

इंडियन लेबर ईयर बुक
2020 एवं 2021

Indian Labour Year Book
2020 and 2021

भारत सरकार / **Govt. of India**
श्रम एवं रोजगार मंत्रालय / **Ministry of Labour & Employment**
श्रम ब्यूरो / **Labour Bureau**
चंडीगढ़ / **Chandigarh**

INDIAN LABOUR YEAR BOOK
2020 & 2021



GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
LABOUR BUREAU
CHANDIGARH

PREFACE

This 65th issue of Indian Labour Year Book (ILYB) – 2020 & 2021 (combined) contains information on developments in the labour-related areas viz., Employment and Skill Development, Wages and Earnings, Family Income & Expenditure Surveys and Consumer Price Index Numbers, Industrial Relations, Labour Welfare, Industrial Housing, Health and Safety, Labour Administration, Labour Legislation, Agricultural/Rural Labour, India and the International Labour Organisation, and Labour Bureau Publications. Besides, it also contains information on Labour Acts (Central and State), Conventions & Recommendations adopted by the International Labour Conference as well as those ratified by India, list of various journals on labour related issues published in India, a bibliography of the publications of various Organisations, Departments, Ministries and Autonomous Bodies in the field of labour.

This Issue also dwells on the various welfare programmes and policies launched and implemented by the Government for the welfare of labour class in terms of health, education, employment, housing, social security and other incidental benefits.

I express my sincere thanks to the Central and State Government agencies for their support and contribution in bringing out this report by responding quickly and positively to our request for sending the requisite information. I also place on record my appreciation to the team of officers/officials of the Labour Bureau for their untiring follow-up and compilation of the useful labour-related data in one place. Every effort has been made to include in this publication latest data available on this subject till end 2021.

I urge the readers to send their comments and suggestions to enable us to make this publication more useful to users.

(I.S. NEGI)
DIRECTOR GENERAL

Labour Bureau, Chandigarh
Dated: 12.09.2023

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CHAPTER 1
EMPLOYMENT AND SKILL DEVELOPMENT

In India, like other developing countries, the growth of labour force is accelerating and will remain high for sometime. Hence, employment led rapid economic growth which not only improves income but also working conditions of the workers is an important concern. State intervention in labour markets has served to promote employment and its quality as well. While direct employment programmes were taken up to promote jobs in rural areas, employment oriented policies were adopted for this purpose in the public sector. We need to focus on skill development, adoption of population control measure, development of more industries, skill enhancement and encourgament of small and medium enterprises as well as need to create jobs, and that too quality jobs, to tackle the problems of poverty and unemployment. Much of this will depend on upgrading the quality of labour force by pursuing suitable education and skill development policies. An increase in overall productivity and skill upgradation will lead to progressive absorption of large number of workers from informal or unorganized sector to the formal or organized sector and ensure rapid economic growth. In the context of economic growth, one must bear in mind that labour plays a dual role. First, it is an important and major contributor to the process of growth along with capital, entrepreneurship and land. Secondly, with improved living standards labour acts as a major source of demand for goods and services produced in the growth process.

Employment Generation coupled with improving employability is the priority of the Government of India. Accordingly, Government has taken various steps for generating employment in the country. The Government of India has announced Aatmanirbhar Bharat package to provide stimulus to business and to mitigate the adverse impact of COVID-19. The Government of India has also launched many schemes like Aatmanirbhar Bharat Rojgar Yojana, Pradhan Mantri Mudra Yojana, Garib Kalyan Rojgar Abhiyaan, PM GatiShakti and many more when a vast impediment occurs in economic growth and development of country due to COVID-19 pandemic in the year 2020. The Ministry of Labour and Employment is committed towards job security, wage security and social security for each and every worker. The Ministry is working on reforms for bringing transparency and accountability in enforcement of labour laws. On the other hand, the Ministry has taken important initiatives to realize and establish the dignity and respect for each and every worker in the country through provision of social security benefits and enhancing the avenues and quality of employment.

Employment Scenario:

A cause for concern is the deceleration in the Compound Annual Growth Rate (CAGR) of employment during 2004-05 to 2011-12 to 0.5 per cent from 2.8 per cent during 1999-2000 to 2004-05. As per the National Sample Survey Office (NSSO) data during 1999-2000 to 2004-05, employment on usual status (US) basis increased by 59.9 million persons from 398.0 million to 457.9 million as against the increase in labour force by 62.0 million persons from 407.0 million to 469.0 million. After a period of slow progress during 2004-05 to 2009-10, employment generation picked up during 2009-10 to 2011- 12, adding 13.9 million persons to the workforce, but not keeping pace with the increase in labour force (14.9 million persons) (Table 1.01(a)). Based on current daily status (CDS), CAGR in employment was 1.2 per cent and 2.6 per cent against 2.8 per cent and 0.8 per cent in the labour force respectively for the same periods. There have also been structural changes for the first time, the share of the primary sector in total employment has dipped below the halfway mark (declined from 58.5 per cent in 2004-05 to 48.9 per cent in 2011-12), while employment in the secondary and tertiary sectors increased to 24.3 per cent and 26.8 per cent respectively in 2011-12 from 18.1 per cent and 23.4 per cent respectively in 2004-05. Self-employment continues to dominate, with a 52.2 per cent share in total employment. What is critical is the significant share of workers engaged in low-income generating activities. There are other issues of concern like poor employment growth in rural areas, particularly among females. Though employment of rural males is slightly better than that of females, long-term trends indicate a low and stagnant growth. Such trends call for diversification of livelihood in rural areas from agriculture to non-agriculture activities.

Table 1.01(a)

Employment and Unemployment Scenario in India

Year/ Method	Persons in the labour force (in millions)		Persons and person days employed (in millions)		Unemployment rate (in per cent)	
	US	CDS	US	CDS	US	CDS
1999-2000	407.0	363.3	398.0	336.9	2.2	7.3
2004-05	469.0	417.2	457.9	382.8	2.3	8.2
2009-10	468.8	428.9	459.0	400.8	2.0	6.6
2011-12	483.7	440.4	472.9	415.7	2.2	5.6

Source: Various survey rounds of the NSSO on employment and unemployment in India

Note : US (principal + subsidiary) measures employment in persons, CDS measures employment in person days.

A major impediment to the pace of quality employment generation in India is the small share of manufacturing in total employment. However data from the 68th NSSO round (2011- 12) indicates a revival in employment growth in manufacturing from 11 per cent in 2009-10 to 12.6 per cent in 2011-12. This is significant given that the National Manufacturing Policy 2011 has set a target of creating 100 million jobs by 2022. Promoting growth of micro, small, and medium enterprises (MSME) is critical from the perspective of job creation which has been recognized as a prime mover of the development agenda in India. Although total informal employment increased by 9.5 million to 435.7 million between 2004-05 and 2011-12, it is significant that informal unorganized sector employment declined by 5.8 million to 390.9 million, leading to an increase in informal organized sector employment by 15.2 million. Consequently the share of unorganized labour has declined from 82.7 per cent to 80.8 per cent (Table 1.01(b)). It was also observed that the proportion of workers in organized sector increased from 17.3 per cent in 2011-12 to 19.2 per cent in 2017-18. This was mainly due to the increase in formal employment, the share of which in organized sector increased from 45 per cent in 2011-12 to 49 per cent in 2017-18. Total formal employment increased from 8.1 per cent to 9.98 per cent during this period (Table 1.01(b)).

Table 1.01(b)

Share of Formal-Informal Employment across Organized –Unorganized Sectors in 2017-18 and 2011-12 (in per cent)

	Organized	Unorganized	Total
Formal	48.91 (45.4)	0.74 (0.40)	9.98 (8.1)
Informal	51.09 (54.6)	99.26 (99.6)	90.02 (91.9)
Total	19.2 (17.3)	80.8 (82.7)	100.00 (100.00)

Source: Economic Survey 2019-20 Volume 2.

Note : Figures in brackets pertain to 2011-12.

The usual status (US) unemployment rate is generally regarded as the measure of chronic open unemployment during the reference year; while the CDS is considered a comprehensive measure of unemployment, including both chronic and invisible unemployment. Thus, while chronic open unemployment rate in India hovers around a low of 2 per cent, it is significant in absolute terms. The number of unemployed people (under US) declined from 11.3 million during 2004-05 to 9.8 million in 2009-10 but again increased to 10.8 million in 2011-12. However, based on the CDS the number of unemployed person days declined from 34.3 million in 2004-05 to 28.0 million in 2009-10 and further to 24.7 million in 2011-12. Thus there has been a significant reduction in chronic and invisible unemployment from 8.2 per cent in 2004-05 to 5.6 per cent in 2011-12 [Table 1.01(a)]. Despite only a marginal growth in employment between 2009-10 and 2011-12, the reason for the decline in unemployment levels could be that an increasing proportion of the young population opts for education rather than participating in the labour market. This is reflected in the rise in enrolment growth in higher education from 4.9 million in 1990-91 to 29.6 million in 2012-13 (Provisional).

Annual Employment-Unemployment Survey

Labour Bureau has been conducting Annual Employment Unemployment surveys (EUS) since 2010. So far, six rounds of Annual Employment Unemployment surveys have been conducted in the years 2010-11, 2011-12, 2012-13, 2013-14, 2015-16 & 2016-17. Further, after 6th Annual Employment Unemployment Survey (2016-17), as per the recommendation of the task force constituted for improving employment data, Labour Bureau was asked to discontinue its Annual Employment Unemployment Survey as Ministry of Statistics & Programme Implementation has started conducting the field work for its Periodic Labour Force Survey (PLFS) for quarterly estimates.

The Annual Employment Unemployment Survey is conducted in all the States/UTs (except first Annual EUS which was conducted in 300 Districts of 28 States/UTs), covering all the districts with sample distributed proportionally in rural and urban sector i.e. 88,701 households in the rural sector and 67,728 households in the urban sector under 6th EUS.

Estimation of Labour Force Participation Rate, Worker Population Rate, and Unemployment Rate are derived for persons aged 15 years and above based on two approaches namely Usual Principal Status (UPS) Approach and Usual Principal and Subsidiary Status (UPSS) Approach.

A moving reference period of last twelve months from the date of survey was used to derive the Labour Force estimates.

Table 1.02 (a)

Comparative Picture of various rounds of Annual EUS

Particulars	1st EUS	2nd EUS	3rd EUS	4th EUS	5th EUS	6th EUS
Launch of Survey	April, 2010	July, 2011	October, 2012	December, 2013	April, 2015	August, 2016
Reference Period	Fixed Reference Period of financial Year 2009-10	Fixed Reference Period of Agriculture Year 2010-11 i.e. July, 2010 to June, 2011	Moving Reference Period i.e. last 12 months from the date of survey	Moving Reference Period i.e. last 12 months from the date of survey	Moving Reference Period i.e. last 12 months from the date of survey	Moving Reference Period i.e. last 12 months from the date of survey
Coverage	300 Districts of 28 States/UTs	All Districts of all 35 States/UTs	All Districts of all 35 States/UTs	All Districts of all 36 States/UTs	All Districts of all 36 States/UTs	All Districts of all 36 States/UTs
Field Work	April, 10- Aug, 10	July, 11- Jan, 12	Oct, 12 - Mar, 13	Jan, 14 – July, 14	April, 15 - Dec, 15	Aug, 16 - Mar,17
Sample Size	46,000	1.28 lakh	1.36 lakh	1.36 lakh	1.57 lakh	1.57 lakh
Reports Released in	Nov, 2010	July, 2012	Sep, 2013	Jan, 2015	Sept, 2016	January, 2021

Labour Force Estimates/LFPR, WPR, UR have been calculated under Annual EUS for State/Gender/Sector, separately. Accordingly, the comparative analysis of these estimates, viz . LFPR, WPR and UR are given in the following tables:

Table 1.02(b)

Labour Force Participation Rate based on Usual Principal Status UPS approach for persons aged 15 Years & above based on 2nd, 3rd, 4th, 5th and 6th EUS

(in per cent)

Survey /Sector	Labour Force Participation Rate under UPS											
	RURAL				URBAN				RURAL +URBAN			
	M	F	T	P	M	F	T	P	M	F	T	P
Second EUS (2011-12)	78.8	28.0	-	54.8	73.3	17.9	-	47.2	77.4	25.4	-	52.9
Third EUS (2012-13)	78.0	24.8	-	52.8	73.0	16.9	-	46.1	76.6	22.6	-	50.9
Fourth EUS (2013-14)	74.7	29.1	-	54.7	73.8	18.5	-	47.2	74.4	25.8	-	52.5
Fifth EUS (2015-16)	77.3	26.7	51.1	53.0	69.1	16.2	41.2	43.5	75.0	23.7	48.0	50.3
Sixth EUS(2016-17)	77.5	26	69.3	52.8	73.5	19.4	36.5	47.2	76.4	24.1	61.2	51.2

M=Male, F=Female, T=Transgender P=Person

*The data related to Transgender (T) is collected for the first time in 5th EUS.

Table 1.02(c)

Labour Force Participation Rate based on Usual Principal & Subsidiary Status UPSS (PS+SS) approach for persons aged 15 Years & above based on 2nd, 3rd, 4th, 5th and 6th EUS

(in per cent)

Survey /Sector	Labour Force Participation Rate under UPSS											
	RURAL				URBAN				RURAL +URBAN			
	M	F	T	P	M	F	T	P	M	F	T	P
Second EUS (2011-12)	79.4	33.9	-	57.9	73.7	19.1	-	48.0	77.9	30.0	-	55.4
Third EUS (2012-13)	78.7	29.9	-	55.5	73.2	17.8	-	46.7	77.2	26.5	-	53.1
Fourth EUS (2013-14)	76.4	36.4	-	58.8	74.0	19.7	-	47.9	75.7	31.1	-	55.6
Fifth EUS (2015-16)	78.0	31.7	52.2	55.8	69.1	16.6	41.2	43.7	75.5	27.4	48.8	52.4
Sixth EUS(2016-17)	78.0	29.5	69.3	54.8	73.6	20.1	38.1	47.6	76.8	26.9	61.6	52.8

Table 1.02(d)

Worker Population Rate based on Usual Principal Status UPS approach for persons aged 15 years & above based on 2nd, 3rd, 4th, 5th and 6th EUS

(in per cent)

Survey /Sector	Worker Population Rate under UPS											
	RURAL				URBAN				RURAL +URBAN			
	M	F	T	P	M	F	T	P	M	F	T	P
Second EUS (2011-12)	76.6	26.5	-	52.9	70.9	15.7	-	44.9	75.1	23.6	-	50.8
Third EUS (2012-13)	74.9	23.4	-	50.5	69.9	14.7	-	43.5	73.5	20.9	-	48.5
Fourth EUS (2013-14)	71.6	27.2	-	52.1	70.9	16.2	-	44.6	71.4	23.8	-	49.9
Fifth EUS (2015-16)	74.1	24.6	50.0	50.4	66.8	14.3	36.9	41.4	72.1	21.7	45.9	47.8
Sixth EUS(2016-17)	74.1	23.9	67.5	50.1	70.3	16.8	35.7	44.3	73.1	21.9	59.6	48.5

Table 1.02(e)

Worker Population Rate based on Usual Principal & Subsidiary Status UPSS (PS+SS) approach for persons aged 15 years & above based on 2nd, 3rd, 4th, 5th and 6th EUS.

(in per cent)

Survey /Sector	Worker Population Rate under UPSS											
	RURAL				URBAN				RURAL +URBAN			
	M	F	T	P	M	F	T	P	M	F	T	P
Second EUS (2011-12)	77.5	32.5	-	56.3	71.3	17.0	-	45.8	75.9	28.5	-	53.6
Third EUS (2012-13)	76.1	28.7	-	53.6	70.4	15.7	-	44.2	74.5	25.0	-	51.0
Fourth EUS (2013-14)	74.3	35.1	-	57.1	71.4	17.5	-	45.5	73.5	29.6	-	53.7
Fifth EUS (2015-16)	75.7	30.2	51.9	53.9	67.1	14.8	36.9	41.8	73.3	25.8	47.2	50.5
Sixth EUS(2016-17)	75.6	28.1	67.5	52.9	70.8	17.8	37.3	45.0	74.3	25.2	60.0	50.7

M=Male, F=Female, T=Transgender P=Person

*The data related to Transgender (T) is collected for the first time in 5th EUS.

Table 1.02(f)

Unemployment Rate based on Usual Principal Status UPS approach for persons aged 15 years & above based on 2nd, 3rd, 4th, 5th and 6th EUS

(in per cent)

Survey/Sector	Unemployment Rate under UPS											
	RURAL				URBAN				RURAL +URBAN			
	M	F	T	P	M	F	T	P	M	F	T	P
Second EUS (2011-12)	2.7	5.6	-	3.4	3.4	12.5	-	5.0	2.9	6.9	-	3.8
Third EUS (2012-13)	4.0	5.8	-	4.4	4.2	12.8	-	5.7	4.0	7.2	-	4.7
Fourth EUS (2013-14)	4.2	6.4	-	4.7	3.9	12.4	-	5.5	4.1	7.7	-	4.9
Fifth EUS (2015-16)	4.2	7.8	2.1	5.1	3.3	12.1	10.3	4.9	4.0	8.7	4.3	5.0
Sixth EUS (2016-17)	4.3	8.0	2.7	5.2	4.3	13.2	2.2	6.1	4.3	9.2	2.6	5.4

Table 1.02(g)

Unemployment Rate based on Usual Principal & Subsidiary Status UPSS (PS+SS) approach for persons aged 15 years & above based on 2nd, 3rd, 4th, 5th and 6th EUS

(in per cent)

Survey/Sector	Unemployment Rate under UPSS											
	RURAL				URBAN				RURAL +URBAN			
	M	F	T	P	M	F	T	P	M	F	T	P
Second EUS (2011-12)	2.4	4.1	-	2.9	3.1	11.2	-	4.7	2.6	5.3	-	3.3
Third EUS (2012-13)	3.3	4.2	-	3.5	3.9	11.7	-	5.3	3.5	5.6	-	4.0
Fourth EUS (2013-14)	2.7	3.4	-	2.9	3.5	10.8	-	4.9	2.9	4.9	-	3.4
Fifth EUS (2015-16)	2.9	4.7	0.6	3.4	3.0	10.9	10.3	4.4	3.0	5.8	3.2	3.7
Sixth EUS (2016-17)	3.1	4.7	2.7	3.5	3.8	11.2	2.1	5.3	3.3	6.1	2.6	3.9

M=Male, F=Female, T=Transgender P=Person

*The data related to Transgender (T) is collected for the first time in 5th EUS.

