pronouncement also in the year 1992 when the Supreme Court delivered a historic judgement in the case of Reptakos & Co. Vs. its workers that the children's education, medical requirement, minimum recreation including festivals/ ceremonies, provision for old age, marriage etc. should further constitute 25% of the minimum wage and be used as a guide in fixation of minimum wages. The State Governments are requested from time to time to keep the above said norms and judicial pronouncement in view while fixing/ revising the minimum wages.

According to the provisions contained in the Minimum Wages Act, 1948, the appropriate Governments are required to revise the minimum wages in all the scheduled employments under their jurisdiction at an interval not exceeding five years".

3.20 When asked about the amendments proposed in the Minimum Wages Act, the Ministry informed as under :-

“The Government has proposed amendments to the Minimum Wages Act, 1948 which, *inter-alia*, include making National Floor Level Minimum Wage (NFLMW) statutory and making the Act applicable to all employments across the states. The amendment proposal to the Minimum Wages Act, 1948 has been approved by the Cabinet and the Draft bill on the proposed amendments is being prepared in consultation with the Ministry of Law & Justice. Besides, there are some other proposals to amend the Minimum Wages Act, 1948 relating to issue of employment cards to the workers, enhancement of fines, making penal provisions more stringent for better compliance and enhanced compensation etc.”

3.21 When asked regarding the penalty provision under different amendments, the Ministry informed as under :-

“The Minimum Wages Act when enacted contained a penal provision of Rs.500/- or imprisonment for six months or both. This provision was included as a deterrent to prevent violation of the Act. However, with the passage of time the penal provision lost much of its relevance in view of inflation. It was accordingly felt to enhance fines and make penal provisions more stringent for better compliance. As such a proposal has been made to amend the penal provision so that for first contravention, the penalty will be Rs.5000/- or imprisonment up to

six months or both. For subsequent contraventions, the penalty will be any amount between Rs.5000-Rs.10000/-and imprisonment of one year or both.”

(D) RASHTRIYA SWASTHYA BIMA YOJANA (RSBY)

3.22 The ‘Rashtriya Swasthya Bima Yojana’ for BPL families (a unit of five) in unorganised sector was launched on 1st October, 2007 and became operational w.e.f. 01.04.2008. Under the scheme, smart card based cashless health insurance cover of Rs.30,000/- per annum on a family floater basis is provided to the BPL families in the unorganized sector. The premium is shared on 75:25 basis by Centre and State Government. In case of States of North East region and Jammu & Kashmir, the premium is shared in the ratio of 90:10. The scheme provides for portability of smart card by splitting the card value for migrant workers. The basic features of the scheme are as follows: -

- Government of India contributes 75% of the annual premium. State Governments contribute 25%. Administrative cost is borne by the State Governments. In case of North-East region and Jammu and Kashmir, the premium is shared in the ratio of 90:10.
- Beneficiaries are issued Smart Cards.

- Total sum insured would be Rs.30,000/- per family per annum on a family floater basis.
- Cashless transaction.
- Coverage of all pre-existing diseases.
- Hospitalization expenses including maternity benefit.
- Transportation cost of Rs.100/- per visit.

3.23 During the course of evidence, a power point presentation was given by the Ministry. As per the presentation, approximately 120 million people have been enrolled under the scheme and approximately 34 million cards have been issued. The Committee were also informed that a decision has been taken for inclusion of weavers in the scheme for which the card distribution would start by July-August, 2013.

(E) ESI HOSPITAL

3.24 During the course of evidence, the Committee desired to know about the status of Nagda, Firozabad and Rourkela Hospitals, the representatives of the Ministry informed as under :-

"Special drive for coverage was last conducted by Employees' State Insurance Corporation during 01.05.2012 to 18.05.2012. Regional Director, Uttar

Pradesh is being directed to conduct fresh survey in the area.

Opening up of hospital at Firozabad, Uttar Pradesh.

On completion of action as stated above, the feasibility of setting up the ESI hospital at Firozabad (U.P.) will be examined.

Considering the feasibility of revival of ESI hospital, Nagda (Madhya Pradesh)

The ESI hospital at Nagda is being run by Government of Madhya Pradesh. The number of Insured Persons (IPs) in Nagda is only 4787 and there is shortage of specialists and Assistant Surgeons. The bed occupancy is very low.

Status of implementation of ESI scheme in Mau (U.P.)

ESI Scheme is already implemented in Mau (U.P.) centre w.e.f. 21.01.1979. There are about 601 covered employees there. The ESIC dispensary is functioning there.