Table 1.02(h)

LFPR, WPR and UR for persons aged 15 years & above according to UPS approach for Different Social Groups based on 2nd, 3rd, 4th, 5th and 6th Annual Employment-Unemployment Survey

(in per cent)

SOCIAL GROUP	LFPR					WPR					UR				
	2ND EUS	3RD EUS	4TH EUS	5TH EUS	6TH EUS	2ND EUS	3RD EUS	4TH EUS	5TH EUS	6TH EUS	2ND EUS	3RD EUS	4TH EUS	5TH EUS	6TH EUS
SC	55.9	53.7	54.6	53.3	53.3	54.	51.3	52.0	50.6	50.6	3.2	4.5	4.6	5.0	5.2
ST	59.7	56.7	60.8	56.7	56.6	58.	54.7	58.1	54.2	53.7	2.6	3.6	4.5	4.4	5.2
OBC	53.3	50.8	53.1	50.5	51.6	51.	48.5	50.5	47.8	48.7	3.2	4.4	4.8	5.2	5.5
OTHERS	48.5	47.5	47.8	46.3	47.7	45.	44.9	45.3	44.0	45.1	5.5	5.6	5.3	5.0	5.5

Table 1.02(i)

Distribution of persons employed in Primary, Secondary and Tertiary sectors based on 2nd, 3rd, 4th, 5th and 6th round based on UPS approach

(in per cent)

ROUND	PRIMARY	SECONDARY	TERTIARY
2ND EUS	52.9	19.3	27.8
3RD EUS	50.3	20.3	29.4
4TH EUS	46.9	22.2	30.9
5TH EUS	46.1	21.8	32.0
6TH EUS	42.9	22.4	34.9

Table 1.02(j)

Youth Employment Unemployment scenario based on 4th, 5th and 6th round EUS

(in per cent)

ESTIM-ATION APPRO-ACH	4TH EUS (Age group 18-29)				5TH EUS (Age group 18-29)				6TH EUS (Age group 18-24)				6TH EUS (Age group 25-29)			
	M	F	T	P	M	F	T	P	M	F	T	P	M	F	T	P
LFPR	68.7	24.5	-	49.0	66.8	21.3	55.0	45.2	55.5	19.1	68.8	38.5	94.8	27.9	58.9	61.3
WPR	60.9	20.1	-	42.7	59.3	17.1	51.5	39.2	44.9	14.0	64.8	30.5	88.1	23.3	49.1	55.6
UR	11.3	18.2	-	12.9	11.3	20.0	6.3	13.2	19.0	26.7	5.9	20.8	7.1	16.4	16.8	9.2

M=Male, F=Female, T=Transgender, P=Person

Labour Force Participation Rate (LFPR): Labour Force Participation Rate (LFPR) is defined as the number of persons in the labour force per 1000 persons.

$$\text{LFPR} = \frac{\text{No. of Employed Persons + No. of unemployed persons}}{\text{Total Population}} \times 1000$$

Worker Population Rate: Worker Population Rate (WPR) is defined as the number of persons employed per 1000 persons.

$$WPR = \frac{\text{No. of Employed Persons}}{\text{Total Population}} \times 1000$$

Unemployment Rate: Unemployment Rate (UR) is defined as the number of persons unemployed per 1000 persons in the labour force (employed & unemployed)

$$UR = \frac{\text{No. of Unemployed Persons}}{\text{Labour Force}} \times 1000$$

Usual Principal Status (UPS) Approach: Under the Usual Principal Status (UPS) approach, the major time criterion based on the 365 days is used to determine the activity pursued by a person. Accordingly, the major time spent by a person (183 days or more) is used to determine whether the person is in the labour force or out of labour force. A person found unemployed under this approach reflects the chronic unemployment. In the present survey, the Usual Principal Status approach estimates are derived for a moving reference period of last twelve months.

Usual Principal and Subsidiary Status (UPSS) Approach: Usual Principal and Subsidiary Status (UPSS) Approach is a hybrid one which takes into consideration both the major time criterion and shorter time period (30 days or more in any economic activity). Thus, a person who has worked even for 30 days or more in any economic activity during the reference period of last twelve months is considered as employed under this approach. In this approach, the reference period is same as taken in the Usual Principal Status approach (UPS).

Periodic Labour Force Survey (PLFS) of National Statistical Office (NSO): Considering the importance of availability of labour force data at more frequent time intervals, National Statistical Office (NSO) launched Periodic Labour Force Survey (PLFS) in April 2017. The objective of PLFS is primarily twofold: to estimate the key employment and unemployment indicators (viz. Worker Population Ratio, Labour Force Participation Rate, Unemployment Rate) in the short time interval of three months for the urban areas only in the Current Weekly Status (CWS); to estimate employment and unemployment indicators in both usual status (ps+ss) and CWS in both rural and urban areas annually. The first Annual Report (July 2017-June 2018) covering both rural and urban areas giving estimates of all important parameters of employment and unemployment in both usual status (ps+ss) and current weekly status (CWS) was released in May 2019 and the second Annual Report (July 2018-June 2019) was released in June 2020. This is the third Annual Report being brought out by NSO on the basis of Periodic Labour Force Survey conducted during July 2019-June 2020.

Unemployment Rates: Unemployment rate (UR) is defined as the percentage of unemployed persons in the labour force. Unemployment rate in usual status (ps+ss) and current weekly status are presented for 2017-18, 2018-19 and 2019-20. In the Table 1.02(k), the proportion of unemployed (in per cent) in the population is also presented in the parenthesis.

Table 1.02(k)

Unemployment rates (in percent) according to usual status (ps+ss) and current weekly status (CWS) during PLFS (2017–2018), PLFS (2018-19) and PLFS (2019-20)

All-India

Status	PLFS (2019-20)			PLFS (2018-19)			PLFS (2017-18)		
	Male	Female	Person	Male	Female	Person	Male	Female	Person
1	2	3	4	5	6	7	8	9	10
	rural								
usual status (ps+ss)	4.5	2.6	4.0	5.6	3.5	5.0	5.8	3.8	5.3
	(2.5)	(0.6)	(1.6)	(3.1)	(0.7)	(1.9)	(3.2)	(0.7)	(2.0)
CWS	8.7	5.5	7.9	8.7	7.3	8.4	8.8	7.7	8.5
	(4.8)	(1.2)	(3.0)	(4.8)	(1.2)	(3.0)	(4.8)	(1.2)	(3.1)
	urban								
usual status (ps+ss)	6.4	8.9	7.0	7.1	9.9	7.7	7.1	10.8	7.8
	(3.7)	(1.6)	(2.7)	(4.0)	(1.6)	(2.8)	(4.0)	(1.7)	(2.9)
CWS	10.6	12.4	11.0	8.9	12.1	9.5	8.8	12.8	9.6
	(6.0)	(2.2)	(4.1)	(5.0)	(1.9)	(3.5)	(5.0)	(2.0)	(3.5)
	rural+urban								
usual status (ps+ss)	5.1	4.2	4.8	6.0	5.2	5.8	6.2	5.7	6.1
	(2.9)	(0.9)	(1.9)	(3.4)	(1.0)	(2.2)	(3.4)	(1.0)	(2.2)
CWS	9.3	7.3	8.8	8.8	8.7	8.8	8.8	9.1	8.9
	(5.2)	(1.5)	(3.4)	(4.8)	(1.4)	(3.2)	(4.8)	(1.4)	(3.2)

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

Source: Annual Report, PLFS, 2019-20

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

The Labour Bureau has initiated the QES to measure the employment estimates in respect of establishments employing 10 or more workers from 9 selected sectors namely Manufacturing, Construction, Trade, Transportation, Education, Health, Accommodation & Restaurants, IT/BPO and Financial Service Sector. Till date, reports of four rounds of QES for the period April-June, 2021, July-September, 2021, October-December, 2021 and January-March, 2022 has been released.

The sector-wise estimated total workers in the selected 9 sectors according to the reports of QES-Ist Round (April-June, 2021), IInd Round (July-September, 2021), IIIrd Round (October-December, 2021) and IVth Round (January-March, 2022) are presented as under:

Table 1.02(l)

Sector-wise Estimated Total Workers

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

A part of the Quarterly Employment Survey during the first quarter [April-June, 2021] was designed to collect the information on the COVID-19 pandemic impact during the Lockdown Period from 25th March, 2020 to 30th June, 2020 on the operational status and employment status of the establishments in the selected 9 sectors. The detail of estimated establishment according to operational status in 9 sectors before nationwide lockdown (as on 25th March, 2020) and after lockdown (as on 1st July, 2020) is given in the Table 1.02(m).

Table 1.02(m)

Sector-wise Percentage Distribution of Estimated Establishments according to Operational Status and Impact on Number of Employees during Lockdown Period (25th March, 2020 to 30th June, 2020)

Sl. No.	Sectors	During Lockdown Units Operational (%)	Number of Employees (in Lakhs)			
			Prior to Lockdown (before 25th March 2020)		As on 1st July 2020)	
			M	F	M	F
1	Manufacturing	30.4	98.7	26.7	87.9	23.3
2	Construction	31.3	5.8	1.8	5.1	1.5
3	Trade	28.5	16.1	4.5	14.8	4
4	Transport	44	11.3	1.9	11.1	1.9
5	Education	23.5	38.2	29.5	36.8	28.1
6	Health	88.9	15	10.6	14.8	10.1
7	Accommodation & Restaurants	28	7	1.9	6.2	1.7
8	IT /BPOs	35.2	13.6	6.3	12.8	6.1
9	Financial Services	71.6	11.5	5.9	11.3	5.7
Total		**34.2**	**217.8**	**90**	**201.5**	**83.3**

Note: Percentages in the 'Total' row take into account the 66 establishments which were found during the survey to belong to the sectors other than the nine selected sectors.

The detail of estimated establishments according to their employment status in 9 sectors during nationwide lockdown (25th March, 2020 to 30th June, 2020) is given in the Table 1.02(n).

Table 1.02(n)

Sector-wise Percentage Distribution of estimated Establishments according to their Employment Status during Lockdown Period (25th March, 2020 to 30th June, 2020)

Sl. No.	Sectors	Percentage Distribution of Establishments witnessed			Total
		Employment Increased	Employment Decreased	No Change in Employment	
1	Manufacturing	4.0	38.1	57.9	100
2	Construction	2.0	34.5	63.5	100
3	Trade	3.0	29.7	67.3	100
4	Transport	4.2	25.5	70.4	100
5	Education	3.9	17.7	78.4	100
6	Health	7.0	19.0	74.0	100
7	Accommodation & Restaurants	5.4	34.3	60.3	100
8	IT /BPOs	2.3	33.5	64.2	100
9	Financial Services	1.8	13.7	84.5	100
	Total	**3.8**	**26.7**	**69.5**	**100**

Note: Percentages in the 'Total' row take into account the 66 establishments which were found during the survey to belong to the sectors other than the nine selected sectors.

Working Population

According to the Census of India, 2011, the workers (comprising of main workers and marginal workers) formed 39.79 per cent of the total population as against 39.10 per cent in 2001 census. Total population and the total number of workers, as revealed by the 2011 census, have been presented in Table 1.03.

Table 1.03

Total Workers in India – 2011 Census

Population/Workers	Persons		Male	Female
1	2		3	4
Population	Total	1210569573	613121843	587447730
Workers		481743311	331865930	149877381
Percentage of Workers		39.79	53.26	25.51
Population	Rural	833463448	427632643	405830805
Workers		348597535	226763068	121834467
Percentage of Workers		41.83	53.03	30.02
Population	Urban	377106125	195489200	181616925
Workers		133145776	105102862	28042914
Percentage of Workers		35.31	53.76	15.44

Source: Office of the Registrar General, India.

1. SECTOR-WISE EMPLOYMENT

A. Factories

The data on average daily employment in registered factories received from the State Chief Inspectors of Factories are compiled and disseminated by the Labour Bureau. The coverage is confined to factories as defined under the Factories Act, 1948, viz. (i) factories using power and employing 10 or more workers on any working day of preceding twelve months; (ii) factories not using power and employing 20 or more workers on any working day of the preceding twelve months and (iii) factories notified under Section 85 of the Factories Act by the State Governments/ Union Territories.

State-wise data relating to the number of working factories and estimated average daily employment therein for the year 2017, 2018 & 2019 is given in Table 1.04.

Table: 1.04
Number of Working Factories and Estimated Average Daily Employment during 2017, 2018 & 2019

State/Union Territory	Number of working Factories			Estimated average daily employment		
	2017	2018	2019	2017	2018	2019
1	2	3	4	5	6	7
A. & N. Islands	48	46	42	5488	5466	5526
Andhra Pradesh	19728	19215	19326	770547	750025	800566
Assam	5604	5847	6133	269101	279246	285841
Bihar	5861	6013	6170	189772	195031	202245
Chandigarh	425	414	412	13070	12268	11729
Chhattisgarh	..	4838	5128	..	357898	356703
D. & N. Haveli	4359	4424	4475	195994	194656	125199
Goa	825	829	818	91666	102499	100950
Gujarat	30114	32195	35339	1181187	1727564	1834852
Haryana	12531	12934	13386	932717	963901	1001814
Himachal Pradesh	4995	5063	5174	340203	349918	356211
Jammu & Kashmir	..	1203	1199	..	70081	69829
Jharkhand	5688	6002	6283	276020	293272	310169
Kerala	..	..	23511	..	..	350298
Manipur	956	964	950	13596	13770	14734
Meghalaya	189	218	272	9964	10798	13647
Mizoram	..	4	..	..	100	..
Nagaland	924	928	1032	11515	11606	11991
Odisha	2291	2847	..	299354	342198	..
Puducherry	2028	2055	2104	85959	86306	81988
Rajasthan	11069	11390	11744	512610	533181	556118
Tamilnadu	30019	..	28633	1723310	..	2258434
Telangana	15152	15926	16385	634813	641995	693605
Tripura	1767	1907	842	62765	68390	60069
Uttrakhand	3473	3473	3403	379436	370823	679685
Total	**158046**	**138735**	**192761**	**7999087**	**7380992**	**10182203**

Note:- .. Not available

Source: Annual Returns under the Factories Act, 1948.

It may be seen from Table 1.04 that during 2017 to 2019 the total number of working factories was 158046, 138735 and 192761 respectively with an estimated average daily employment of 8.00, 7.38 and 10.18 million respectively. The number of working factories was the

highest in Gujarat during 2017, 2018 & 2019, while average daily employment was the highest in Tamil Nadu in 2017 & 2019 and in Gujarat during 2018.

B. Mines

The Director General of Mines Safety collects information pertaining to the number of persons employed in mines and quarries (except those specially exempted by the Central Government) statutorily under the Mines Act, 1952.

Average daily employment in mines for the years 2008 to 2015 has been presented in the Table No. 1.05.

Table 1.05
Employment in Mines

Year	No. of Reporting Mines	Average Daily Employment (in '000)
1	2	3
2008	2540	549.1
2009	2659	558.9
2010	2635	562.3
2011	2642	566.2
2012	2730	538.6
2013	2835	543.3
2014	2842	538.9
2015	3098	562.4

Source: Director General of Mines Safety, Dhanbad

C. Plantations

Labour Bureau collects statistics of employment in tea, coffee, rubber and other plantations under the Plantations Labour Act, 1951 from the concerned States/ Union Territories. During the years 2001-2019 the employment data in various Plantations are given in Table 1.06.

Table 1.06
Employment in various Plantations during 2001 to 2019

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

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

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

D. Census of Central Government Employees

Table 1.07 given below shows gradual changes that have taken place in the index of Central Government Employment from 1989 to 2011.

Table 1.07

Trends in the Central Government Regular Employment during the period 1989 to 2011

(All Employees)

Year (as on 31st March of each year)	Central Government Employment		Index of Employment (Base:1971=100)
	Number (in Lakh)	Percentage increase (+) decrease (-) over the previous available year	
1	2	3	4
1989	37.48	1.32	138.87
1990	37.74	0.69	139.83
1991	38.13	1.03	141.27
1995	39.82	4.43	147.54
2001	38.76	(-)2.66	143.61
2004	31.64	(-)18.37	117.23
2006	31.16	(-)1.52	115.45
2008	31.12	(-)0.13	115.30
2009	30.99	(-)0.42	114.82
2011	30.87	(-)0.39	114.38

Source: Census of Central Government Employees, Directorate General of Employment and Training, New Delhi.

D(i) Department of Posts

The Department of Posts created in January 1985, after the bifurcation of the erstwhile Posts and Telegraphs Department, has the total staff strength of 4.14 lakh (including Gramin Dak Sewak) as on 31st March, 2021.

D(ii) Railways

The Railway Board compiles the statistics pertaining to the number of persons employed in Railway. Table 1.08 shows that as on 31st March, 2021, there were 1252.3 thousand regular employees as against 1254.4 thousand as on 31st March, 2020.

Table 1.08

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

Year	Number of Staff as on 31st March (in thousands)			
	Groups A&B	Group C	Group D	Total
1	2	3	4	5
1950-51	2.3	223.5	687.8	913.6
1960-61	4.4	463.1	689.5	1,157.0
1970-71	8.1	583.2	782.9	1,374.2
1980-81	11.2	721.1	839.9	1,572.2
1990-91	14.3	891.4	746.1	1,651.8
2000-01	14.8	900.3	630.2	1,545.3
2008-09	16.4	913.3	456.2	1386.0
2009-10	16.8	926.5	418.8	1362.1
2010-11	16.9	1079.2	235.9	1332.0
2011-12	17.3	1176.1	112.6	1306.0
2012-13	17.0	1196.6	93.5	1307.1
2013-14	17.1	1188.3	128.9	1334.2
2014-15	17.1	1229.9	79.4	1326.4
2015-16	16.7	1229.3	84.3	1330.3
2016-17	16.3	1211.4	80.6	1308.3
2017-18	16.6	1133.5	120.3	1270.4
2018-19	16.8	1075.8	135.1	1227.7
2019-20	18.5	1235.9	-	1254.4
2020-21	18.6	1233.7	-	1252.3

Source: Indian Railways Year Book 2020-2021

Number of Scheduled Castes and Scheduled Tribes employees on the rolls of the Indian Railways as on 31.3.2020 and 31.3.2021 (category-wise) is given in Table 1.09

Table 1.09

Category- wise Number of Scheduled Castes and Scheduled Tribes Employees in the Railways as on 31.3.2020 and 31.3.2021

Category	Number of Scheduled Castes employees		Number of Scheduled Tribes employees	
	As on 31.3.2020	As on 31.3.2021	As on 31.3.2020	As on 31.3.2021
1	2	3	4	5
Group A	1,413	1,407	736	785
	(12.50%)	(12.51%)	(6.51%)	(6.98%)
Group B	1,236	1,168	558	509
	(17.18%)	(15.87%)	(7.75%)	(6.92%)
Group C#	2,03,931	2,02,907	96,621	94,376
	(16.51%)	(16.45%)	(7.82%)	(7.65%)
Grand Total	**2,06,580**	**2,05,482**	**97,915**	**95,670**
	(16.84%)	**(16.41%)**	**(7.81%)**	**(7.64%)**

Group 'C' including erstwhile Group 'D'.
Note: - Figures mentioned in brackets indicate the percentage of SCs/STs to the total number of employees.