3.25 In a separate reply furnished to the Committee regarding the ESI Hospital in Firozabad, the ministry have informed as under:-

“As per provisions of Employees’ State Insurance Act, 1948 glass and bangle workers working in such factories stand covered in Firozabad. However, home based workers are not covered. Keeping in view the recommendations of Committee, ESIC has undertaken special drives more than once during the last six months and the position is as follows:-

Month	Number of Insured Persons in Firozabad	Number of Insured Persons in Shikohabad	Total Number of Insured persons
March, 2012	15620	1748	17368
April, 2012	15943	1646	17589
May, 2012	16580	1610	18190
June, 2012	18773	1600	20373
July, 2012	22134	1599	23733
August, 2012	22561	1791	24352

(F) OUTSOURCING

3.26 During the study visits of the Committee to different places all over India, while having interaction with the PSUs, the Committee noticed that they have outsourced even the perennial nature of jobs which otherwise are banned under the Contract Labour (Regulation and Abolition) Act, 1970. When asked about the steps taken by the Ministry to prevent such tendencies by PSUs, the Ministry informed as under :-

“Several works of PSU's are done through outsourcing. The CLC(C) office deals with the establishments engaging contract/ outsource labour falling under the Central Sphere. As per Sec 12(1) of the Contract Labour (Regulation & Abolition) Act, 1970, a contractor employing 20 or more workers is required to obtain a labour license. At present the licensed contract workers in the PSU's are approximately 18,44,224. The actual figure of outsourced contract labours in the Central Sphere would be even more as it excludes the workers of contractors employing less than 20 workers. Under the said Act any contractor, as per his requirements, may engage any person as contract labour in connection with the work of an establishment to do any skilled, semi-skilled or unskilled, manual, supervisory, technical or clerical work unless the employment of contract labourers is prohibited on any job, work or process in any establishment under Section 10(1) of the CL(R&A) Act, 1970. Regarding engagement of contract labour on the jobs banned under the Act, the field officers of the CLC(C) organization during the inspection of establishments take cognizance of such violations and initiate action against the erring employers by way of filing prosecution in the appropriate court.

The details of violation under Section 10(1) of Contract Labour (Regulation & Abolition) Act, 1970 in the Central Sphere Establishments during the years 2010-11, 2011-12 and 2012-13 is as under: -

Year	Number of inspections conducted	Number of Prosecutions filed in Court	Number of convictions
2010-11	24	18	--
2011-12	15	20	01
2012-Dec 12*	54	47	01

3.27 When asked about the representation of reserved categories while engaging the workers by contractor, the Ministry informed as under :-

“Under the Contract Labour (Regulation and Abolition) Act, 1970 there is no provision of reservation”.

3.28 When asked how the interest of Contract Workers is protected beyond 12 nautical miles where Indian Laws do not apply, the Ministry informed as under :-

“The Mines Act, 1952 is being amended to extend its applicability from existing 12 nautical miles to 200

nautical miles (Exclusive Economic Zone). The health, safety and welfare aspects of all workers including contract labour would be covered under this Act.”

CHAPTER-IV

OBSERVATIONS/RECOMMENDATIONS

4.1 The Committee in their 19th Report on Demands for Grants (2011-12) of the Ministry had recommended for issuance of a Status Paper depicting the details of the Schemes framed by the Union Government, contribution of the State Governments along with the completion status of the Schemes, the number of beneficiaries, total expenditure incurred, State-wise and the reasons for non completion etc., especially in the case of Schemes in PPP mode. However, the action taken replies of the Ministry stated "*the observations of the Committee have been noted for compliance*". The compliance report in the matter is still awaited from the Ministry. The Committee deplore such irresponsible attitude of the Ministry, and therefore, reiterate that the Status Paper be issued within a month of presentation of this Report and the reasons for delay may also be intimated to them.

4.2 The Committee note that the Budget Estimate for the year 2012-13 for plan schemes was Rs.2403.88 crore which was revised downward at the RE stage to Rs.2000.00 crore. However, the Ministry could utilise only Rs.1463.87 crore upto 4th March, 2013 which is around 60% of the Budget Estimates and 73% of the Revised Estimates. The Committee have been repeatedly impressing upon the Ministry to follow a realistic budgeting process and reiterate that Ministry should take corrective measures to ensure utilization of allocated funds so that the important schemes of the Ministry do not suffer.

The Committee further note that in respect of the important schemes of the Ministry viz. Skill Development Programme, Rashtriya Swasthya Bima Yojana and Child Labour Project, the allocated amount was far less than the amount sought for by the Ministry. The Secretary informed that against a demand of Rs.34,914 crore for the 12th Five Year Plan the Planning Commission has given a only Rs.13,223 crore and asked the Ministry to distribute the same

among various schemes. The Ministry also informed that due to such resource crunch even the major schemes of the Ministry could not take off and more so as a result the Planning Commission is even not approving the new schemes due to insufficient allocation. The Committee fail to understand that when the Ministry have the authority, flexibility and discretion to distribute the funds amongst different schemes out of the lumpsum allocation, then they ought to know which scheme is to be given how much weightage. The Committee, therefore, desire that the fund allocation for important schemes be given due weightage and the Ministry may also seek approval/clearance from the Ministry of Finance for diversion of funds from other heads where the funds are being surrendered due to one reason or the other. This, in their considered opinion, would enable the Ministry to atleast start the most important schemes viz. Kaushal Vikas Yojana, Skill Development and Rashtriya Swasthya Bima Yojana.