Source :- Indian Railways, Year Book, 2020-21.

E. Port and Dock Labour

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

The employment statistics pertaining to employees /workers etc. in respect of major Ports, non-major ports and Dock Labour Boards are presented in the tables 1.10, 1.11 and 1.12.

Table 1.10

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

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

Table 1.11

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

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

Table 1.12

Number of Dock Worker as on 31st March 2007 to 2015

Major Ports	2007	2008	2009	2010	2011	2012	2013	2014	2015
Kolkata Dock System	543	40	177	140	100	215	181	173	154
Visakhapatnam	1322	125	NA	978	859	874	846	892	868
Mumbai	NA	NA	NA	NA	2586	NA	NA	2456	0
Kandla	971	NA	NA	NA	789	NA	NA	NA	NA
Total	**2836**	**166**	**1605**	**1477**	**4334**	**1089**	**1027**	**3521**	**1022**

Source: Employment in Docks: data.gov.in

F. Shops and Commercial Establishments

Employment data in respect of shops and commercial establishments, cinemas, theatres, hotels, restaurants, etc., are collected by the Labour Bureau under the State Shops and Commercial Establishments Acts and the Weekly Holidays Act, 1942 in the areas covered by the respective Acts. These Acts are applicable only to selected urban areas of individual States/Union Territories and even for these areas, arrangements for collection of employment data are not uniform, regular and satisfactory in all the States/Union Territories. In many States, no statutory annual returns from the units are called for and the employment data are based either on figures furnished by the employers at the time of registration of the units or on the information collected specifically by Inspectors. The number of establishments and the number of persons employed therein during the years 1998 to 2019 is given in Table 1.13.

Table 1.13

No. of Establishments & the number of employees therein during 1998 to 2019

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

Note: Data relates to the responding States only.

Source: Annual returns under the Shops & Commercial Establishments Act

G. Employment in Un-organised Sector

The term 'unorganised worker' has been defined under the Unorganised Workers' Social Security Act, 2008, as a home based worker, self-employed worker or a wage worker in the unorganised sector and includes a worker in the organised sector who is not covered by any of the Acts mentioned in Schedule-II of Act i.e. The Employee's Compensation Act, 1923; The Industrial Disputes Act, 1947; The Employees' State Insurance Act, 1948; The Employees Provident Funds and Miscellaneous Provisions Act, 1952; The Maternity Benefit Act, 1961; and The Payment of Gratuity Act, 1972. As per the Periodic Labour Force Survey (PLFS) carried out by the National Sample Survey Organisation of the Ministry of Statistics & Programme Implementation, in the year 2017- 18, the total employment in both organized and unorganised sector in the country was around 47 crores. Out of this, around 9 crores are engaged in the organized sector and the balance of 38 crores is in the unorganized sector. The workers in the unorganized sector constitute more than 81 per cent of the total employment in the country. In the unorganized sector, maximum workers are employed in agriculture and construction sector and remaining were in manufacturing activities, trade and transport, communication & services. A large number of unorganized workers are home based and are engaged in occupations such as beedi rolling, agarbatti making, papad making, tailoring, and embroidery work.

H. Agricultural Workers

As per the Periodic Labour Force Survey (PLFS) carried out by the National Sample Survey Organisation (NSO) of the Ministry of Statistics & Programme Implementation, in the year 2019- 20, the largest segment of workers in India are agricultural workers (23.27 crore).

I. Building and other Construction Workers

Construction workers constitute one of largest categories of workers in India. According to the Periodic Labour Force Survey (PLFS) conducted by NSO in 2019-20, about 6.22 crore workers are employed in the construction activities.

J. Migrant Workers Magnitude

According to the 2011 Census, 45 crore persons had changed their place of residence within the country and out of this, 4.6 crore or 10.22 per cent left their place for work. In order to protect the rights and safeguard the interests of migrant workers, the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 was enacted.

K. Women Workers

Women form an integral part of the Indian workforce. The total number of female workers in India is 149.8 million and female workers in rural and urban areas are 121.8 and 28.0 million respectively (source: census, 2011). Out of total 149.8 million female workers, 35.9 million females are working as cultivators and another 61.5 million are agricultural labourers. Of the remaining female workers, 8.5 million are in household Industry and 43.7 million are classified as other workers. As per Census 2011, the work participation rate for women is 25.51 per cent as compared to 25.63 per cent in 2001. The average daily employment of women in factories is given in Table 1.14.

Table 1.14

Average Daily Employment of Women in Factories ('000)

Year	Total Employment ('000)	Women's Employment ('000)	%age share of women in total employment
1999	4983.7	676.8	13.6
2000	2194.5	210.5	9.6
2001	3272.1	474.4	14.5
2002	3330.4	542.6	16.3
2003	2139.5	235.6	11.0
2004	3554.0	635.0	17.9
2005	3848.1	640.4	16.6
2006	4373.0	730.0	16.7
2007	3054.0	313.9	10.3
2008	2628.4	220.9	8.4
2009	2662.4	194.0	7.2
2010	4713.7	737.6	15.6
2011	4932.1	764.0	15.5
2012	4002.3	661.0	16.5
2013	1312.4	141.5	10.8
2014	3025.8	297.3	9.8
2015	4056.0	363.0	8.95
2016	4280.7	1013.3	23.7
2017	4367.0	869.8	19.92
2018	3115.7	341.1	10.95
2019	5280.9	1176.3	22.27

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

L. Child Labour

As per the Child Labour (Prohibition & Regulation) Act, employment of children below the age of 14 years is prohibited in notified hazardous occupations and processes. The Act also regulates employment of children in non-hazardous occupations and processes. There are at present 18 hazardous occupations and 65 processes, where employment of children is prohibited. The Act provides for constitution of the Child Labour Technical Advisory Committee (which is a body of experts) to advise the Central Government on inclusion of additional occupations and processes to the Schedule of the Act.

After making suitable amendment in the Child Labour (Prohibition & Regulation) Act 1986 in 2016, India ratified ILO conventions No.138 (minimum age of entry to employment) and 182 (worst form of child labour) on 13.06.2017. By ratifying these two core conventions, India join majority of the countries who have adopted the legislation to prohibit and place severe restrictions on the employment and work of children.

M. Home-based Workers

In India, there is no authentic data on home based workers. However, it has been estimated that over 3 crore workers in the country are home based workers. The major occupations of the home based workers are beedi rollings, handloom weaving, artisans and craft persons, agarbatti makers, zari workers, papad makers, cobblers, lady tailors, carpenters, etc.

N. A.S.I. Data on Employment

Labour Bureau compiles data on Employment collected under the Annual Survey of Industries conducted annually under the Collection of Statistics Act, 1953. The ASI 2018-19 round data on employment is presented below:

Table 1.15

Sector	Average Daily Employment					
	Directly Employed			Contract Workers	All Workers	All Employees
	Men	Women	Total			
1	2	3	4	5	6	7
Overall (Public + Private)	6414332	1569506	7983838	4814751	12798588	16280211

N.B.- For State-wise and industry-wise break-up of data kindly refer to our publication "ASI 2018-19, Statistics on Employment and Labour Cost Vol.II".

2. EMPLOYMENT SERVICES

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

Employment Exchanges not only provide placement and Vocational Guidance Services to Job seekers registered with them but also collect labour market information. Since inception, the network of employment services has expanded from 18 Employment Exchanges to 997 Employment Exchanges. Special emphasis was laid on promotion of self-employment by

motivating and guiding the job seekers. At present 22 Self-Employment Promotions Cells are rendering special assistance to job seekers towards promotion of Self Employment.

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

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

Employment Exchanges - The National Employment Service spans the entire country. There were 997 Employment Exchanges functioning presently including 76 University Employment Information and Guidance Bureau (UEIGBX), 14 Professional and Executive Employment Exchanges, 42 Special Employment Exchanges for the Physically Handicapped, one Special Employment Exchange for Plantation labour and 5 Employmenrs Exchanges exclusively for women. The total number of job seekers on the Live Register of Employment Exchanges on 31.12.2021 was 440.7 lakh. As on 31-12-2021 out of total no. of 440.7 lakh job seekers on live register, 282.4 lakh are men and 158.3 lakh are women.

The main activities of the Employment Exchanges are registration, placement of job seekers, career counseling and vocation guidance and collection of employment market information. Year-wise No. of employment exchanges, registrations, placement, vacancies notified, submissions made and live register for the period 2006 to 2020 are given in Table 1.16.

Table 1.16

Number of Employment Exchanges, Registrations, Vacancies Notified, Placements Effected and Submission Made on the Live Register during 2006-2020

(Figures in thousands)

Year	No. of Employment Exchanges	Registrations	Vacancies Notified	Placement	Submission made	Live Register at the End of the Year
1	2	3	4	5	6	7
2006	947	7289.5	358.2	177.0	3029.5	41466.0
2007	965	5434.2	525.8	263.5	3661.0	39974.0
2008	968	5315.9	570.8	305.0	3344.0	39112.4
2009	969	5693.7	419.5	261.5	2589.3	38152.2
2010	969	6186.0	706.9	505.4	3747.1	38818.5
2011	966	6206.3	819.7	471.5	5142.9	40171.6
2012	956	9722.2	682.8	427.6	2982.2	44790.1
2013	956	5969.4	510.7	348.5	3002.1	46802.5
2014	978	5957.2	762.0	338.5	4220.4	48261.1
2015	978	6939.4	395.0	810.3	4307.6	43502.7
2016	997	5959.9	405.5	1401.4	3906.4	43376.1
2017	997	3948.9	424.6	813.2	1851.1	42444.9
2018	997	3831.3	404.7	1225.3	2584.6	42122.3
2019	997	3455.0	365.9	540.6	1966.6	42405.1
2020	997	2073.9	308.1	419.0	1187.5	42829.2

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

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

(a) Scheduled Castes/Tribes- The Performance of Employment Exchanges in respect of Scheduled Caste/Scheduled Tribe and Other Backward Class job seekers during 2017 to 2020 is indicated in Table 1.17.

Table 1.17

Employment of Scheduled Caste / Scheduled Tribe and other Backward Class job-seekers during 2017 to 2020 (in lakh)

		2017	2018	2019	2020
Scheduled Castes	Registration	4.37	3.95	4.65	3.35
	Placement	0.31	0.32	0.24	0.21
	Live Register	71.05	69.97	70.68	69.96
Scheduled Tribes	Registration	2.48	1.89	2.25	1.56
	Placement	0.33	0.32	0.30	0.20
	Live Register	26.08	26.06	26.39	25.05
Other Backward Classes	Registration	7.98	6.77	8.62	6.53
	Placement	0.05	0.06	0.05	0.05
	Live Register	118.21	114.86	115.15	114.07

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

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

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

(d) Handicapped Persons – The employment service continued making efforts to cater to the special needs of disabled job seekers. Special Employment Exchanges were also set up over three decades for their selective placement. At present, 42 Special Employment Exchanges are functioning in the country for Physically Handicapped persons. On the recommendations of the Working Group on the National Employment Service and the Task Force on the reorganisation of Special Employment Exchanges, 38 special Cells for the physically handicapped with a Special Placement Officer attached to the normal Employment Exchanges and funded by the Central Government have so far been set up by the Ministry of Social Justice & Employment. These are in addition to the Special Cells/ Units opened for the handicapped applicants at the Employment Exchanges by various State governments. The Performance of Employment Exchanges in respect of Disabled Job seekers for the period 2006 to 2021 is presented in Table 1.18.

Table 1.18

Performance of Employment Exchanges in respect of Disabled Job seekers

(in thousands)

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

3. TRAINING & SKILL DEVELOPMENT

Skill development is key to improve labour market outcomes and economic growth. Considerable emphasis is being laid in India on evolving pragmatic strategies to upgrade and enhance the relevant skill training and to improve access to skills for workers as a means to move to a cycle of higher productivity, higher employability, higher income levels, and faster and sustainable economic growth. The Ministry of Labour & Employment operates a number of Training Schemes to ensure regular supply of skilled manpower to industry at different levels required for technology and industrial growth of the country.

Training Programmes/Schemes:

V.V. Giri National Labour Institute (VVGNLI), an autonomous body of the Ministry of Labour and Employment, Government of India was set up in July 1974 and has grown into a premier Institute of labour research and training. Since its inception, the Institute has endeavoured through its research, training, education and publications to reach out to diverse groups concerned with various aspects of labour in the organised and unorganised sectors. The focus of such endeavours is the concern to transfer academic insights and understanding for application to policy formulation and action, so as to ensure a just place for labour in an egalitarian and democratic society.

Educational and training programmes of the Institute may be viewed as potential vehicles of structural change in labour relations. They can help to generate a more positive attitude for the promotion of harmonious industrial relations. In the rural areas, the programmes are attempted to develop leadership at the grassroots level that can build and support independent organizations to

look after the interests of the rural labour. Training programmes equally emphasise attitudinal change, skill development and enhancement of knowledge.

The Institute offers education and training to the following groups:

- Labour Administrators and officials of the Central and State Governments,
- Managers and Officers of the Public and Private Sector Industries,
- Trade Union Leaders and Organisers of the organised and unorganised sectors, and
- Researchers, Trainers, field workers and others concerned with labour issue.

During April to December, 2021, the Institute has conducted 97 training programmes including 02 International programmes and 2926 participants including international participants from different countries have also attended these programmes.

New Schemes:

According to the Annual Report of the Ministry of Labour & Employment for the year 2021-22, the Ministry is in the process of formulating following schemes:

- Ministry of Labour and Employment has launched the e-shram portal on 26.08.2021 for creating a National Database of Unorganized Workers (NDUW), seeded with Aadhaar. It will have details of name, occupation, address, educational qualification, skill types and family details etc. for optimum realization of their employability and extend the benefits of the social security schemes to them. The portal also provides portability of the benefits to the migrant and construction workers. It will also provide a comprehensive data base to Government for tackling any National crisis like COVID – 19 in future. It is the first-ever national database of unorganised workers including migrant workers, construction workers, gig and platform workers, etc. As on 31.12.2021 more than 17 crore workers of unorganised sector have been registered under e-Shram portal. All eligible registered unorganised workers are entitled to get an accidental insurance benefit of Rs. 2.0 lakh in case of death and Rs. 1.0 lakh in case of permanent disability for a one year free of cost.

- **Atmanirbhar Bharat Rojgar Yojana (ABRY) functionality:** According to this scheme, GOI will pay both 12% employees' contribution and 12% employers' contribution i.e.24% of wages towards EPF in respect of new employees in establishments employing up to 1000 employees for two years. For it to work seamlessly, EPFO has developed the functionality of ABRY.

4. ABSENTEEISM

Statistics on Absenteeism collected under the Annual Survey of Industries:

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

Serial statistics on Absenteeism are obtained on a uniform basis for various Industries in the country through the Annual Survey of Industries (ASI) under the Collection of Statistics Act, 2008, for the whole of the country. The scope of the Survey extends to (i) all establishments registered under Section 2m(i) and 2m(ii) of the Factories Act, 1948 (excluding factories under the control of the Ministry of Defence, Jails, Technical Training Institutes and Oil Storage Depots) and (ii) The Bidi and Cigar Workers (Conditions of Employment) Act, 1966. For the purpose of the

Survey, the universe of the establishments has been divided into (a) Census Sector, and (b) Sample Sector. The coverage of units under the two sectors has been decided as under:

(a) Census Sector:

The Coverage under the Census Sector has been undergoing certain minor changes from year to year. The Census Sector comprised of the following:

i. All the units employing 100 or more worker.
ii. All the units located in States/Union Territories of Tripura, Meghalaya, Manipur, Nagaland and Andaman & Nicobar Islands.
iii. All factories declared as submitting 'Joint Return', as identified by NSO (FOD).

(b) Sample Sector:

The Sample Sector comprised all other industrial establishments not covered in Census Sector. The fieldwork for the Survey is entrusted to the NSO, while data dissemination is the responsibility of the Labour Bureau.

Absenteeism statistics presented in this section relate to establishments covered both in Census and Sample Sectors for the years 2017-18 and 2018-19. These statistics are based on data for the months of January to December for establishments belonging to perennial industries and for the working seasons in respect of seasonal industries.

Industry-wise and State-wise Absenteeism rate i.e. percentage of mandays lost due to absence to the number of mandays scheduled to work, are presented in Tables 1.19 and 1.20 respectively.