4.3 The Committee are, however, constrained to note that delayed approval of the Schemes by the

Planning Commission in general and one of the Schemes namely Mission Mode Project for Upgradation and Modernisation of Employment Exchanges in particular, announced by the Finance Minister in his Budget Speech for the year 2009, is still awaiting the requisite approval, thereby negating the very purpose for which the schemes were intended. The Committee express their displeasure at the state of affairs emanating from lack of coordination between the Ministry, Ministry of Finance and the Planning Commission and desire the Ministry to take up the matter once again with concerned Ministries to break the vicious circle and ensure expeditious implementation of these schemes. The Committee also desire the Ministry to review the plethora of Schemes being operated by them, as to analyze the efficacy thereof with a view to reorganize and consolidate them to cover manageable broad areas.

4.4 The Committee further note that shortage of staff is also impacting the implementation of the important schemes. The Committee here would like to remind the Ministry that on an earlier occasion also,

they had recommended that the existing vacancies of Direct Recruitment (DR) quota be filled up through Employment Exchanges as a stop-gap arrangement till the UPSC/SSC forwards the panel for regular appointment which would help ease the pressure on the Ministry. They, however, feel that this recommendation was not given a serious thought by the Government. The Committee, therefore, reiterate their earlier recommendation and suggest that the existing vacancies be filled up within three months, through Employment Exchanges as a stop-gap arrangement till the UPSC/SSC forwards the panel for regular appointment. They also desire that this process of filling up of vacancies may be strictly monitored and in case of delay/irregularity the responsibility must be fixed. As regards the demand for additional staff for which the Minister for Labour and Employment had written to the Finance Minister for relaxed norms, the Committee suggest that the matter may be pursued with the Ministry of Finance vigorously.

4.5 The Committee find that the data collected/provided by the Labour Bureau through different surveys about number of beneficiaries of various schemes is at variance with the data collected by private agencies/NGOs. The Committee feel that the statistics collected by the Labour Bureau should provide a clear picture about the number of beneficiaries for each of the Schemes implemented by the Ministry. They, therefore, desire that the methodology adopted by the Labour Bureau should be reviewed and further improved to make their results more closer to ground realities.

4.6 During the examination of Demands for Grants 2012-13, the Committee were informed that the Government proposed to amend various Acts like the Employment Exchange (Compulsory Notification of Vacancies) Act, 1959, the Factories Act, 1948, the Minimum Wages Act, 1948, the Contract Labour (Regulation and Abolition) Act, 1970, the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 etc. However, the Committee find that Ministry have not been able to bring any of the amending Bills before

the Parliament so far. The Committee desire the Ministry to expedite the examination of all these Acts and bring amending Bills before the Parliament at the earliest. The Committee note that the Ministry is administering 44 Acts for the welfare of labours covering both organized and un-organised sector. Some of these Acts touch upon only few aspects of the welfare activities. The Committee desire the Ministry to review the Acts, particularly those which have remained dormant or have become outdated so as to bring about a comprehensive legislation covering the welfare of labourers in its entirety.

4.7 The Committee also find that neither the existing penalty of Rs.500/- or imprisonment for six months or both nor the proposed penalty of Rs.5000/- or imprisonment upto six months or both is an effective deterrent in the case of violation of any of the provisions of the Minimum Wages Act, 1948. The Committee, therefore, recommend that while considering the amendments to the Act, the punishment so prescribed need to be in conformity with the current price index or linked with the size of

the establishment/profit margin of the violator to be a deterrent in the real sense of the term.

4.8 The Committee note that the Ministry are facing problems in implementation of the Schemes which are executed by the State Governments. Some of the State Governments do not even respond to communications/Report to Ministry or attend meetings etc. The Committee desire that cases of such State Governments which are neither performing nor utilizing central funds properly, must be reported to the Ministry of Finance/Planning Commission so that annual grant of such States be commensurate with their performance in respective schemes.

4.9 The Committee note that Modular Employable Skills (MES) Scheme, earlier implemented by the Ministry, is now proposed to be implemented by the State Governments for which funds are to be provided by the Ministry. Given the past performance of some State Governments, it is doubtful, if the States would be able to do justice in implementation of this scheme.

The Committee, therefore, desire that an effective monitoring mechanism must be put in place to ensure the implementation of the scheme to achieve its intended objectives. The Committee are deeply concerned about the irregularities reported in the implementation of the scheme, particularly in Uttar Pradesh, and would like the matter to be enquired into and report in respect thereof be submitted to them.

4.10 The Committee note that an evaluation study of the performance of Central Board of Workers Education (CBWE) was carried out by the V.V. Giri National Labour Institute, NOIDA in December, 2012 and the report is under examination by the Ministry. The Committee find that a number of recommendations made by them would necessitate mindful consideration. The Committee strongly feel that recommendations made by the Institute for evaluation of the training programmes must be implemented in letter and spirit within a specified time and a study be also conducted to assess the impact of

such training programmes on the workers' performance/productivity.

4.11 The Committee find that the Central Board of Workers Education (CBWE) has a network of 50 Regional, 9 Sub-Regional Directorates and 6 Zonal Directorates. Going through the data provided by the Ministry, they observe that there are 183 vacancies against sanctioned staff strength of 686. Keeping in view the significance of the CBWE, it becomes imperative to provide at least the sanctioned staff if not the additional staff. The Committee, therefore, desire that all the vacancies in CBWE be filled up urgently, by resorting to the method indicated by them elsewhere in this Report. The Committee also recommend that the Centre of CBWE in Srinagar which was closed 22 years back due to extraordinary circumstances, be re-opened immediately and simultaneously a feasibility report may also be obtained for establishment of a CBWE Centre in Leh. They desire to be apprised of the action taken in this matter at an early date.

4.12 The Committee note that the CBWE has a reach to all categories of workers. The Committee opine that during the course of providing training, CBWE might have come across some incidents of engagement of Child Labour and Bonded Labour by industries/individuals. The Committee desire that such incidents must be reported to the concerned authorities which would help the Government in eliminating such stigma from the society. They would like to be apprised of incidents so reported to the concerned authorities during the last five years.

4.13 The Committee note that the Rashtriya Swasthya Bima Yojana (RSBY) was launched in the year 2008 to provide health insurance to the lowest strata of the society viz. the BPL families. Since its inception, it has become one of the largest health insurance scheme in the world in terms of numbers. The Committee find that approximately 120 million people have already been enrolled in the Scheme but the Ministry have been able to provide cards to 34 million people only. They are of the firm opinion that issuance of cards to the beneficiaries is the precursor

to implement the scheme, which is getting delayed. They, therefore, desire that the process of issuance of cards needs to be accelerated so as to enable the beneficiaries to avail the benefits of the scheme without undue delay. The Committee also desire the Ministry to explore the possibility of including more and more categories of workers in the ambit of the Scheme.

4.14 The Committee, in their earlier report on Demands for Grants, desired that the shortcomings / lacunae / deficiency / weakness pointed out in the evaluation studies of RSBY be taken up seriously and course corrected. The Committee, reiterate their recommendation and desire that fresh evaluation studies be conducted for examination of shortcomings/lacunae/ deficiency/weakness, of the Scheme.

4.15 The Committee note that an ESI Hospital was set up in Nagda Junction of Madhya Pradesh which remained functional for about two-three years and,

thereafter, was closed. The Committee find that closing this hospital has not only hampered the medical facilities to the local IPs but also the assets so created are idling. They, therefore, desire that the ESI hospital at Nagda be re-started without further delay.

4.16 The Committee were further informed that on the recommendation of the Committee, ESIC had undertaken special drives for fresh IP mapping more than once during the last six months for opening of ESI Hospital at Firozabad, Uttar Pradesh. As per the latest figures, the last drive was undertaken in August, 2012 with total of 24352 IPs in and around Firozabad. As per the guidelines of ESIC, a minimum of 25000 IPs are required to open a ESI Hospital. In the given circumstances, the Committee are sure that the number of IPs by this time would have crossed 25,000 mark and now does meet the criteria for opening an ESI Hospital in Firozabad. They, therefore, recommend that the Ministry should start the process of setting up of an ESI Hospital at Firozabad without any further delay. The Committee also desire to be apprised of the latest status of a proposal of setting up

of ESI Medical College and hospital at Rourkela, Odisha and the time by which a final decision is likely to be taken.

4.17 The Committee were informed that at present the number of contract workers in the PSUs is approximately 18,44,224 engaged through licensed contractors, excluding the workers of contractors employing less than 20 workers. The Committee find that while engaging contract workers, the Government's policy on prescribed representation to SC/ST/OBC is not applicable. The Committee are concerned that since a huge workforce is now being engaged through outsourcing, the lack of stipulated representation to deprived sections of the society amounts to denial of their legitimate rights. The Committee, therefore, recommend that Government may explore the feasibility of issuing instructions/guidelines to all concerned for giving due regard to representation of these categories while outsourcing/engaging Contract Labour.