Table 1.19

Absenteeism Rates amongst Directly Employed Regular Workers in Industries (3-digit level of NIC-2008) during the year 2017-18 and 2018-19

Sl. No.	NIC Code	Industry	Absenteeism Rates (%)	
			2017-18	2018-19
1	2	3	4	5
1	016	Support activities to agriculture and post-harvest crop activities	5.39	6.78
2	089	Mining and quarrying, n.e.c.	6.48	7.23
3	101	Processing and preservation of meat.	7.70	7.16
4	102	Processing and preserving of fish, crustaceans and molluscs and products thereof.	8.16	6.39
5	103	Processing and preserving of fruit and vegetables.	7.27	10.65
6	104	Manufacture of vegetable and animal oils and fats.	6.69	7.09
7	105	Manufacture of dairy products.	23.31	9.90
8	106	Manufacture of grain mill products, starches and starch products.	5.85	8.83
9	107	Manufacture of other food products.	8.82	8.97
10	108	Manufacture of prepared animal feeds.	6.31	7.75
11	110	Manufacture of beverages.	7.94	7.74
12	120	Manufacture of tobacco products.	17.07	12.90
13	131	Spinning, weaving and finishing of textiles.	8.30	12.78
14	139	Manufacture of other textiles.	7.82	10.32
15	141	Manufacture of wearing apparel, except fur apparel.	10.39	8.29
16	142	Manufacture of articles of fur.	22.35	9.72
17	143	Manufacture of knitted and crocheted apparel.	6.25	7.79

Table 1.19 Contd./-

1	2	3	4	5
18	151	Tanning and dressing of leather; Manufacture of luggage, handbags, saddlery and harness; dressing and dyeing of fur.	10.58	9.61
19	152	Manufacture of footwear.	5.71	8.48
20	161	Saw milling and planning of wood.	10.13	11.71
21	162	Manufacture of products of wood, cork, straw and plaiting materials.	38.68	11.85
22	170	Manufacture of paper and paper products.	8.01	10.07
23	181	Printing and service activities relating to printing.	12.06	8.81
24	182	Reproduction of recorded media.	4.64	2.11
25	191	Manufacture of coke oven products.	6.36	15.35
26	192	Manufacture of refined petroleum products.	8.54	9.15
27	201	Manufacture of basic chemicals, fertilizer and nitrogen compounds, plastics and synthetic rubber in primary forms.	8.10	9.20
28	202	Manufacture of other chemical products.	7.30	9.50
29	203	Manufacture of man-made fibres.	7.40	6.60
30	210	Manufacture of pharmaceuticals, medicinal chemical and botanical products.	8.07	9.42
31	221	Manufacture of rubber products.	9.77	10.95
32	222	Manufacture of plastic products.	8.50	9.91
33	231	Manufacture of glass and glass products.	7.01	9.00
34	239	Manufacture of non-metallic mineral products n.e.c.	8.14	11.20
35	241	Manufacture of basic iron and steel.	8.62	9.62
36	242	Manufacture of basic precious and other non-ferrous metals.	7.82	9.77
37	243	Casting of metals.	8.80	10.82
38	251	Manufacture of structural metal products, tanks, reservoirs and steam generators.	7.70	9.29
39	252	Manufacture of weapons and ammunition	8.17	12.62
40	259	Manufacture of other fabricated metal products; metalworking service/ activities.	9.53	10.13
41	261	Manufacture of electronic components.	8.65	9.49
42	262	Manufacture of computers and peripheral equipment.	9.10	17.30
43	263	Manufacture of communication equipment.	7.54	14.61
44	264	Manufacture of consumer electronics.	7.38	12.93
45	265	Manufacture of measuring, testing, navigating and control equipment; watches & clocks.	8.35	10.37
46	266	Manufacture of irradiation, electro medical and electrotherapeutic equipment.	4.73	10.13
47	267	Manufacture of optical instruments and equipment.	5.18	12.60
48	268	Manufacture of magnetic and optical media.	11.90	10.91
49	271	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus.	7.19	10.30
50	272	Manufacture of batteries and accumulators.	7.16	11.07
51	273	Manufacture of wiring and wiring devices.	8.95	16.20
52	274	Manufacture of electric lighting equipment.	9.82	9.40
53	275	Manufacture of domestic appliances.	8.53	16.84
54	279	Manufacture of other electrical equipment.	8.99	11.21

Table 1.19 Concld./-

1	2	3	4	5
55	281	Manufacture of general purpose machinery.	7.87	11.07
56	282	Manufacture of special-purpose machinery.	8.42	9.14
57	291	Manufacture of motor vehicles.	8.05	9.65
58	292	Manufacture of bodies (coach-work) for motor vehicles; manufacture of trailers and semi-trailers.	6.99	10.52
59	293	Manufacture of parts and accessories for motor vehicles.	8.04	9.04
60	301	Building of ships and boats.	9.48	9.56
61	302	Manufacture of railway locomotives and rolling stock.	7.70	9.43
62	303	Manufacture of air and spacecraft and related machinery.	6.31	7.99
63	304	Manufacture of weapons and ammunition.	6.31	24.89
64	309	Manufacture of transport equipment n.e.c.	9.79	2.86
65	310	Manufacture of furniture 17	7.92	12.71
66	321	Manufacture of jewellery, bijouterie and related articles.	8.48	8.68
67	322	Manufacture of musical instruments.	7.15	8.69
68	323	Manufacture of sports goods.	10.66	8.78
69	324	Manufacture of games and toys.	7.99	9.82
70	325	Manufacture of medical and dental instruments and supplies.	7.82	10.36
71	329	Other manufacturing n.e.c.	9.35	12.79
72	331	Repair of fabricated metal products, machinery and equipment.	6.43	5.77
73	332	Installation of industrial machinery and equipment.	8.31	4.28
74	351	Electric power generation, transmission and distribution.	5.69	8.66
75	352	Manufacture of gas, distribution of gaseous fuels through mains.	8.02	10.54
76	353	Steam and air conditions supply.	3.66	5.99
77	360	Water Collection, treatment and supply.	3.54	5.03
78	370	Sewerage.	4.79	9.22
79	381	Waste Collection	-	15.75
80	382	Waste Treatment & Disposal	-	14.44
81	383	Materials recovery	-	6.59
82	390	Remediation activities and other waste management services	-	-
83	400	All others Manufacturing activities not described above	6.58	7.74
All India			**11.64**	**9.74**

Table 1.20

Absenteeism Rates amongst Directly Employed Regular Workers in States during 2017-18 and 2018-19

Sl. No.	State/Union Territory	Absenteeism Rates (%)	
		2017-18	2018-19
1	2	3	4
1	Jammu & Kashmir	4.88	4.91
2	Himachal Pradesh	30.16	30.66
3	Punjab	7.69	7.28
4	Chandigarh	47.25	35.99
5	Uttrakhand	12.74	13.00
6	Haryana	10.3	9.90
7	Delhi	3.69	15.39
8	Rajasthan	19.01	17.22
9	Uttar Pradesh	9.95	9.55
10	Bihar	13.35	15.13
11	Sikkim	5.57	7.62
12	Arunachal Pradesh	1.81	1.96
13	Nagaland	0.49	0.48
14	Manipur	3.19	3.10
15	Tripura	2.65	1.51
16	Meghalaya	3.43	4.35
17	Assam	3.25	3.67
18	West Bengal	13.71	15.41
19	Jharkhand	11.08	12.83
20	Orissa	10.53	17.73
21	Chattisgarh	9.15	8.69
22	Madhya pradesh	5.92	6.17
23	Gujarat	22.19	9.07
24	Daman & Diu	13.5	12.78
25	Dadar & Nagar Haveli	14.18	24.06
26	Maharashtra	12.42	11.65
27	Andhra Pradesh	5.94	4.81
28	Karnataka	8.65	9.47
29	Goa	12.19	15.16
30	Kerala	12.27	10.30
31	Tamil Nadu	6.62	6.40
32	Pondicherry	5.32	6.32
33	A & N Islands	4.41	5.80
34	Telangana	3.78	4.32
	All India	**11.64**	**9.74**

Source: Annual Survey of Industries (ASI)

5. LABOUR TURNOVER

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

Tables 1.21 and 1.22 show Industry-wise and State-wise rates of Annual Labour Turnover for the years 2017-18 and 2018-19 in respect of establishments covered under ASI (combined for both Census as well as Sample Sectors).

Table 1.21

Labour Turnover Rates amongst Directly Employed Regular Workers in Industries (3-digit level of NIC-2008) during the years 2017-18 and 2018-19

Sl. No	NIC Code	Percentage of Annual Labour Turnover			
		2017-18		2018-19	
		Accession	Separation	Accession	Separation
1	2	3	4	5	6
1	016	47.48	30.34	37.64	28.42
2	089	13.57	13.22	26.38	27.35
3	101	10.64	11.56	13.81	11.83
4	102	20.48	15.49	26.30	19.63
5	103	15.38	18.56	15.49	13.19
6	104	14.24	12.01	10.06	9.59
7	105	9.17	7.37	10.26	7.41
8	106	28.92	19.70	19.03	14.14
9	107	21.86	14.40	20.25	17.55
10	108	9.17	6.67	9.67	7.91
11	110	8.39	8.06	7.84	7.32
12	120	3.97	4.03	5.55	4.50
13	131	11.90	10.68	11.89	12.16
14	139	16.22	14.19	25.65	20.17
5	141	17.23	14.63	13.32	12.12
16	142	22.55	25.71	2.86	1.37
17	143	7.80	6.86	44.81	6.67
18	151	20.39	17.85	17.22	15.63
19	152	17.42	15.30	22.11	17.66
20	161	7.79	9.31	14.31	13.16
21	162	18.64	11.88	11.99	9.41
22	170	12.19	11.00	14.96	12.17
23	181	9.57	8.71	9.47	8.93
24	182	11.26	22.52	39.80	20.41
25	191	7.20	6.42	7.42	5.78
26	192	7.91	7.66	9.24	7.59
27	201	11.86	11.09	10.42	8.03
28	202	9.60	8.90	10.25	10.08
29	203	8.36	5.42	15.40	6.61
30	210	221.06	13.15	13.51	9.62

Table 1.21 Concld./-

1	2	3	4	5	6
31	221	10.12	9.23	10.92	9.68
32	222	16.54	13.33	22.06	12.29
33	231	18.55	15.86	21.17	21.52
34	239	11.27	11.71	13.08	11.64
35	241	8.80	8.42	37.21	9.25
36	242	10.41	10.69	9.95	10.34
37	243	14.32	10.99	12.57	10.15
38	251	11.32	10.71	11.32	18.01
39	252	7.67	7.38	12.76	9.47
40	259	14.70	12.41	12.60	9.86
41	261	12.03	12.59	10.71	10.30
42	262	5.36	9.35	36.66	21.75
43	263	19.25	21.87	19.07	12.81
44	264	12.93	6.30	22.68	21.11
45	265	17.89	12.74	11.04	6.73
46	266	14.52	11.36	33.17	33.63
47	267	9.49	5.29	6.96	5.34
48	268	7.46	11.05	24.29	11.53
49	271	11.29	11.59	12.31	10.76
50	272	30.33	16.67	12.96	16.14
51	273	13.17	10.68	10.98	8.59
52	274	12.09	11.79	9.90	9.05
53	275	31.36	23.10	20.56	18.93
54	279	18.32	17.37	18.00	15.34
55	281	12.69	10.41	10.16	8.87
56	282	10.68	8.64	10.81	9.12
57	291	58.93	24.73	23.57	25.61
58	292	10.30	14.03	10.01	9.02
59	293	15.74	11.72	13.70	12.77
60	301	4.99	10.83	1.38	10.14
61	302	17.56	8.24	15.30	11.71
62	303	14.16	8.20	21.39	11.48
63	304	6.61	7.77	0.00	0.00
64	309	18.75	14.54	15.32	16.35
65	310	20.50	17.51	19.76	12.10
66	321	13.35	14.10	16.91	16.58
67	322	9.27	4.39	2.94	2.21
68	323	26.04	19.32	16.42	11.13
69	324	7.56	13.59	30.01	9.95
70	325	12.04	10.77	17.93	10.67
71	329	13.50	8.75	49.00	14.20
72	331	19.02	11.84	12.31	11.80
73	332	4.30	2.77	2.72	4.58
74	351	4.77	5.59	14.72	16.99
75	352	9.07	7.19	9.96	7.48
76	353	19.50	4.56	40.91	2.63
77	360	4.32	2.88	5.69	3.61
78	370	9.19	9.30	6.77	5.42
79	381	17.32	12.20	49.36	12.77
80	382	13.59	12.94	8.53	6.93
81	383	4.06	2.50	13.83	9.16
82	390	-	-	-	-
83	400	11.50	10.66	11.54	9.29
All India		**21.56**	**11.93**	**16.65**	**12.11**

Note: Details of Industries may be seen in Table 1.19.

Source: Annual Survey of Industries (ASI)

Table 1.22

Labour Turnover Rates amongst Directly Employed Regular Workers in States during 2017-18 and 2018-19

Sl. No.	State/UT's	Percentage of Annual Labour Turnover			
		2017-18		2018-19	
		Accession	Separation	Accession	Separation
1	2	3	4	5	6
1	Jammu & Kashmir	7.44	6.87	7.74	7.21
2	Himachal Pradesh	28.81	27.57	27.88	24.47
3	Punjab	22.45	19.95	18.66	16.03
4	Chandigarh	34.59	39.08	34.04	29.07
5	Uttarakhand	12.67	10.79	14.01	11.23
6	Haryana	16.58	14.53	16.78	12.87
7	Delhi	18.76	18.66	13.30	14.10
8	Rajasthan	24.78	19.57	21.16	18.28
9	Uttar Pradesh	19.07	15.81	22.35	15.49
10	Bihar	18.38	16.98	21.26	15.34
11	Sikkim	13.06	12.29	9.50	9.41
12	Arunachal Pradesh	6.85	8.32	5.34	10.42
13	Nagaland	0.40	0.33	0.04	0.04
14	Manipur	0.00	0.00	0.31	0.00
15	Tripura	0.65	0.61	0.74	1.88
16	Meghalaya	5.19	3.68	2.34	2.97
17	Assam	1.88	1.70	8.02	14.34
18	West Bengal	14.47	10.87	10.26	12.08
19	Jharkhand	11.86	10.92	7.88	9.09
20	Orissa	5.01	4.10	5.18	3.48
21	Chattisgarh	6.56	5.68	4.74	7.26
22	Madhya pradesh	9.68	9.79	10.95	10.88
23	Gujrat	70.22	11.65	28.73	14.11
24	Daman & Diu	21.23	17.99	12.79	10.15
25	Dadar & Nagar Haveli	23.13	20.18	21.05	17.29
26	Maharashtra	18.64	13.00	13.20	14.21
27	Andhra Pradesh	11.46	7.41	8.18	6.17
28	Karnataka	15.98	14.44	18.34	14.78
29	Goa	17.22	18.05	19.94	16.73
30	Kerala	11.80	10.31	10.42	10.74
31	Tamil Nadu	8.60	6.97	14.30	6.87
32	Pondicherry	7.03	3.49	4.22	3.99
33	A & N Islands	23.03	24.34	23.08	14.69
34	Telangana	4.04	2.45	5.40	4.18
	All India	**21.56**	**11.93**	**16.65**	**12.11**

Source: Annual Survey of Industries (ASI)

6. WOMEN AND CHILD LABOUR

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

A. Women Workers

Participation of women in socio-economic activities is a common practice in the developed as well as the developing countries of the world. Women are known to work on farms, roads, building and construction, and of late in service sector, in factories manufacturing garments and electronic assembly plants. Skilled women workers also have been working in traditional village industries either as self employed or as paid workers. In hill areas, search for forest products including fuel wood engages a fairly large number of women. The majority of women work in the unorganised sector for low wages and at low level of skills. In absolute terms, the number of women workers during the last five decades has increased from 40 million in 1951 to 150 million in 2011.

Employment of women in organized sector (both public and private) as on March 31, 2012 was about 60.5 lakh, which constituted 20.5 per cent of the total organized sector employment in the country. As per Census 2011, the total number of female workers in India is 149.8 million comprising of 121.8 and 28.0 million in rural and urban areas respectively. Out of total 149.8 million female workers, 35.9 million females are working as cultivators and another 61.5 million are agricultural labourers. Of the remaining, 8.5 million are in household Industry and 43.7 million are classified as other workers. Also, the work participation rate for women was 25.51 per cent in 2011 as compared to 25.63 per cent in 2001. The work participation rate of women was however 22.27 per cent in 1991. The work participation rate for women in rural areas was 30.02 per cent as compared to 15.44 per cent in the urban areas in 2011.

Table 1.23

Work Participation Rate in India (1971-2011)

Year	Total Rural Urban	Persons	Males	Females
1	2	3	4	5
1971	Total	33.08	52.61	12.11
	Rural	34.03	53.62	13.42
	Urban	29.34	48.82	6.68
1981	Total	36.70	52.62	19.67
	Rural	38.79	53.77	23.06
	Urban	29.99	49.06	8.31
1991	Total	37.50	51.61	22.27
	Rural	40.09	52.58	26.79
	Urban	30.16	48.92	9.19
2001	Total	39.10	51.68	25.63
	Rural	41.75	52.11	30.79
	Urban	32.25	50.60	11.88
2011	Total	39.80	53.30	25.51
	Rural	41.80	53.00	30.02
	Urban	35.30	53.80	15.44

Source: Office of the Registrar General, India

The Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination and also

prevent discrimination against women employees while making recruitment for the same work or work of similar nature, or in any condition of service subsequent to recruitment such as promotions, training or transfer. The provisions of the Act have been extended to all categories of employment. The Act is implemented at two levels viz. Central level and State level.

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

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

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

B. Child Labour

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

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

The Government of India has amended the Child Labour (Prohibition & Regulation) Act, 1986 and enacted Child Labour (Prohibition & Regulation) Amendment Act, 2016 which interalia covers complete prohibition on employment or work of children below 14 years of age in all occupations and processes; linking the age of the prohibition of employment with the age for free and compulsory education under Right to Education Act, 2009; prohibition on employment of

adolescents (14 to 18 years of age) in hazardous occupations or processes and making stricter punishment for the employers contravening the provisions of the Act. Subsequent to the amendment in Child Labour Act, Government has framed Child Labour (Prohibition & Regulation) Amendment Rules, 2017 after due consultations with stakeholders and the same has been notified in the Gazette of India on 02.06.2017. The Rules inter alia cover provision for prevention, rescue and rehabilitation and convergence, definition of "help" in the family enterprises owned by the family of the child and regulation of child artists to ensure their safety and security. The Rules also provides for District Nodal Officer (DNO) and Task Force under the chairmanship of District Magistrate to ensure that the provisions of the Act are properly enforced.

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

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

CHAPTER 2

WAGES AND EARNINGS

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

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

The Payment of Wages Act, 1936

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

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

The Minimum Wages Act, 1948

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

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

1. MANUFACTURING INDUSTRIES

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

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

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

(a) Number of factories covered under the Act and submitting returns;
(b) Average daily employment during the year;
(c) Total man-days worked during the year; and
(d) Total gross wage bill, before deductions, broken up into components like basic wages, cash allowances, bonus, arrears and money value of concessions, etc.