4.18 The Committee were informed that the Government have proposed amendments to the Minimum Wages Act, 1948 which, *inter-alia*, include making National Floor Level Minimum Wage (NFLMW) statutory and applicable to all employments across the states. The amendment proposal to the Minimum Wages Act, 1948 has been approved by the Cabinet and the Draft Bill on the proposed amendments is being prepared in consultation with the Ministry of Law & Justice. The Committee find that at present 'The Minimum Wages Act, 1948' neither defines 'minimum wages' nor lays down any norm/criteria for fixing the minimum wages. In the absence of any standard methodology, the norms recommended by the Indian Labour Conference, held in 1957 are taken into account. The Committee desire that parameters must be so fixed that the Act should define the criteria for fixation of minimum wages. They, therefore, desire that the proposed amendments may be expedited. The Committee opine that a concept of "Fair Wages" simultaneously be evolved and it may be ensured that these fair wages are paid by all the profit earning PSUs/

organizations/ Autonomous Bodies to contract/casual/outsourced workers employed by them.

4.19 The Committee in their Twenty-Second Report on 'The Mines (Amendment) Bill, 2011' had approved the proposal of the Ministry to amend Section 1 of the Principal Act to include the territorial waters, continental shelf, Exclusive Economic Zone and other Maritime Zones Act, 1976. The Committee find that presently the Indian Laws are applicable upto 12 nautical miles. Hence, the interests of the contract workers engaged by the some oil exploring companies having their setups beyond this limit, are not protected. When the Committee raised their concern, the Ministry informed that the Mines Act, 1952 is being amended to extend its applicability from existing 12 nautical miles to 200 nautical miles (Exclusive Economic Zone) thereby covering the health, safety and welfare aspects of all workers including contract labour. The Committee opine that since the workers are out of the purview of the present laws, the amendment to the Mines Act, 1952 becomes imperative to safeguard

them. They therefore, desire that the amendments to the Act may be expedited.

New Delhi;
18 April, 2013
28 Vaisakha, 1935(Saka)

DARA SINGH CHAUHAN
CHAIRMAN,
STANDING COMMITTEE ON LABOUR.

ANNEXURE-I**TABLE – 1: Plan Expenditure during the year
2012-13 (Plan portion)**

S. No.	2012-13 Schemes / Programmes	BE	RE	Actual Exp. Up to 31.12.2012	{Rupees in lakh}	
					5	6 % of shortfa ll/exce ss over RE
1	2	3	4	5	6	
	(A) Central Sector Scheme					
	DGE&T (Employment)	1279.00	1179.00	654.13	524.87	-44.52
		(CW 100)				
1.	Construction of Office Building, Staff Quarters & Skill Training Institutes	100.00	0.00	0.00	0.00	0.00
		(CW100)				
2.	Continuation and Setting up of New Vocational Rehabilitation Centres for Handicapped Persons including Skill Training Workshops and Rural Rehabilitation Extension Centres	479.00	479.00	284.12	194.88	-40.68
3.	Welfare of SC/ST job seekers through coaching, guidance and Vocational Trg. And Introduction of new courses in existing CGCs & Establishment of new CGCs in States not covered so far	700.00	700.00	370.01	329.99	-47.14
	DGE & T (Training)	8294.00	6407.00	3657.47	2749.53	-42.91
		(CW1887.00)				
4.	Upgradation of Training Institutes	3800.00	3468.00	2114.34	1353.66	-39.03
		(CW300.00)				
5.	National Instructional Media Institute, Chennai	400.00	350.00	175.00	175.00	-50.00
		(CW50.00)				
6.	Foremen Training Institutes at Jamshedpur & Bangalore	860.00	290.00	163.50	126.50	-43.62
		(CW600.00)				

7.	Model Industrial Training Institutes (MITIs)	850.00	273.00	269.25	3.75	-1.37
		(CW 550.00)				
8.	Project Impl. and Trade Testing in DGET HQ	500.00	490.00	289.43	200.57	-40.93
9.	Building Equipment & Establishment for RVTIs (Calcutta, Hissar, Allahabad, Indore, Bhubneshwar, Vadodra, Jaipur and Tura)	1114.00	933.00	573.81	200.57	-38.50
		(CW264.00)				
10.	Expansion of Training of Trainers within DGET Institutes	450.00	333.00	72.14	260.86	-78.34
		(CW73.00)				
	Fresh proposals					
11.	e-learning & Distance Learning Program	100.00	50.00	0.00	50.00	100.00
		(CW50.00)				
12.	Re-engineering of NCVT & Development of National Vocational Qualification Framework	50.00	50.00	0.00	50.00	100.00
13.	Establishment of National Board for Trade Testing and Certification	70.00	70.00	0.00	70.00	100.00
14.	International Cooperation in Skill Development including Foreign training.	100.00	100.00	0.00	100.00	100.00
	Industrial Relations	1704.00	1504.00	862.73	641.27	-42.64
		(CSW 200)				
15.	Strengthening of Adjudication Machinery and holding of Lok Adalats	586.00	586.00	343.74	242.26	-41.34
16.	Machinery for better conciliation and upgradation of Office infrastructure at CLC (C) and RLC (C)	1058.00	858.00	496.60	361.40	-42.12

		(CW200.00)				
17.	Improvement and Strengthening of Training Wing of Central Labour Service Officers	60.00	60.00	22.39	37.61	-62.68
	Central Board for Workers' Education (CBWE)	2474.00	2474.00	573.75	1900.25	-76.81
18.	(i) Central Board for Workers' Education	1962.00	1962.00	445.75	1516.25	-77.28
	(ii) Mahatma Gandhi National Rural Employment Guarantee Act	512.00	512.00	128.00	384.00	-75.00
	Child Labour	15000.00	13200.00	7622.55	5577.45	-42.25
19.	National Child Labour Project (including Grants-in-aid to Voluntary Agencies)	15000.00	13200.00	7622.55	5577.45	-42.25
	Labour Bureau	3885.00	2878.00	1199.56	1678.44	-58.32
		(CW525.00)				
20.	Labour & Employment Statistical System	3885.00	2878.00	1199.00	1678.44	-58.32
		(CW525.00)				
	Director General, Mines Safety (DGMS)	2661.00	1161.00	746.04	414.96	-35.74
		(CW1500.00)				
21.	Mine Accidents Analysis and Modernization of Information Database (MAMID)	630.00	630.00	459.39	170.61	-27.08
22.	Strengthening of Infrastructure Facilities and Core Functions of DGMS (SOCFOD)	2021.00	521.00	286.65	234.35	-44.98
		(CW1500.00)				
	Fresh Proposal					
23.	e-Governance in Directorate General of Mines Safety (e-DGMS)	10.00	10.00	0.00	10.00	100.00
	Director General Factory Advice Service and Labour Institute (DGFASLI)	2030.00	1030.00	591.18	438.82	-42.60

		(CW1000.00)				
24.	Strengthening of DGFASLI Organisation and Occupational Safety & Health in Factories, Ports and Docks.	1700.00	700.00	449.61	250.39	-35.77
		(CW10.00)				
	Fresh Proposals					
25.	Identification and Elimination of Silicosis in India	10.00	10.00	0.00	10.00	100.00
26.	Strengthening of Enforcement System in Ports and Docks	10.00	10.00	0.00	10.00	100.00
27.	Effective implementation of Occupational Safety, Health and Environment Systems at work place in Manufacturing and Port Sector	10.00	10.00	0.00	10.00	100.00
28.	Identification control and elimination of asbestosis and asbestos related disorders	10.00	10.00	0.00	10.00	100.00
29.	Strengthening of Enforcement System in Factories Establishment of Industrial Safety, Occupational Health and Work	10.00	10.00	0.00	10.00	100.00
30.	Development of Regional Labour Institute Faridabad as National Centre of Excellence	250.00	250.00	141.57	108.43	-43.37
31.	Establishment of Regional Labour Institute at Shillong for North East Regions	30.00	30.00	0.00	30.00	100.00
	National Labour Institute (NLI)	1663.00	1191.00	327.50	863.50	-72.50
32.	National Labour Institute	1663.00	1191.00	327.50	863.50	-72.50
	Other Schemes	300.00	300.00	97.54	202.46	-67.49
33.	Scheme on Information Technology	200.00	200.00	90.07	109.93	-54.97
34.	Grants-in-aid to Research/Academic Institution & Non Governmental voluntary Organisation for undertaking research in labour related subjects.	100.00	100.00	7.47	92.53	-92.53
	Total 'A'	39290.00	31324.00	16332.45	14991.55	-47.86
		(CW5212.00)				
	(B) Centrally Sponsored Schemes					
1.	Upgradation of 100 ITIs into Centre of excellence	10.00	0.00	0.00	0.00	0.00
2.	Rehabilitation of Bonded Labour	500.00	500.00	228.70	271.30	-54.26

3.	Skill Development Initiative	70000.00	40592.00	30307.33	10284.67	-25.34
4.	Training of 8000 youths of J&K	100.00	0.00	0.00	0.00	0.00
5.	Koushal Vikas Yojana	5000.00	2600.00	22.94	2577.06	-99.12
6.	Upgradation of 1396 Govt. it is through PPP	500.00	378.00	129.12	248.88	-65.84
7.	Externatilly Aided Project (EAP) for Reforms and Improvement in Vacational Training Services rendered by Central and State Government.	10000.00	10000.00	5061.25	4938.75	-49.39
8.	Health Insurance for Unorganised Sector Workers (Rashtriya Swasthya Bima Yojana)	110000.00	106004.00	67752.49	38251.51	-36.08
		(+11856.00) *	(+11856.00)*			
9.	Mission Mode Project for Upgradation and Modernization of employment Exchanges	2000.00	574.00	0.00	574.00	100.00
10.	Skill Development in 34 districts affected by Left Wing Extremism (LWE) (RENAMEd as Skill training for the youth of LWE [Left Wing Extremism])	5000.00	3893.00	1827.41	2065.59	-53.06
11.	Enhancing Skill Development Infrastructure in NE States & Sikkim	3300.00	3300.00	795.64	2504.36	-75.89
12.	Setting up of multi skill development Centre at Gulbarga & Bengaluru in Karnataka	500.00	35.00	0.00	35.00	100.00
		(CW400.00)				
	Fresh Proposal					
13.	Setting up of Advanced Training Institutes & Regional Vacational Training Institutes	800.00	800.00	14.39	785.61	-98.20
	Total B	207710.00	168676.00	106139.27	62536.73	-37.08
		(CW14.00)				
	Grand Total (A+B)	247000.00	200000.00	122471.72	77528.28	-38.76
		(+11856.00)*	(+11856.00)*			
		(CW66.12)	(+CW66.12)	(+CW66.12)		