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

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

State-wise per capita annual and daily earnings during 2017 and 2018 have been presented in Table Nos. 2.01 (a)(i) & 2.01 (a)(ii) and 2.01 (b)(i) & 2.01 (b)(ii) respectively. The per capita annual earnings at All India level in Manufacturing Industries were Rs. 114255/- in the year 2017 and Rs. 112389/- in the year 2018. The inter State comparison reveals that the States / U.Ts. with highest and lowest per capita earnings vary from year to year. During 2017, the per capita Annual Earnings have been observed to be highest (Rs.175403/-) in Chandigarh and lowest (Rs.36370/-) in Chhattisgarh while during the year 2018 have been observed to be highest (Rs.265988/-) in Odisha and lowest (Rs. 57883/-) in Tripura. The per capita daily earning during the year 2017 and 2018 in all Manufacturing Industries was Rs.358/- and Rs. 356/- respectively. The per capita daily earning during the year 2017 were highest (Rs.558.00) in Telangana and lowest (Rs. 139.00) in

Chhattisgarh while during the year 2018 were highest (Rs.802.00) in Odisha and lowest (Rs.195.00) in Tripura.

Table 2.01 (a)(i)

Per Capita Annual Earnings of Employees in Manufacturing Industries by States/Union Territories during 2017

State/Union Territory	Number of Factories covered Under the Act	Percentage of Factories furnishing Returns (%)	Average Employment (000')	Per Capita Annual Earnings (in Rupees)
1	2	3	4	5
Andhra Pradesh	20508	31	253	108333
Bihar	21	100	3	135483
Chhattisgarh	862	6	24	36370
Goa	36	100	3	138936
Himachal Pradesh	556	100	54	121720
Karnataka	11537	17	129	129536
Kerala	8917	23	40	148649
Rajasthan	9469	5	67	168609
Tamilnadu	24980	86	1400	103500
Telangana	10952	26	189	175403
Tripura	349	7	*	43841
Chandigarh	71	100	2	174059
Daman & Diu	103	100	25	92656
Puducherry	170	25	5	81994
All STATES/U.Ts	**88531**	**41**	**2195**	**114255**

Table 2.01 (a) (ii)

Per Capita Annual Earnings of Employees in Manufacturing Industries by States/Union Territories during 2018

State/Union Territory	Number of Factories covered Under the Act	Percentage of Factories furnishing Returns (%)	Average Employment (000')	Per Capita Annual Earnings (in Rupees)
1	2	3	4	5
Andhra Pradesh	21152	33	197	108877
Assam	4235	72	88	185672
Bihar	32	100	2	103985
Goa	97	100	7	147476
Haryana	9728	5	81	182134
Himachal Pradesh	981	99	94	130892
Karnataka	6799	20	102	153496
Kerala	10587	40	47	145913
Manipur	285	61	1	63687
Odisha	763	2	*	265988
Rajasthan	6940	10	108	175079
Tamilnadu	27405	77	2025	94896
Telangana	11890	16	142	177895
Tripura	803	21	7	57883
Chandigarh	55	100	1	169863
Daman & Diu	106	100	22	137580
All STATES/U.Ts	**101858**	**42**	**2924**	**112389**

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

1. Per Capita Annual Earnings=Gross wage bill/Average daily employment
2. Per Capita Daily Earnings =Gross wage bill/Total mandays worked
3. Average Daily employment =Total attendance during the year/Number of working days reported
4. * = Figures less than 500

Note:

I. Information has been received only from the above mentioned States.

II. The figures exclude those for Railway Workshops and groups of Industries of seasonal nature consisting of food beverages tobacco and construction.

III. The Per Capita Daily / Annual Earnings less than 24000/- per month for the year 2017 for Employees covered under the Payment of Wages Act, 1936.

Table 2.01 (b) (i)
Per Capita Daily Earnings of Employees in Manufacturing Industries by States/Union Territories during 2017

State/Union Territory	Per Capita Daily Earnings (in Rupees)
1	2
Andhra Pradesh	243
Bihar	460
Chhattisgarh	139
Goa	469
Himachal Pradesh	406
Karnataka	428
Kerala	412
Rajasthan	527
Tamilnadu	344
Telangana	558
Tripura	180
Chandigarh	594
Daman & Diu	406
Puducherry	246
All STATES/U.Ts	**358**

Table 2.01 (b) (ii)
Per Capita Daily Earnings of Employees in Manufacturing Industries by States/Union Territories during 2018

State/Union Territory	Per Capita Daily Earnings (in Rupees)
1	2
Andhra Pradesh	242
Assam	611
Bihar	354
Goa	511
Haryana	615
Himachal Pradesh	394
Karnataka	496
Kerala	401
Manipur	225
Odisha	802
Rajasthan	553
Tamilnadu	314
Telangana	554
Tripura	195
Chandigarh	574
Daman & Diu	483
All STATES/U.Ts	**356**

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

Note:-(i) For Other States / U.Ts kindly see foot note under Table No.2.01(a).
(ii) Figures reported above are based on the returns received from the responding States / U.Ts.

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

Per capita annual earnings for 2017 and 2018 in Manufacturing industries have been given in Table 2.02(a). In order to have an idea of the coverage of these statistics, the number of factories covered under the Act and the percentage of units submitting returns have also been given in Table Nos. 2.02(a). It has been observed that about 41.00 percent of factories covered under the Payment of Wages Act, 1936 submitted returns in the years 2017 and 2018 both. Average daily employment worked out to be 2194688 in 2017 and 2923856 in 2018. Similarly per capita annual earnings were Rs. 114255 in 2017 and 112389 in 2018. Per capita daily earnings of workers during the year 2017 and 2018 in Manufacturing industries have been given in Table 2.02(b).

Table 2.02 (a)

Per Capita Annual Earnings of Employees in Manufacturing Industries-wise during 2017 and 2018

NIC Code No. 2008	Industry	2017				2018			
		Number of Factories covered under the Act	Percent-age of units submit-ing returns	Average daily employ-ment (000')	Per capita Annual Earnings	Number of Factories covered under the Act	Percent-age of units submitti-ng returns	Average daily employ-ment (000')	Per capita Annual Earnings
1	2	3	4	5	6	7	8	9	10
10	Manufacture of food products	22784	33	266	118871	24850	35	290	110306
11	Manufacture of beverages	1243	25	20	138786	1074	34	28	126397
12	Manufacture of tobacco products	1368	15	77	108857	134	65	53	125148
13	Manufacture of textiles	6324	71	416	103862	7490	52	377	101454
14	Manufacture of wearing apparel	3202	46	108	107576	4498	52	324	102491
15	Manufacture of leather and related products	1023	73	47	104684	2300	54	185	96838
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	5011	19	18	113473	5309	23	23	135370
17	Manufacture of paper and paper products	1782	65	78	107240	1847	57	58	102406
18	Printing and reproduction of recorded media	2576	35	36	115430	2673	42	47	113534
19	Manufacture of coke and refined petroleum products	299	41	13	129158	337	36	19	103262
20	Manufacture of chemicals and chemical products	5208	78	213	108325	4870	46	214	101824
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	2579	35	88	168358	2562	45	92	150867
22	Manufacture of rubber and plastics products	2947	51	115	116914	3485	49	120	114541
23	Manufacture of other non-metallic mineral products	10219	33	185	114796	12962	33	198	133648
24	Manufacture of Basic Metals	3400	33	113	99680	3488	37	112	126118
25	Manufacture of fabricated metal products, except machinery and equipment	4895	65	151	110445	6653	56	262	105297
26	Manufacture of computer, electronic and optical products.	759	45	23	112730	1022	52	57	117756
27	Manufacture of electrical equipment	3372	23	51	138363	4463	27	83	135235
28	Manufacture of machinery and equipment n.e.c.	3736	31	55	127461	4828	47	75	120752
29	Manufacture of motor vehicles, trailers and semi-trailers	2961	30	73	116180	3424	38	173	110619
30	Manufacture of other transport equipment	1943	26	16	151414	1171	31	74	111887
31	Manufacture of furniture	490	32	10	122580	1127	48	21	120694
32	Other manufacturing	410	40	21	117051	1291	46	37	115219
	All Manufacturing Industries Total	**88531**	**41**	**2195**	**114255**	**101858**	**41**	**2923**	**112389**

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

1. Per Capita Annual Earnings = Gross wage bill/Average daily employment
2. Per Capita Daily Earnings = Gross wage bill/Total mandays worked
3. Average Daily employment = Total attendance during the year/Number of working days reported
4. Mandays worked = Total Number of attendance during the year
5. Number of days worked = Number of days the production is curried on.

Table 2.02 (b)

Industry wise Per Capita Daily Earnings of Workers during the year 2017 and 2018

NIC Code No.2008	Industry	Per Capita Daily Earnings(Rs.)	
		2017	2018
1	2	3	4
10	Manufacture of food products	323	346
11	Manufacture of beverages	430	406
12	Manufacture of tobacco products	370	400
13	Manufacture of textiles	345	334
14	Manufacture of wearing apparel	349	341
15	Manufacture of leather and related products	348	319
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	345	436
17	Manufacture of paper and paper products	336	317
18	Printing and reproduction of recorded media	365	347
19	Manufacture of coke and refined petroleum products	349	341
20	Manufacture of chemicals and chemical products	352	333
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	510	419
22	Manufacture of rubber and plastics products	392	373
23	Manufacture of other non-metallic mineral products	309	360
24	Manufacture of Basic Metals	332	415
25	Manufacture of fabricated metal products, except machinery and equipment	377	347
26	Manufacture of computer, electronic and optical products.	374	389
27	Manufacture of electrical equipment	414	417
28	Manufacture of machinery and equipment n.e.c.	401	357
29	Manufacture of motor vehicles, trailers and semi-trailers	382	365
30	Manufacture of other transport equipment	496	371
31	Manufacture of furniture	404	396
32	Other manufacturing	386	390
	All Manufacturing Industries Total	**358**	**356**

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

1. Per Capita Daily Earnings = Gross wage bill/Total mandays worked.
2. Mandays worked = Total Number of attendance during the year.

Annual Earnings by Components

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

Table 2.03 (a)

Percentage Distribution of Annual Earnings of Employees in Manufacturing Industries by Components during the Year 2017

Sl. No	State/Union Territory	Basic wages	Cash allowances	Money value of concessions	Bonus	Arrears
1	2	3	4	5	6	7
1	Andhra Pradesh	98.03	0.00	0.00	1.97	0.00
2	Bihar	98.44	0.00	0.00	1.54	0.02
3	Chhattisgarh	73.88	26.12	0.00	0.00	0.00
4	Goa	82.58	15.09	0.00	2.33	0.00
5	Himachal Pradesh	80.73	18.42	0.00	0.04	0.81
6	Karnataka	99.47	0.00	0.00	0.53	0.00
7	Kerala	99.62	0.00	0.00	0.38	0.00
8	Rajasthan	99.80	0.00	0.00	0.20	0.00
9	Tamilnadu	92.31	0.00	0.00	7.69	0.00
10	Telangana	95.85	0.00	0.00	4.15	0.00
11	Tripura	99.41	0.00	0.00	0.59	0.00
12	Chandigarh	100	0.00	0.00	0.00	0.00
13	Daman & Diu	87.48	12.18	0.00	0.33	0.01
14	Puducherry	73.92	11.01	0.00	15.07	0.00
All Above States/ U.Ts		**97.83**	**0.85**	**0.00**	**1.31**	**0.01**

Table 2.03 (b)

Percentage Distribution of Annual Earnings of Employees in Manufacturing Industries by Components during the Year 2018

Sl.No	State/Union Territory	Basic wages	Cash allowances	Money value of concessions	Bonus	Arrears
1	2	3	4	5	6	7
1	Andhra Pradesh	97.72	0.00	0.00	2.28	0.00
2	Assam	89.51	10.49	0.00	0.00	0.00
3	Bihar	96.10	2.47	0.00	1.43	0.00
4	Goa	76.02	20.32	1.61	2.04	0.00
5	Haryana	100	0.00	0.00	0.00	0.00
6	Himachal Pradesh	84.11	15.48	0.00	0.07	0.34
7	Karnataka	76.99	0.90	0.00	22.10	0.00
8	Kerala	99.45	0.00	0.00	0.55	0.00
9	Manipur	100	0.00	0.00	0.00	0.00
10	Odisha	99.61	0.00	0.00	0.39	0.00
11	Rajasthan	92.96	6.11	0.01	0.76	0.16
12	Tamilnadu	92.31	0.00	0.00	7.69	0.00
13	Telangana	95.24	0.00	0.00	4.76	0.00
14	Tripura	98.90	0.00	0.00	1.10	0.00
15	Chandigarh	100	0.00	0.00	0.00	0.00
16	Daman & Diu	92.24	7.42	0.00	0.26	0.09
All Above States/ U.Ts		**93.88**	**4.89**	**0.02**	**1.19**	**0.03**

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

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

Taking all the States/Union Territories together, Table 2.03 shows that during the year 2017, Basic Wages accounted for about (97.83 percent) and other components viz. Cash allowances (0.85 percent), Money value of concessions (0.00 per cent), Bonus (1.31 percent) and arrears accounted for only (0.01 percent) of the total earnings.

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

Data on worker's Earnings is collected through the Annual Survey of Industries (ASI) under the Collection of Statistics Act, 2008 every year. Data under the Survey (ASI) is collected and released under two heads, viz. Census Sector and Sample Sector. Coverage under these two sectors has been explained in Chapter-I under the heading Absenteeism. The latest year for which data on Earnings has been collected and disseminated pertains to the years 2018-19. Data presented in this chapter correspond to both Census and Sample Sectors combined for the years 2017-18 and 2018-19.

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

The statistics of average gross daily earnings of workers per manday worked by major industry groups (as per NIC-2008) and by States/Union territories for the years 2017-18 and 2018-19 have been presented in Tables 2.04 (a) and 2.04 (b) respectively.

Table 2.04 (a) (i)

Average Earnings {in Rupees} per Mandays Worked in Industries {3-digit Level of NIC-2008} during the Year 2017-18

S No	NIC Code	Average Daily Earnings By				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	5	6	7
1	016	357.64	263.15	356.67	345.06	513.55
2	089	328.82	215.52	370.07	329.54	408.92
3	101	353.40	370.33	428.05	384.26	586.43
4	102	391.77	317.74	358.58	349.75	498.18
5	103	422.94	339.94	344.07	369.76	580.44
6	104	394.14	300.95	389.50	388.02	571.35
7	105	383.52	430.04	420.99	400.32	632.03
8	106	335.30	251.21	334.80	328.86	398.07
9	107	420.14	264.31	398.25	385.41	524.06
10	108	454.03	372.90	410.43	433.74	683.30
11	110	502.06	330.40	441.57	460.18	605.64
12	120	449.11	140.35	118.06	157.94	200.59
13	131	389.96	294.64	395.31	373.42	237.08
14	139	394.20	306.23	346.12	369.09	513.48
15	141	331.15	255.45	359.77	295.26	373.75
16	142	355.15	303.39	-	332.61	460.72
17	143	379.94	369.37	305.20	371.22	458.82
18	151	362.83	320.07	380.77	355.02	504.40
19	152	365.09	259.24	375.13	325.85	442.04
20	161	311.26	211.69	318.40	306.74	357.04
21	162	338.66	300.69	399.86	350.96	497.26

Table 2.04 (a) (i) Contd./-

1	2	3	4	5	6	7
22	170	315.42	258.66	414.29	333.10	529.75
23	181	508.99	290.00	393.98	467.27	842.82
24	182	813.72	664.92	475.90	690.14	1497.59
25	191	734.33	857.62	449.55	650.75	1052.35
26	192	2043.20	1253.22	554.70	995.59	1793.61
27	201	755.84	554.01	475.37	625.31	761.60
28	202	528.26	214.20	393.76	417.92	781.64
29	203	586.31	392.23	414.62	529.27	734.24
30	210	665.29	458.79	452.62	555.48	1062.76
31	221	519.77	360.25	500.57	506.03	725.38
32	222	422.45	302.00	396.19	404.59	651.79
33	231	415.15	352.34	412.04	412.67	646.61
34	239	465.14	292.30	292.78	354.93	539.45
35	241	902.02	1005.92	468.45	694.86	975.01
36	242	1032.04	960.96	405.94	770.46	1188.33
37	243	472.07	370.44	429.82	452.83	664.55
38	251	614.50	503.58	477.78	550.12	889.56
39	252	467.44	396.27	503.15	475.45	961.52
40	259	463.52	339.21	419.86	444.16	685.87
41	261	647.77	31.68	448.01	170.47	333.06
42	262	622.44	472.93	461.40	553.05	4220.37
43	263	602.46	631.80	438.95	530.94	829.77
44	264	579.69	791.83	378.76	513.62	1089.13
45	265	679.05	502.25	527.31	605.41	1210.38
46	266	1200.25	799.89	470.44	897.19	2305.27
47	267	578.16	352.13	366.02	509.45	743.00
48	268	949.72	542.31	312.76	740.66	1544.85
49	271	640.89	599.03	526.15	597.50	1031.88
50	272	509.14	300.65	527.62	479.94	747.58
51	273	484.53	403.47	417.18	441.68	729.40
52	274	492.02	333.91	406.73	434.67	685.44
53	275	475.50	369.90	439.17	452.10	772.73
54	279	445.54	365.90	419.17	431.79	857.29
55	281	633.68	556.54	480.30	577.94	1091.26
56	282	514.13	477.72	530.30	518.02	961.73
57	291	1155.49	1202.30	467.22	925.78	1589.35
58	292	675.84	329.44	479.26	560.23	1058.67
59	293	442.28	370.57	464.91	448.73	723.89
60	301	1266.69	1216.90	639.91	835.34	1070.40
61	302	518.85	525.23	406.54	480.38	1083.78
62	303	770.34	580.59	515.13	700.66	1221.22
63	304	354.19	1036.11	305.79	357.57	423.51
64	309	230.30	496.20	494.31	302.74	518.18
65	310	456.01	424.46	429.48	447.40	809.94
66	321	680.10	354.36	438.48	592.89	725.11
67	322	425.33	300.15	-	414.05	509.92
68	323	336.27	281.72	266.13	322.64	522.60
69	324	391.30	294.72	445.26	390.09	524.65
70	325	456.87	380.05	394.10	427.10	762.09
71	329	375.15	297.80	357.25	353.76	526.48
72	331	732.33	522.91	613.36	706.33	1311.06
73	332	706.90	568.04	374.23	575.11	919.65
74	351	1039.83	1029.60	491.97	637.56	1097.25

Table 2.04 (a) (i) Concld..

1	2	3	4	5	6	7
75	352	979.94	227.44	456.48	601.62	1193.81
76	353	538.97	-	762.00	625.54	1083.29
77	360	670.50	258.05	490.09	566.99	729.00
78	370	536.80	352.17	397.79	420.83	613.31
79	381	448.94	353.32	463.91	453.10	604.35
80	382	394.06	369.40	500.00	436.70	613.00
81	383	396.97	322.87	516.32	406.70	533.73
82	390	-	-	-	-	-
83	400	434.81	362.80	425.94	431.38	627.56
All India		**493.47**	**272.34**	**405.66**	**434.00**	**631.53**

Table 2.04 (a) (ii)

Average Earnings {in Rupees} per Mandays Worked in Industries {3-digit Level of NIC-2008} during the Year 2018-19

S No	NIC Code	Average Daily Earnings By				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	5	6	7
1	016	401.43	295.00	410.08	391.93	575.07
2	089	408.64	258.94	383.94	379.27	467.35
3	101	439.20	366.10	438.77	435.10	596.39
4	102	411.71	365.00	444.15	402.41	544.27
5	103	465.61	320.89	368.17	394.81	636.59
6	104	425.45	370.11	285.97	354.92	563.65
7	105	579.35	481.86	445.50	512.09	764.59
8	106	362.39	260.58	359.11	354.54	453.68
9	107	433.59	298.96	404.12	402.20	380.55
10	108	487.25	395.12	437.76	464.74	733.43
11	110	538.77	362.26	464.11	486.91	744.63
12	120	432.77	148.89	119.22	157.44	202.91
13	131	426.46	314.09	420.63	405.25	531.03
14	139	442.34	360.07	396.87	416.95	597.08
15	141	79.00	358.10	381.33	141.83	159.48
16	142	273.72	212.75	-	240.77	273.13
17	143	389.29	378.51	369.18	384.12	468.08
18	151	400.87	344.38	440.01	396.27	522.03
19	152	403.67	206.22	375.93	307.46	423.19
20	161	313.84	305.93	308.77	312.96	352.45
21	162	376.49	300.43	48.98	142.67	261.14
22	170	473.72	295.62	425.84	445.37	697.11
23	181	548.08	349.67	450.52	513.02	875.86
24	182	752.80	804.00	401.61	556.41	1188.74

Table 2.04 (a) (ii) Contd./-

1	2	3	4	5	6	7
25	191	638.96	765.55	442.47	561.82	760.74
26	192	2382.34	1341.11	204.90	456.43	985.21
27	201	894.68	727.15	470.74	683.25	1146.51
28	202	579.32	249.96	436.11	467.35	892.77
29	203	572.93	361.81	408.17	496.80	732.61
30	210	199.25	543.46	380.34	251.92	587.91
31	221	658.09	307.89	529.24	586.77	801.79
32	222	436.12	365.45	445.46	434.68	704.23
33	231	481.76	458.10	485.97	482.83	725.31
34	239	483.96	328.86	374.04	417.82	626.32
35	241	886.58	981.75	482.15	684.66	987.81
36	242	642.53	891.80	499.26	598.35	840.95
37	243	491.99	371.86	474.39	482.10	694.95
38	251	699.12	860.43	520.93	614.60	943.98
39	252	573.67	352.60	406.45	523.71	878.67
40	259	506.59	382.31	484.59	493.23	738.14
41	261	639.03	36.53	440.98	184.29	340.91
42	262	739.74	636.78	528.70	639.31	5258.92
43	263	782.31	638.02	468.26	591.99	1491.89
44	264	515.94	455.36	506.26	507.39	1267.13
45	265	682.95	567.01	502.01	610.75	1436.55
46	266	1528.94	3272.58	298.52	926.70	1459.04
47	267	736.50	719.58	455.94	676.41	922.29
48	268	990.29	824.35	553.32	833.27	932.46
49	271	741.15	552.05	576.17	671.61	1176.37
50	272	656.55	396.73	494.63	557.30	863.66
51	273	517.23	444.99	484.74	495.12	798.45
52	274	509.77	381.51	394.45	437.77	772.00
53	275	529.12	386.01	503.34	504.46	821.50
54	279	564.44	476.00	447.95	514.43	1010.61
55	281	684.75	526.28	534.68	625.86	1106.74
56	282	609.73	110.89	576.74	553.06	1021.55
57	291	1223.24	988.91	511.31	957.07	1686.76
58	292	719.03	482.76	515.91	592.21	1058.04
59	293	630.99	461.40	481.23	549.00	881.90
60	301	1234.95	2042.91	788.22	927.15	1293.04
61	302	530.63	594.25	547.01	539.10	882.63
62	303	831.87	718.34	637.93	767.13	1260.01
63	304	685.36	214.46	1120.05	742.85	1199.50
64	309	650.12	513.61	496.91	566.53	909.62
65	310	314.33	340.89	467.90	348.65	647.17
66	321	663.40	427.55	549.08	628.56	772.92
67	322	436.78	333.01	-	423.81	460.41

Table 2.04 (a) (ii) Concld..

1	2	3	4	5	6	7
68	323	350.24	291.98	384.67	340.05	557.32
69	324	341.30	370.54	481.55	411.37	523.31
70	325	5.85	429.03	437.11	10.03	23.81
71	329	372.95	351.20	361.58	365.05	505.74
72	331	937.76	1537.09	643.63	873.12	1177.29
73	332	1424.18	1764.38	526.97	1197.99	1656.93
74	351	963.67	5498.43	541.50	683.33	1096.40
75	352	1113.77	679.47	517.67	641.79	1059.43
76	353	524.55	230.18	704.40	567.89	883.16
77	360	616.24	306.51	570.66	583.70	776.19
78	370	528.20	249.66	463.50	480.95	899.70
79	381	482.27	308.45	474.72	452.44	616.00
80	382	470.63	348.61	490.01	477.86	639.12
81	383	417.99	312.23	424.44	414.77	529.67
82	390	-	-	-	-	-
83	400	496.36	427.18	499.56	494.21	666.72
All India		**346.93**	**309.42**	**413.65**	**361.32**	**578.01**

Source: Annual Survey of Industries (ASI)

Table 2.04(b) (i)

Average Earnings {in Rupees} per Mandays Worked in States during the Year 2017-18

Sl. No.	State/U.T.	Average Daily Earnings By				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	5	6	7
1	Jammu & Kashmir	352.76	296.00	328.39	342.09	534.72
2	Himachal Pradesh	173.24	354.62	363.00	205.91	436.99
3	Punjab	387.37	337.24	333.68	369.61	518.97
4	Chandigarh	442.30	458.16	496.77	450.30	822.04
5	Uttrakhand	458.92	326.82	368.31	405.42	588.03
6	Haryana	497.88	395.47	392.79	441.69	798.81
7	Delhi	442.09	385.96	381.03	430.78	719.89
8	Rajasthan	487.43	343.56	404.56	449.66	734.59
9	Uttar Pradesh	378.21	60.21	366.00	326.94	505.16
10	Bihar	526.68	236.23	106.06	175.00	269.99
11	Sikkim	694.75	518.91	421.55	551.59	948.22
12	Arunachal Pradesh	245.16	236.28	454.38	285.86	383.91
13	Nagaland	244.92	167.97	194.79	219.55	242.28
14	Manipur	235.41	198.16	234.98	222.04	237.71
15	Tripura	211.50	216.55	202.68	204.51	228.75
16	Meghalaya	374.60	327.48	408.28	393.67	674.79
17	Assam	196.15	238.98	289.04	214.00	335.82

Table 2.04 (b) (i) Concld..

1	2	3	4	5	6	7
18	West bengal	461.33	288.62	396.04	436.59	625.81
19	Jharkhand	457.00	887.83	406.98	452.64	669.00
20	Odisha	650.97	523.20	474.10	556.20	814.88
21	Chhattisgarh	692.92	329.28	401.08	577.53	857.66
22	Madhya Pradesh	471.43	337.32	390.35	435.94	712.46
23	Gujarat	523.30	373.82	426.54	484.16	424.49
24	Daman & Diu	454.03	343.70	420.76	426.36	715.73
25	Dadra & Nagar Haveli	450.89	305.11	411.55	426.22	681.92
26	Maharashtra	706.60	349.74	496.27	594.45	1034.61
27	Andhra Pradesh	552.98	306.14	444.88	469.98	640.26
28	Karnataka	535.87	265.50	550.95	440.80	667.93
29	Goa	725.36	480.58	499.49	594.97	979.15
30	Kerala	690.27	312.94	445.63	517.87	685.08
31	Tamil Nadu	477.81	276.33	448.25	404.95	607.87
32	Puducherry	462.39	105.48	367.99	320.36	583.93
33	A & N Islands	498.97	401.91	425.20	469.65	554.08
34	Telangana	594.88	285.02	286.72	393.97	587.30
	All India	**493.47**	**272.34**	**405.66**	**434.00**	**631.53**

Table 2.04(b) (ii)
Average Earnings {in Rupees} per Mandays Worked in States during the Year 2018-19

Sl. No.	State/U.T.	Average Daily Earnings By				
		Directly Employed Workers		Contract Workers	All Workers	All Employees
		Men	Women			
1	2	3	4	5	6	7
1	Jammu & Kashmir	373.07	328.99	307.45	345.10	581.11
2	Himachal Pradesh	499.15	354.08	393.01	454.81	807.66
3	Punjab	401.53	360.29	375.52	392.36	541.25
4	Chandigarh	660.30	462.44	485.86	615.67	1007.47
5	Uttrakhand	73.18	351.68	390.14	123.08	227.55
6	Haryana	66.84	436.85	421.83	109.76	241.54
7	Delhi	464.03	464.65	549.69	473.21	760.47
8	Rajasthan	495.84	349.80	446.31	471.43	754.60
9	Uttar Pradesh	444.64	67.37	277.89	332.15	393.86
10	Bihar	551.55	320.84	361.68	418.08	101.27
11	Sikkim	855.91	557.70	446.79	616.02	1009.86
12	Arunachal Pradesh	253.05	240.26	471.79	297.16	402.05
13	Nagaland	249.70	171.96	206.18	227.32	250.80
14	Manipur	240.51	206.58	229.87	225.10	243.04
15	Tripura	190.52	227.50	217.91	211.93	250.20
16	Meghalaya	384.25	356.66	492.67	447.47	718.92
17	Assam	376.59	258.89	391.68	370.57	527.19
18	West bengal	483.14	361.70	430.32	461.60	643.91
19	Jharkhand	1015.66	785.89	420.50	686.80	877.43

Table 2.04 (b) (ii) Concld..

1	2	3	4	5	6	7
20	Odisha	814.07	471.31	503.41	627.31	936.49
21	Chhattisgarh	695.61	344.10	443.94	589.89	892.22
22	Madhya Pradesh	484.71	329.64	186.16	313.43	561.48
23	Gujarat	537.29	408.30	457.83	505.99	816.18
24	Daman & Diu	463.22	392.59	426.01	443.10	746.58
25	Dadra & Nagar Haveli	541.55	342.24	396.89	459.99	748.92
26	Maharashtra	401.34	422.13	515.49	438.62	822.12
27	Andhra Pradesh	566.01	271.10	455.64	462.71	637.55
28	Karnataka	694.33	404.75	567.13	572.04	874.27
29	Goa	776.72	505.92	546.99	643.93	1044.38
30	Kerala	726.36	350.28	482.44	555.28	734.08
31	Tamil Nadu	509.94	282.74	427.25	417.96	645.78
32	Puducherry	555.40	330.15	387.65	454.73	779.40
33	A & N Islands	544.95	483.40	663.10	536.04	676.30
34	Telangana	669.41	473.42	295.42	437.01	655.01
	All India	**346.93**	**309.42**	**413.65**	**361.32**	**578.01**

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

Source: Annual Survey of Industries (ASI)

(C) Constitution of Wage Boards

In the 1950s and 60s when the organised labour sector was at a nascent stage of its development, Government in appreciation of the problems of wage fixation in some sectors, constituted need based Wage Boards from time to time in line with the accepted policy of the Ministry of Labour. The Wage Boards are tripartite in character in which representatives of workers, employers and independent members participate and finalize the recommendations. At present, there is provision for only two Wage Boards, one for the Working Journalists and the other for the Non-Journalist Newspaper Employees which are in operation as statutory Wage Boards.All other Wage Boards have ceased to exist.

Wage Boards for Newspaper Employees

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

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

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

The Government constituted two Wage Boards one for Working Journalists and other for Non-Journalists Newspaper Employees under Section 9 and 13 C respectively of the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act 1955 vide notification in the Gazette of India (Extra Ordinary) S.O. Nos. 809 (E) and 810 (E)

dated 24.05.2007. The Wage Boards were given three years time to submit their reports to the Union Government. The Wage Boards functioned from their Headquarters at New Delhi.

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

The Central Government, in exercise of powers conferred by Section 9 & 13 C of the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955), extended the tenure of the Wage Board for Working Journalists and Non-Journalists Newspaper Employees under the Chairmanship of Justice Gurbax Rai Majithia upto 31.12.2010. The Boards submitted their final Report to the Government on 31.12.2010.

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

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

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

2. Mines

(A) Coal Mines; Wages in Coal Sector

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

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

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

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

Director General Mines Safety (DGMS) collects and maintains serial statistics on earnings of employees in mines. For coal mines, such statistics relate to per capita weekly earnings and are available on monthly basis. The monthly returns on coal mines give average daily attendance, total wages and other payments made in cash for work done on any complete working week of the month. The per capita weekly cash earnings are then computed by dividing the total payments by

average daily employment during the week. For mines other than coal, statutory returns showing the above data are also collected by the D.G.M.S. Based on these statistics the DGMS compiles index numbers of money earnings for workers employed in different mining industries.

Table 2.05

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

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

*Data is provisional - = Data is not available

Source: Director General of Mines Safety, Dhanbad

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

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

Table 2.06

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

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

*Data is provisional

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

2. After the year 2013, the work of compilation on earnings of employees in mines is not being done. In addition to this, data related to employment and production are pending from the year 2016 due to the work of Software Development in the office is in progress.

Source: Directorate General of Mines Safety

3. PLANTATIONS

The wage rates of workers employed in plantations were earlier prescribed by the Central Wage Boards for Tea, Coffee and Rubber plantations and their recommendations were accepted by the Government of India. Over a period of two decades a number of bilateral and tripartite wage agreements have taken place determining the wages in these plantations. Statistics of per capita annual earnings of plantation workers under the Payment of Wages Act, 1936 as available in the Bureau are given in Table 2.07.

Table 2.07 (a)

Per Capita Annual Earnings in Plantations during 2017

State/Union Territory	No. of Estates covered	Average daily employment	Per Capita annual earnings (Rs.)
1	2	3	4
Karnataka	833	7062	142635
Kerala	563	18284	126172
Total	**1396**	**25346**	**268807**

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

Table 2.07 (b)
Per Capita Annual Earnings in Plantations during 2018

State/Union Territory	No. of Estates covered	Average daily employment	Per Capita annual earnings (Rs.)
1	2	3	4
Karnataka	95	2435	123256
Kerala	290	29174	107535
Assam	790	520000	123600
Total	**1175**	**551609**	**122749**

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

4. TRANSPORT AND COMMUNICATIONS

(i) Railways

Statistics of average annual wage per employee in Railways are given in Table 2.08 during the year 2019-20 and 2020-21. The total number of personnel decreased from 1254 to 1252 (in thousands). The average annual wage per employee was up by 0.36% from Rs. 1245328 in 2019-20 and to Rs. 1249755 in 2020-21.

Table 2.08

Annual Average Wage per Employee in Railways

Item	2019-20	2020-21
1	2	3
a) Total Number of personnel ('000)	1254	1252
b) Average Annual Wage per employee (in Rs.)	1245328	1249755

Source : Indian Railways Annual Report and Accounts 2020-21.

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

5. CENTRAL GOVERNMENT EMPLOYEES

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

Dearness Allowance paid to the Central Government Employees

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

6. EMPLOYEES COVERED UNDER MINIMUM WAGES ACT, 1948

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

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

In order to have a uniform wage structure and to reduce the disparity in minimum wages across the country, the concept of National Floor Level Minimum Wage as a non statutory measure was mooted on the basis of the recommendations of the National Commission on Rural Labour

(NCRL) in 1991. On the basis of increase in the Consumer Price Index, the Central Government has fixed the National Floor Level Minimum Wages from Rs. 160/- to Rs.176/-per day with effect from 01.06.2017.

7. WAGES OF AGRICULTURAL LABOUR

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

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

All-India average daily wage rates, occupation and sex-wise, for the agricultural year 2019-2020 and 2020-2021 are presented in Table 2.09 (a) (i) & 2.09 (a) (ii) and 2.09 (b) (i) & 2.09 (b) (ii).