Annexure - II

Non Plan

Rs. in crores)

	BE 10-11	RE 10-11	Exp. 10-11	% Exp. over BE	BE 11-12	RE 11-12	Exp. 11-12	% Exp. over BE	BE 12-13	RE 12-13	Exp. 12-13	% Exp. over BE	BE 13-14	% Exp. over BE
1. Secretariat Social Services	32.5	32.00	29.96	92.18	93.63	33.60	31.72	30.70	91.37	96.78	33.67	33.68	29.41	87.35
2. Research and Statistics	8.82	8.48	8.28	93.88	97.64	8.53	7.88	7.74	90.74	98.22	8.43	8.41	7.45	88.37
3. Industrial Relations	42.11	40.20	39.33	93.40	97.84	41.43	36.59	37.95	91.60	103.72	39.25	42.53	38.62	98.39
4. Working Condition & Safety	53.65	46.75	46.80	87.23	100.11	49.50	48.09	48.62	98.22	101.10	51.42	53.99	48.03	93.41
5. Labour Welfare Scheme	33.09	27.82	26.67	79.27	94.25	24.36	24.03	23.61	97.35	98.58	24.49	23.95	154.32	62.10
6. Transfer to Reserve Fund	294.70	177.19	175.24	59.46	98.73	170.50	170.50	100.00	100.00	190.39	190.39	167.14	87.79	87.79
7. Social Security	1317.14	1316.50	1316.50	99.95	100.00	1366.50	1366.50	1366.50	100.00	100.00	1416.88	1415.19	1400.00	98.81
8. Labour Education	32.60	43.25	43.69	134.02	101.02	32.15	44.11	44.11	137.20	100.00	32.92	54.39	30.30	92.04
9. International Co-operation	9.58	9.18	9.16	95.62	99.78	9.58	11.13	10.98	114.61	98.65	9.91	11.36	11.32	114.23
10. Other Items	0.92	0.26	0.12	13.04	46.15	0.72	0.72	0.39	54.17	54.17	0.74	0.37	0.06	8.11
11. Employment	36.19	33.16	33.08	91.41	99.76	34.62	32.90	33.56	96.94	102.01	35.17	35.24	31.61	89.88
12. Training	50.60	44.35	45.76	90.43	103.18	46.7	45.29	47.83	102.42	105.61	48.37	48.05	43.67	90.28
13. Welfare of SC/ST and OBCs	4.36	3.96	4.06	93.12	102.53	4.50	4.24	4.17	92.67	98.35	4.55	4.71	4.27	93.95
Total	2213.26	2033.20	2013.65	90.98	99.04	2041.39	2039.70	2039.66	99.92	100.00	2120.19	2134.26	1966.20	92.74

ANNEXURE-III**Minutes of the Sitting of the Committee**

The Committee sat on 4th April, 2013 from 1130 hrs. to 1400 hrs. and 1500 hrs. to 1740 hrs. in Committee Room '074', Ground Floor, Parliament Library Building, New Delhi.

PRESENT**Shri Dara Singh Chauhan – CHAIRMAN****MEMBERS****Lok Sabha**

2. Dr. Virendra Kumar
3. Shri Narahari Mahato
4. Shri Hari Manjhi
5. Shri Bal Kumar Patel
6. Shri Mahendra Kumar Roy
7. Shri Rajiv Ranjan Singh (Lalan)
8. Shri K. Sugumar
9. Shri Bibhu Prasad Tarai
10. Shri Ashok Argal

Rajya Sabha

11. Smt. T. Ratna Bai
12. Shri D. Bandyopadhyay
13. Shri Thaawar Chand Gehlot
14. Shri Mohd. Ali Khan
15. Shri Ranbir Singh Parjapati
16. Smt. Renubala Pradhan

17. Shri Rajaram
18. Shri G.N. Ratanpuri
19. Shri Jai Prakash Narayan Singh

SECRETARIAT

1.	Shri A.K. Singh	-	Joint Secretary
2.	Shri P.V.L.N Murthy	-	Director
3.	Shri Ashok Sajwan	-	Additional Director
4.	Smt. Bharti S. Tuteja	-	Deputy Secretary
2.	XX	XX	XX
3.	XX	XX	XX
4.	XX	XX	XX
5.	XX	XX	XX
6.	XX	XX	XX
7.	XX	XX	XX

The Committee again sat from 1500 hrs. to 1740 hrs.