Table 2.09 (a) (i)

All-India Average Daily Wage Rates for Selected Agricultural Occupations for the Agricultural Year 2019-2020 (July, 2019-June, 2020)

Month	Ploughing			Sowing			Harvesting		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	332.49	240.83	@	299.31	243.15	175.30	292.33	253.89	212.00
August	335.24	227.31	@	299.73	243.54	170.83	297.65	258.49	212.00
September	342.34	232.28	@	301.01	244.73	184.38	299.58	259.37	212.00
October	342.72	236.43	@	304.07	246.96	160.00	296.94	257.86	244.29
November	338.46	241.28	-	303.04	249.06	153.33	296.11	250.86	254.38
December	340.67	250.18	-	303.70	251.71	162.22	297.72	252.37	222.86
January	345.12	251.48	-	308.20	254.07	171.11	300.47	254.89	243.33
February	346.23	257.55	-	308.96	256.02	166.43	300.13	254.98	212.00
March	347.49	262.33	-	308.38	256.12	142.00	300.07	255.37	219.29
April*									
May	362.58	229.84	-	323.25	252.00	@	321.76	262.57	@
June	364.56	254.31	-	326.09	264.31	166.43	318.37	269.33	@

Month	Picking Workers			Horticulture Workers			Fishermen-Inland		
	Men	Women	Children		Men	Women	Children		Men
July	271.79	238.27	@	280.20	226.05	-	360.33	@	-
August	267.19	230.85	@	281.58	229.77	-	358.70	-	-
September	268.38	231.23	@	280.58	229.18	-	362.59	-	-
October	270.11	229.91	@	277.75	227.91	-	367.14	-	-
November	271.39	225.90	@	280.59	231.77	-	367.14	-	-
December	259.40	222.29	@	283.78	230.53	-	362.79	@	-
January	260.88	226.33	@	288.56	234.52	-	367.86	@	-
February	262.67	227.77	@	290.93	236.04	-	372.08	@	-
March	262.80	230.09	@	290.93	236.04	-	371.40	@	-
April*									
May	297.90	252.20	@	303.67	254.37	-	243.00	-	-
June	283.52	243.56	@	317.40	245.42	-	332.17	@	-

Month	Fishermen-coastal/deep sea			Loggers & Wood Cutters			Animal Husbandry		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	341.33	@	-	369.48	200.00	-	242.40	178.87	127.35
August	315.24	@	-	367.73	187.14	-	243.67	181.30	129.64
September	315.24	@	-	369.96	187.14	-	244.68	178.90	133.14
October	315.24	@	-	371.10	193.85	-	245.56	179.75	133.14
November	315.24	@	-	373.18	193.85	-	246.22	179.81	132.65
December	315.24	@	-	374.70	193.85	-	246.86	179.10	130.00
January	334.45	@	-	376.98	203.33	-	248.07	181.46	131.03
February	334.45	@	-	380.17	203.33	-	247.70	182.13	131.03
March	334.45	@	-	380.28	203.33	-	248.67	182.13	131.03
April*									
May	@	@	-	390.88	@	-	250.98	182.20	128.00
June	272.78	@	-	406.69	@	-	275.06	197.79	122.73

Month	Packaging Labourers			General Agricultural			Plant Protection Workers		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	258.28	209.68	@	285.24	224.31	159.47	339.47	216.94	@
August	259.96	212.84	@	284.72	223.77	153.73	340.82	218.82	@
September	259.41	215.82	@	286.59	223.55	164.51	346.59	218.42	@
October	259.53	215.82	@	286.97	223.38	164.51	344.79	218.42	@
November	264.19	215.82	@	287.97	224.41	164.51	344.48	218.15	@
December	265.59	225.37	@	288.89	224.30	159.05	344.65	225.47	@
January	268.98	230.94	@	291.17	227.42	167.98	345.79	228.99	@
February	268.77	227.16	@	292.79	228.96	167.98	347.42	231.24	@
March	268.77	227.16	@	293.11	229.25	167.98	347.64	231.24	@
April*									
May	288.71	262.50	@	301.94	233.45	178.89	351.82	247.50	@
June	286.22	240.91	@	313.12	240.38	185.93	366.03	221.88	-

Note :- - = Not reported

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

* = Due to pandemic wage rate data could not be compiled.

Table 2.09 (a) (ii)

All-India Average Daily Wage Rates for Non-Agricultural Occupations for the Agricultural Year 2019-2020 (July-June)

Month	Carpenter			Blacksmith			Mason		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	437.26	-	-	357.11	@	@	483.69	350.83	@
August	438.31	-	-	359.00	@	@	485.22	350.83	@
September	439.70	-	-	360.17	@	@	487.50	354.17	@
October	440.35	-	-	361.45	@	@	488.42	354.17	@
November	441.38	-	-	362.38	@	@	489.96	354.17	@
December	443.21	-	-	363.83	@	@	490.96	354.17	@
January	445.58	-	-	366.18	@	@	493.35	354.17	@
February	449.52	-	-	368.65	@	@	496.02	354.17	@
March	449.72	-	-	368.20	@	@	496.38	354.17	@
April*									
May	478.17	-	-	379.59	@	@	530.96	@	-
June	478.01	-	-	389.44	@	-	531.86	@	-

Month	Weavers			Beedi Makers			Bamboo, cane basket weavers		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	313.62	254.98	-	210.14	157.09	@	258.96	203.47	-
August	316.80	254.98	-	207.96	156.43	@	259.62	205.63	-
September	315.68	252.31	-	207.96	156.43	@	261.11	206.67	-
October	313.95	248.42	-	206.94	156.52	@	264.02	208.30	-
November	316.05	248.42	-	206.94	156.52	@	265.64	208.30	-
December	316.68	247.17	-	206.01	156.52	@	265.64	208.30	-
January	323.83	253.42	-	206.29	158.02	@	268.25	209.37	-
February	337.14	253.42	-	209.76	159.93	@	269.64	209.17	-
March	337.43	253.42	-	209.76	160.05	@	269.64	209.17	-
April*									
May	321.10	@	-	255.00	155.75	-	273.04	233.00	-
June	345.23	@	-	238.26	156.67	-	292.21	220.48	-

Month	Handicraft Workers			Plumbers			Electrician		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	384.66	214.26	-	453.07	@	-	435.50	-	-
August	386.77	214.26	-	455.65	@	-	438.21	-	-
September	386.77	214.26	-	457.52	@	-	439.34	-	-
October	383.44	214.26	-	458.23	@	-	440.52	-	-
November	387.31	223.42	-	459.42	@	-	441.75	-	-
December	387.54	224.19	-	459.90	@	-	442.42	-	-
January	388.70	224.19	-	461.72	@	-	444.23	-	-
February	388.70	224.19	-	465.04	-	-	449.23	-	-
March	388.70	224.19	-	465.11	-	-	449.42	-	-
April*									
May	471.89	@	-	478.31	-	-	438.09	-	-
June	430.87	188.22	-	478.49	-	-	460.21	-	-

Month	Construction Workers			LMV & Tractor Drivers		
	Men	Women	Children	Men	Women	Children
July	338.35	242.84	@	367.76	@	-
August	340.77	244.64	196.00	369.90	-	-
September	340.84	245.56	@	371.56	-	-
October	341.04	245.21	@	372.29	-	-
November	342.32	247.10	@	373.27	-	-
December	343.14	248.13	@	374.40	-	-
January	344.52	248.70	@	378.18	@	-
February	347.19	251.52	@	380.72	@	-
March	347.38	252.17	@	381.01	@	-
April*						
May	352.65	263.97	-	389.06	-	-
June	370.62	265.94	@	394.17	@	-

Month	Non-Agricultural Labourers			Sweeping/Cleaning Workers		
	Men	Women	Children	Men	Women	Children
July	292.08	214.97	143.13	241.57	230.60	104.33
August	293.22	216.47	143.13	244.16	232.26	@
September	293.29	216.22	143.89	243.90	231.09	@
October	294.09	216.73	143.89	243.61	230.52	@
November	294.62	217.25	143.13	244.76	230.59	@
December	295.03	218.51	143.13	245.51	230.87	@
January	296.63	219.88	143.13	247.52	232.23	@
February	297.29	219.88	145.63	250.21	233.31	@
March	297.25	219.88	145.63	249.92	235.16	@
April*						
May	319.47	244.45	@	266.85	235.28	-
June	319.23	240.70	@	263.38	253.41	@

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

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

* = Due to pandemic wage rate data could not be compiled.

Table 2.9 (b) (i)

All-India Average Daily Wage Rates for Agricultural Occupations for the Agricultural Year 2020-2021 (July, 2020-June, 2021)

Month	Ploughing			Sowing			Harvesting		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	361.25	259.43	-	326.06	264.55	205.00	313.83	265.78	216.00
August	356.71	256.67	-	320.89	262.52	205.00	309.76	262.43	216.00
September	350.64	248.61	-	313.70	260.24	173.75	313.70	262.93	216.00
October	353.52	251.81	-	314.30	259.05	173.75	314.17	261.95	213.33
November	351.30	254.39	-	315.39	262.46	177.22	314.00	262.63	216.00
December	353.51	258.40	-	316.15	261.83	177.22	314.50	264.21	216.00
January	352.40	251.19	-	320.29	265.22	163.57	316.51	262.72	216.00
February	355.02	254.97	-	323.08	266.53	189.00	318.61	263.25	216.00
March	355.35	262.07	-	327.24	269.12	@	317.70	265.59	205.00
April	357.14	264.15	-	327.81	269.27	@	323.49	268.95	205.00
May	354.26	254.30	-	329.40	271.63	@	324.19	269.44	203.33
June	358.89	264.47	-	329.54	270.09	@	322.39	268.71	214.00

Month	Picking Workers*			Horticulture Workers			Fishermen-Inland		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	291.49	252.39	@	307.99	248.36	-	375.52	@	-
August	285.77	241.79	@	302.57	243.68	-	364.53	@	-
September	281.71	242.36	@	300.67	243.17	-	357.67	@	-
October	278.56	243.44	@	306.74	247.39	-	365.95	@	-
November	281.10	245.88	@	307.50	246.92	-	362.39	@	-
December	280.28	246.77	@	309.17	245.23	-	363.50	@	-
January	283.30	253.36	@	309.26	243.64	-	368.77	@	-
February	286.69	256.53	@	315.28	246.62	-	375.82	@	-
March	285.79	256.63	@	320.09	249.46	-	382.53	@	-
April	290.57	260.80	@	322.20	249.79	-	387.48	@	-
May	293.80	264.76	@	323.36	250.21	-	389.38	@	-
June	295.28	266.07	@	327.02	253.85	-	384.29	@	-

Month	Fishermen-coastal/deep sea			Loggers & Wood Cutters			Animal Husbandry Workers		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	309.45	-	-	406.15	181.43	-	270.04	193.11	125.83
August	338.71	-	-	404.09	181.67	-	265.61	190.79	136.32
September	338.71	-	-	397.12	176.25	-	258.42	185.12	126.36
October	309.45	-	-	399.46	170.00	-	258.63	186.79	126.25
November	348.89	@	-	400.96	187.78	-	259.42	189.61	126.25
December	348.89	@	-	403.70	198.89	-	261.77	191.40	121.20
January	368.33	@	-	405.28	193.33	-	261.63	192.75	123.20
February	368.33	@	-	408.35	198.89	-	263.72	192.07	124.17
March	398.00	@	-	412.04	206.00	-	265.13	194.77	124.00
April	398.00	@	-	412.07	206.00	-	266.65	195.15	124.00
May	398.00	@	-	412.53	206.00	-	266.96	194.64	124.00
June	398.00	@	-	414.33	214.33	-	269.81	195.96	124.00

Month	Packaging Labourers			General Agricultural Labourers			Plant Protection Workers		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	282.14	237.07	@	313.45	243.76	180.97	372.32	233.46	@
August	278.48	234.64	@	311.96	243.40	182.44	364.25	236.23	@
September	294.17	238.80	@	306.80	240.90	182.44	361.28	241.08	@
October	297.47	244.00	@	306.78	238.90	182.44	365.54	239.60	@
November	295.69	240.97	@	307.48	239.52	182.44	366.88	244.16	@
December	294.94	243.49	@	309.74	241.82	182.44	365.58	248.73	@
January	296.15	244.11	@	311.06	242.54	190.13	367.35	245.99	@
February	297.13	244.11	@	312.91	245.49	197.64	373.54	246.84	-
March	298.46	245.61	@	314.00	246.85	206.51	371.72	254.71	-
April	298.46	244.86	@	315.97	247.21	206.51	372.28	253.74	-
May	300.49	251.06	@	316.26	247.23	206.51	370.70	253.08	-
June	301.49	251.06	@	316.72	248.08	211.06	372.62	243.90	-

Note :- - =Not reported

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

* = Due to pandemic wage rate data could not be compiled.

Table 2.9 (b) (ii)

All-India Average Daily Wage Rates for Non-Agricultural Occupations for the Agricultural Year 2020-2021 (July, 2020-June, 2021)

Month	Carpenter			Blacksmith			Mason		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	478.59	-	-	387.68	@	-	526.75	@	-
August	473.02	-	-	380.81	@	-	519.52	350.00	@
September	465.40	-	-	376.38	@	-	516.11	350.00	@
October	463.63	-	-	376.81	@	-	514.84	352.78	@
November	464.94	-	-	377.40	@	-	515.91	373.50	@
December	465.88	-	-	378.18	@	-	516.27	373.50	@
January	468.89	-	-	379.57	@	-	518.11	352.78	@
February	471.64	-	-	381.60	208.00	-	521.58	359.50	@
March	473.65	-	-	385.34	208.00	-	524.71	363.50	@
April	475.24	@	-	387.26	208.00	-	525.61	363.50	@
May	475.28	-	-	387.96	208.00	-	525.58	363.50	@
June	475.99	@	-	387.70	208.00	-	526.93	363.50	@

Month	Weavers			Beddi Makers			Bamboo, cane basket weavers		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	340.61	205.91	@	222.98	160.29	@	284.64	208.91	-
August	333.09	205.91	@	225.44	162.35	@	276.68	207.67	-
September	330.09	221.26	@	225.44	160.71	@	275.50	216.27	-
October	328.95	253.18	@	222.49	160.18	@	280.80	230.23	-
November	331.64	253.18	@	222.49	160.18	@	282.49	230.23	-
December	333.86	253.18	@	221.42	162.62	@	285.80	231.85	-
January	333.86	253.18	@	219.76	163.22	@	284.75	231.85	-
February	333.86	253.18	@	225.34	165.05	@	287.38	234.38	-
March	341.07	268.72	@	223.56	169.56	@	292.53	242.39	-
April	343.19	268.72	@	223.56	169.56	@	294.19	242.39	-
May	342.41	268.72	@	225.36	169.30	@	294.99	242.39	-
June	341.25	268.72	@	225.36	169.30	@	295.58	245.97	@

Month	Handicraft Workers			Plumbers			Electrician		
	Men	Women	Children	Men	Women	Children	Men	Women	Children
July	412.22	217.43	@	484.27	-	-	465.97	-	-
August	388.50	216.94	@	478.14	-	-	465.22	-	-
September	376.05	208.29	@	473.45	-	-	459.97	@	-
October	383.40	242.46	@	475.73	-	-	462.01	@	-
November	384.29	242.46	@	476.30	-	-	464.04	@	-
December	381.57	243.89	@	478.71	-	-	465.10	@	-
January	387.22	243.89	@	479.99	-	-	465.77	@	-
February	383.00	250.49	@	481.84	-	-	468.01	@	-
March	383.69	252.49	@	483.98	-	-	469.03	@	-
April	383.69	252.49	@	483.65	-	-	468.52	@	-
May	383.69	252.49	@	483.89	-	-	469.12	@	-
June	382.20	252.49	@	484.88	-	-	469.76	@	-

Month	Construction Workers			LMV & Tractor Drivers		
	Men	Women	Children	Men	Women	Children
July	365.99	266.82	@	393.35	-	-
August	363.95	266.49	@	392.02	-	-
September	359.20	263.49	@	391.03	-	-
October	359.80	264.24	@	393.14	@	-
November	359.88	264.24	@	392.83	@	-
December	360.66	264.89	@	395.42	@	-
January	360.84	265.27	@	397.41	@	-
February	364.41	267.51	@	399.74	@	-
March	366.22	268.77	@	400.58	@	-
April	366.03	268.77	@	402.64	@	-
May	366.89	267.97	@	402.81	@	-
June	367.79	269.10	@	404.48	@	-

Month	Non-Agricultural Labourers			Sweeping/Cleaning Workers		
	Men	Women	Children	Men	Women	Children
July	320.99	237.19	@	261.23	253.81	@
August	316.04	233.39	183.00	258.53	247.69	@
September	310.88	230.95	173.00	258.19	246.19	@
October	311.37	228.80	173.00	258.31	244.00	@
November	311.01	228.96	173.00	259.35	238.37	@
December	311.92	230.03	173.00	262.53	240.47	@
January	313.69	231.85	160.83	266.84	243.85	@
February	316.00	231.86	173.00	267.44	243.79	@
March	317.62	232.49	173.00	269.10	243.84	@
April	318.43	232.83	173.00	269.26	244.13	@
May	320.18	231.04	173.00	269.16	245.73	@
June	320.22	231.29	@	270.95	246.04	@

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

- = Not reported

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

8. OCCUPATIONAL WAGE SURVEY

The Occupational Wage Survey provides occupation-wise data on Employment Structure, Wage Rates and Earnings in selected Manufacturing, Mining, Plantation and Service Sector industries. The information is also presented by sex-age, system of wage payment, industry and stratum. Labour Bureau has completed seven rounds of Occupational Wage Surveys. The first round of the survey was conducted by the Labour Bureau in 44 (Manufacturing - 37, Mines-4, Plantation - 3) selected industries during 1958-59. The second round of the survey was conducted during 1963-65 in 45 (Manufacturing - 38, Mines - 4, Plantation - 3) selected industries. The only difference in coverage was that 'Heavy and Fine Chemicals' industry covered as single industry in first round, was however, covered as two separate industries viz. (i) Heavy Chemicals and (ii) Fine Chemicals in the second round. The third round of the survey was conducted in 1974-79 covering 81 (Manufacturing - 69, Mines - 9, Plantation - 3) industries, including 45 industries covered in the second round. The fourth round covering 53 (Manufacturing - 45, Mines - 5, Plantation - 3) industries including 45 (Manufacturing - 38, Mines - 4, Plantation - 3) industries covered under second & third rounds, was taken up in 1985 and completed in 1992. The fifth round of the survey covering 53 industries (Manufacturing- 45, Mines-5, Plantation-3) was taken up in 1993 and completed in 2001.

The sixth round of the survey was taken up in 2002 to cover 56 industries (Manufacturing - 45, Mines - 4, Plantations – 3, Service Sector - 4). Out of these 56 selected industries, the field survey in respect of 37 industries was completed and reports were published.

The seventh round of OWS covering 56 industries (Manufacturing - 45, Mines - 4, Plantation-3, Service Sector-4) was conducted during July, 2016 to December, 2017. The survey in respect of all the 56 industries was completed and 10 reports covering 56 industries were released with approval of Ministry.

The trend in average daily wage rate and earnings of worker in Industries for which reports have been released under seventh round of OWS are given in tables 2.10(a) and 2.10(b) respectively.