**REPRESENTATIVES OF THE MINISTRY OF LABOUR &
EMPLOYMENT**

S1.No.	Name of the Officer	Designation
1.	Dr. Mrutyunjay Sarangi	Secretary (L&E)
2.	Shri Anil Swarup	Additional Secretary (DGLW)
3.	Shri P.K. Pujari	Additional Secretary & FA
4.	Shri Sharda Prasad	Additional Secretary (DGE&T)
5.	Shri Anil Kumar Agarwal	Director General, Employees' State Insurance Corporation
6.	Shri S.B. Mathur	Director General, DGFASLI
7.	Shri Rahul Guha	Director General, Mines Safety
8.	Dr. D.S. Kolankar	DG, Labour Bureau
9.	Shri Chandra Prakash	Joint Secretary
10.	Shri A.C. Pandey	Joint Secretary
11.	Shri V.P. Yajurvedi	DG, V.V. Giri, NLI
12.	Shri K.M. Gupta	Economic Adviser
13.	Shri Sanjay Kumar	Financial Adviser, CPFC
14.	Shri T.K. Basu	Deputy Director General

8. At the outset, the Chairman welcomed the representatives of the Ministry of Labour and Employment and invited their attention to the provisions contained in Direction 55 (1) of the Directions by the Speaker.

9. The Chairman, thereafter, asked the Secretary to brief the Committee regarding the Demands for Grants (2013-14) of the Ministry of Labour and Employment.

10. The Secretary briefed the Committee on the budgetary allocations, revised estimates and the actual expenditure for the last year vis-à-vis for the year 2013-14 on various schemes/programmes undertaken by the Ministry. A power point presentation was also given.

11. The Members, thereafter, asked questions and sought specific clarifications from the representatives of the Ministry on the various Schemes of the Ministry among others on the following issues/Schemes:-

- (a) General Performance of the Ministry.
- (b) Under utilization of funds under various heads vis-à-vis allocation made.
- (c) Effect of economic slow down.
- (d) Skill Development Initiatives.

- (e) Kaushal Vikas Yojana
- (f) Rashtriya Swasthiya Bima Yojana.
- (g) Industrial Training Institutes.
- (h) Modular Employable skills.
- (i) Vocational Training Providers.
- (j) Child Labour.
- (k) Central Board of Workers Education.
- (l) ESI Hospitals.
- (m) Employment Exchanges
- (n) Outsourcing.
- (p) Bonded Labour.
- (q) Minimum Wage.

12. The Chairman, thereafter, directed the Secretary to send written replies to the unanswered queries to the Secretariat within three days.

13. The Chairman thanked the Secretary and other officials for giving valuable information to the Committee on various subjects/schemes.

A copy of verbatim proceedings of the sitting was kept for record.

{The witnesses then withdrew}

The Committee then adjourned.

XX Do not pertain to this Report

Minutes of the Sitting of the Committee

The Committee sat on 16th April, 2013 from 1200 hrs. to 1235 hrs. in Room No.62, Parliament House, New Delhi.

PRESENT

Shri Dara Singh Chauhan – CHAIRMAN

MEMBERS

Lok Sabha

2. Dr. Virendra Kumar
3. Shri Narahari Mahato
4. Shri Hari Manjhi
5. Shri Mahendra Kumar Roy
6. Shri Rajiv Ranjan Singh (Lalan)
7. Shri K. Sugumar
8. Shri Ashok Argal

Rajya Sabha

9. Smt. T. Ratna Bai
10. Shri Thaawar Chand Gehlot
11. Shri P. Kannan
12. Shri Mohd. Ali Khan
13. Shri Ranbir Singh Parjapati
14. Smt. Renubala Pradhan
15. Shri Jai Prakash Narayan Singh

SECRETARIAT

1. Shri A.K. Singh	- Joint Secretary
2. Shri P.V.L.N Murthy	- Director
3. Shri Ashok Sajwan	- Additional Director
4. Smt. Bharti S. Tuteja	- Deputy Secretary

2. At the outset, the Chairman welcomed the Members and apprised them about the draft Reports on Demands for Grants for the year 2013-14 of the Ministry of Labour and Employment and Ministry of Textiles respectively.

3. The Committee first took up the draft Report on Demands for Grants of the Ministry of Labour and Employment for consideration. After detailed deliberations, the Committee adopted the draft Report with minor modifications.

4. XX XX XX

5. The Committee then authorized the Chairman to finalise the Reports in view of the consequential changes arising out of factual verification and to present the same to both the Houses of Parliament.

The Committee then adjourned.

XX Do not pertain to this Report