Table 2.10(a)

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

Sl. No.	Industry	Round Number	Minimum Wage Rate	Maximum Wage Rate	Overall
1.	2.	3.	4.	5.	6.
1.	Cotton Textile	VII	263.16	376.20	319.68
2.	Wollen Textile	VII	355.36	435.30	395.33
3.	Silk Textile	VII	299.30	419.35	359.33
4.	Synthetic Textile	VII	312.51	494.60	403.55
5.	Jute Textile	VII	288.07	463.05	375.56
6.	Textile Garment	VII	309.98	350.33	330.16
7.	Coffee Plantation	VII	262.17	270.74	266.46
8.	Rubber Plantation	VII	396.32	441.95	419.13
9.	Tea Plantation	VII	139.52	143.63	141.57
10.	Tea Processing	VII	170.20	188.91	179.55
11	Electricity Generation & Distribution	VII	816.31	1455.77	1136.04
12	Railways	VII	788.06	1992.34	1390.21
13	Public Motor Transport	VII	658.48	1264.42	961.45
14	Ports & Docks	VII	745.36	1077.33	911.35
15	Iron & Steel	VII	285.91	491.83	388.87
16	Casting & Forgings	VII	366.82	477.42	422.12
17	Agricultural Implements	VII	573.81	675.57	624.69
18	Textile Machinery	VII	367.63	541.83	454.73
19	Machine Tools	VII	373.82	459.52	416.68
20	Electrical Industrial Machinery	VII	302.82	399.85	351.33
21	Electrical Apparatus	VII	304.17	368.59	336.38
22	Boilers	VII	321.46	396.23	358.84
23	Aluminium	VII	299.21	344.43	321.83
24	Sugar	VII	493.89	585.67	539.78
25	Oils & Fats	VII	294.23	359.26	326.74
26	Edible Nuts	VII	266.43	290.85	278.65
27	Tobacco	VII	138.01	152.00	145.01
28	Paper	VII	380.19	457.59	418.89
29	Printing/Publishing	VII	319.09	442.58	380.84
30	Milk Products	VII	401.66	589.03	495.35
31	Soft Drinks	VII	327.41	375.57	351.49
32	Plastic Articles	VII	325.31	385.07	355.19
33	Ship Building	VII	455.38	645.31	550.35

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

Table 2.10(b)

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

Sl. No.	Industry	Round Number	Average Daily Earnings (In Rs.)				
			Men	Women	Adole-scents	Children	Overall
1.	2.	3.	4.	5.	6.	7.	8.
1.	Cotton Textile	VII	380.92	314.40	-	-	363.97
2.	Wollen Textile	VII	460.35	379.55	-	-	457.17
3.	Silk Textile	VII	500.10	525.19	-	-	502.56
4.	Synthetic Textile	VII	425.08	252.92	-	-	409.36
5.	Jute Textile	VII	422.27	259.52	-	-	412.08
6.	Textile Garment	VII	357.64	318.31	-	-	340.96
7.	Coffee Plantation	VII	297.97	279.70	-	-	287.63
8.	Rubber Plantation	VII	448.96	410.32	-	-	430.64
9.	Tea Plantation	VII	158.99	151.07	127.00	-	154.17
10.	Tea Processing	VII	205.81	207.94	-	-	206.30
11	Electricity Gen.	VII	1173.70	1085.85	-	-	1171.79
12	Railways	VII	1419.92	1162.30	-	-	1401.34
13	Public Motor Tpt.	VII	879.72	722.66	-	-	874.45
14	Ports & Docks	VII	926.16	724.47	-	-	919.94
15	Coal Mines	VII	1515.11	1404.72	-	-	1513.37
16	Iron Ore Mines	VII	792.71	375.78	-	-	774.09
17	Manganese Mines	VII	779.51	685.18	-	-	768.55
18	Oil Mines	VII	1470.81	-	-	-	1470.81
19	Iron and Steel	VII	474.25	353.68	-	-	473.51
20	Casting and Forgings	VII	516.60	312.70	-	-	512.90
21	Agricultural Imp.	VII	763.16	401.00	-	-	760.54

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

9. INDEX NUMBERS OF WAGE RATES (WRI)

Wage Rate Index Numbers depict movement of relative change experienced in the wage rates over a period of time. These indices are being compiled by the Labour Bureau for selected industries since 1969. Initially, Wage Rate Index Numbers were compiled for twelve selected manufacturing industries. However, during 1976, nine more industries, comprising three plantations, four mining and two manufacturing, were added to the list of industries for the compilation of index numbers.

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

While compiling the WRI on the base year 1963-1965 = 100, the base year data on wage rates and employment were obtained from the Second Occupational Wage Survey, which was conducted by the Labour Bureau in 1963-65. The main criteria for selecting an industry for compilation of WRI were its importance in the national economy and employment in the base year. Fourteen selected manufacturing industries accounted for nearly 67 percent of the total employment in the Manufacturing Sector during the base year. Similarly, four mining industries together accounted for nearly 95 percent of the total employment in the Mining Sector whereas the three selected plantations industries accounted for almost the entire employment in the Plantation Sector during base year. Further, in each of these selected industries, the selected occupations together accounted for 75 percent or more of the total employment in the industry.

For the purpose of construction of wage rate index numbers, wage rate was taken as the sum of basic wage and dearness allowance in respect of workers who receive both these components, while for other workers, the actual consolidated amount of earnings represent this wage rate.

The wage rate data were collected from the sample units in each of the selected industries through mailed questionnaire and relates to the month of the January and July of each year. The data was collected only for adult workers. Personal visits are also made to the non – responding sample establishments, in case the data was not received in time.

The Bureau constructs the wage rate index numbers on the basis of the mean of the minimum and maximum wage rates in each occupation for each of the selected industries. For time rated workers with definite scale of pay, minimum wage rate means the sum of minimum point of the scale and the dearness allowance payable on that point, while maximum wage rate means the sum of maximum point of the scale and dearness allowance payable on that point. For all other workers, minimum and maximum wage rate represents the actual minimum and maximum consolidated amounts/earnings in an occupation. To derive per day wage rates, the monthly fortnightly and weekly wage rates are divided by 26, 12 and 6, respectively.

The weights adopted for the construction of wage rate index numbers are the employment in the respective occupations in each of the selected industries in the base year. The employment and wage rates for the base period have been derived from the results of the Second Occupational Wage Survey (1963-65).

Industry/ Stratum-wise Wage Rate Index Number, Absolute Wage Rates and Real Wage Rates for the selected 21 industries for the year 1969, 1976 & 2013 to 2016 are given in Tables 2.11 (a), 2.11 (b) and 2.11 (c).

Wage Rate Index Series (Base 2016=100)

The base year for WRI based on 1963-65=100 had become almost six decades old now and therefore, it needed to be brought closer to the current year. In the modern economic scenario of globalization, liberalization and privatization, there is bound to be changes in the technology and working pattern of the industries. Consequently, the occupational pattern of employment may witness vast changes in most of the industries. Further, new industries may emerge and

insignificant ones disappear. Over a period of time, new industrial units are opened and old ones closed. In such a situation, any index series with old base may lose its significance. Therefore, shifting of the base of WRI is imperative in the prevailing situation.

The Study Group on Labour Statistics under the chairmanship of Prof. L K Deshpande has recommended, "The Index Numbers on Wage Rates currently being compiled by the Labour Bureau are outdated. They need to be updated to a new base. The methodological improvements should also be effected on the basis of research literature available on the subject."

Accordingly, Government of India had constituted Technical Advisory Committee (TAC) on WRI to examine the technical aspects of base revision of Wage Rate Index by Labour Bureau.

The coverage of the index number has been confined to Manufacturing, Mining and Plantation Sectors as in the previous series. However, its scope has been increased from 21 industries in the previous series to 37 industries selected keeping in view their importance in terms of percentage share in total employment and also the growing industries on the basis of the data from the seventh Occupational Wage Survey. The selected 37 industries together have a share of 80 percent in the estimated total employment of the three sectors as per the Seventh OWS. In this series, Half-yearly wise (point-to-point) WRI data has been decided to be released under New WRI Series.

The indices are generated using the Laspeyre's formula, which is the ratio of the weighted average of wages of the current year to wages of the base year, employment in the base year as weights.

The WRI data with reference dates, 01.07.2016 (selected as base year), 01.01.2020, 01.07.2020, 01.01.2021 and 01.07.2021 are given in Table 2.11 (d) & (e) whereas Table 2.11 (f) represents with reference dates 01.01.2020 and 01.07.2020 only.

Table 2.11 (a)

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

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

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

Table 2.11 (b)

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

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

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

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

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

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

Table 2.11 (d)

Wage Rate Index:2020- Half Year 1 to 2021- Half Year 2 (Point to Point) (Base: 2016=100)

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

Table 2.11 (e)
Absolute Wage Rates: 2020- Half Yearly 1 to 2021- Half Yearly 2 (Point to Point) (Base: 2016=100)

Sl. No.	Industry	2016 H2	2020 H1	2020 H2	2021 H1	2021 H2
1	2	3	4	5	6	7
1	Sugar	535.4	701.1	694.9	658.1	667.5
2	Oils & Fats	342.4	420.8	429.6	499.4	532.9
3	Tobacco	265.5	300.6	319.5	294.1	295.6
4	Cotton Textiles	383.4	427.6	436.9	472.8	483.2
5	Woollen Textiles	384.5	429.6	430.1	472.8	482.5
6	Silk Textiles	408.0	500.7	491.6	569.7	570.2
7	Synthetic Textiles	404.1	443.1	452.7	512.9	514.7
8	Jute Textiles	546.2	669.2	698.5	703.7	703.7
9	Textile Garments	372.3	420.7	418.6	383.1	391.0
10	Paper	435.4	480.7	482.1	528.8	542.7
11	Printing/Publishing	377.5	457.2	459.6	518.3	514.4
12	Footwear	352.6	411.2	412.5	428.6	434.8
13	Petroleum	589.4	690.8	705.3	733.8	752.9
14	Chemical & Gases	303.3	355.0	366.4	449.3	455.9
15	Fertilizer	446.2	531.2	539.6	562.5	586.4
16	Drugs & Medicines	342.1	433.3	449.4	459.5	470.1
17	Soaps & Detergents	356.1	411.1	418.8	434.4	445.8
18	Match	169.1	193.3	196.2	214.9	220.4
19	Cement	442.3	505.0	521.3	477.9	479.0
20	Iron & Steel	401.1	486.7	496.9	547.2	559.1
21	Casting & Forgings	415.3	454.6	462.0	483.4	504.5
22	Electrical Ind Mach	338.6	418.9	420.8	460.4	460.5
23	Electrical Apparatus	338.7	393.4	408.4	451.0	462.1
24	Locomotives	423.4	476.1	485.8	479.6	491.1
25	Motor Vehicles	387.9	469.4	481.1	542.9	555.7
26	Motor Cycles	363.9	457.1	466.1	521.9	578.2
27	Tea Processing	190.4	237.0	243.0	240.0	251.3
28	Tyres & Tubes	594.9	717.8	731.7	662.3	666.7
29	Milk Products	516.9	625.1	634.6	663.9	663.0
30	Plastic Articles	340.8	390.0	394.0	401.9	408.2
31	Coal Mines	1488.3	1696.4	1730.4	1676.6	1684.6
32	Iron Ore Mines	552.7	681.8	679.4	678.3	688.4
33	Manganese Mines	741.5	830.4	849.2	758.7	775.9
34	Oil Mining	916.5	1069.0	1075.9	1287.3	1314.0
35	Coffee Plantation	273.3	342.8	341.1	334.8	335.0
36	Rubber Plantation	398.4	437.5	425.2	422.2	422.9
37	Tea Plantation	151.7	194.0	193.7	196.9	209.5
A.	Manufacturing Sector	396.9	467.5	475.0	501.8	513.3
B.	Mining Sector	1377.8	1574.6	1604.3	1571.8	1581.5
C.	Plantation Sector	169.9	213.2	212.3	214.7	226.1
	All Industries	**493.0**	**576.1**	**585.5**	**604.1**	**615.4**

Table 2.11 (f)
Real Wages at 2001 prices: 2020- Half Yearly 1 to 2020- Half Yearly 2
(Point to Point) (Base: 2016=100)

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

10. LABOUR COST

The practice of granting paid holidays, providing social security benefits and various other amenities to the workers by the employer have a significant impact on the Total Labour Cost. The main objectives of the collection and dissemination of Labour Cost are to provide comparative information on Total Labour Cost in different Industries and States and to study the extent of expenses incurred by employers on social welfare and social security at his cost, for the benefit of workers.

The first attempt to collect the data on Labour Cost was made by the Labour Bureau under the scheme of 'Survey of Labour Conditions' in selected mining and manufacturing industries, which has since been discontinued, w.e.f. 1979. With a view to obtain regular data on the subject, it is now being collected under the Annual Survey of Industries conducted under the Collection of Statistics Act, 2008.

Social security charges met by employers for the benefit of their employees such as contribution to Provident Fund, Pension, Gratuity and Contributions to other social security charges etc., such as the Employees' State Insurance, Compensation for work injuries and Occupational disease, Provident fund linked insurance, Retrenchment and Lay-off benefits, are included under the head "Contribution to Provident and Other Funds". "Workmen and Staff Welfare Expenses" include expenditure on maternity benefits and crèche, supply of food, beverages, tobacco, clothing and group lodging at concessional rates; educational, cultural and recreational facilities and services; and grants to trade unions and co-operative stores meant for employees.

Tables 2.12 (a) & 2.12 (b) and 2.13 (a) & 2.13 (b) show the Labour Cost by components, by Industries as well as by States/Union Territories, respectively. The data presented in these tables correspond to establishments covered both under Census & Sample Sectors combined for the years 2017-18 and 2018-19.

Table 2.12 (a)

Average Labour Cost Per Manday Worked and its distribution in Industries {3 digit level of NIC-2008} during 2017-18

Sl. No.	NIC Code	Average Labour Cost {in Rs.} Per Manday Worked during 2017-18				Average Labour Cost Per Manday Worked 2017-18	Average Labour Cost Per Manday Worked 2016-17
		Wages Salary	Bonus	Provident Fund	Welfare Expenses		
1	2	3	4	5	6	7	8
1	016	92.48	1.80	3.85	1.87	626.29	622.40
2	089	89.75	3.48	4.25	2.51	498.87	548.21
3	101	89.41	3.36	4.26	2.96	785.97	744.54
4	102	84.77	3.72	5.76	5.75	645.36	641.46
5	103	86.84	3.24	6.16	3.76	749.56	718.15
6	104	88.55	3.18	5.17	3.11	749.78	714.05
7	105	83.90	3.18	9.11	3.81	965.44	890.24
8	106	91.04	2.36	3.88	2.72	515.88	495.46

9	107	84.27	4.59	7.51	3.64	752.97	714.26
10	108	86.36	4.63	5.66	3.35	892.50	844.92
11	110	87.12	2.87	5.29	4.72	931.21	908.01
12	120	84.61	4.94	7.75	2.69	251.22	237.49
13	131	86.45	3.74	6.43	3.38	641.29	602.68
14	139	87.26	3.54	5.79	3.41	676.19	648.77
15	141	85.43	4.34	7.35	2.88	674.12	642.74
16	142	90.99	4.93	2.66	1.43	582.59	648.64
17	143	85.48	5.66	6.12	2.74	586.15	537.47
18	151	85.66	4.86	5.90	3.58	676.20	626.21
19	152	82.92	5.28	7.49	4.31	656.70	610.51
20	161	93.12	2.46	2.75	1.67	436.34	433.42
21	162	88.32	3.76	5.48	2.45	633.52	641.42
22	170	85.89	3.50	6.18	4.44	856.14	838.60
23	181	85.85	3.26	6.57	4.33	1137.62	1046.71
24	182	90.67	1.54	5.97	1.82	1956.67	1460.39
25	191	80.98	5.71	7.53	5.78	1716.78	1398.59
26	192	73.60	6.98	10.84	8.57	2661.91	2582.07
27	201	82.59	2.91	7.63	6.88	1544.63	1432.67
28	202	83.35	3.69	7.32	5.64	1062.18	1030.59
29	203	84.43	2.94	7.09	5.55	976.92	1094.25
30	210	86.14	3.47	5.71	4.67	1439.22	1316.92
31	221	82.85	3.87	6.05	7.24	1085.71	1053.56
32	222	87.06	3.67	5.50	3.77	834.24	791.98
33	231	84.72	4.38	5.55	5.36	867.35	879.00
34	239	86.89	2.57	5.80	4.75	752.01	710.14
35	241	82.88	3.66	9.58	3.88	1320.34	1227.63
36	242	79.68	2.29	12.03	6.00	1645.32	1493.98
37	243	86.43	3.82	5.52	4.23	852.53	836.98
38	251	85.32	2.85	6.87	4.95	1169.60	1053.03
39	252	89.07	2.32	5.37	3.24	1257.82	1156.08
40	259	86.65	3.39	5.69	4.27	902.95	814.46
41	261	82.78	3.89	8.03	5.31	1292.89	1155.38
42	262	90.15	1.19	5.76	2.90	5426.02	5261.04
43	263	82.23	2.04	5.90	9.83	2102.51	2153.89
44	264	83.35	2.91	5.44	8.30	1485.48	1313.51
45	265	82.54	5.08	6.07	6.31	1837.08	1858.26
46	266	85.72	1.27	8.50	4.51	3237.91	2096.24

47	267	83.20	4.44	9.77	2.59	1146.93	1014.03
48	268	85.26	1.19	6.88	6.67	2119.79	1102.25
49	271	85.02	3.15	6.80	5.03	1496.71	1499.67
50	272	82.58	2.81	6.13	8.48	1134.32	1116.12
51	273	87.02	2.95	4.50	5.53	972.03	934.36
52	274	82.30	3.44	8.06	6.21	929.67	926.91
53	275	84.93	3.19	5.28	6.59	1053.27	1023.24
54	279	85.70	3.13	5.13	6.04	1230.66	1047.12
55	281	83.76	4.02	6.61	5.61	1516.60	1485.22
56	282	83.11	4.25	6.45	6.19	1454.79	1463.38
57	291	79.91	3.07	5.67	11.35	2419.46	3118.47
58	292	84.25	3.71	4.94	7.10	1453.59	1280.45
59	293	82.76	3.56	5.77	7.90	1140.63	1069.48
60	301	84.41	4.63	6.45	4.51	1566.99	1376.87
61	302	87.03	3.69	5.54	3.73	1431.47	1191.98
62	303	85.67	2.51	5.62	6.21	1739.48	1854.25
63	304	84.25	4.47	5.02	6.26	616.29	578.23
64	309	83.64	2.69	6.40	7.28	1167.67	1142.52
65	310	88.18	2.63	5.20	3.99	1079.17	1008.47
66	321	88.06	3.63	4.97	3.34	899.19	881.33
67	322	84.40	5.72	7.18	2.70	708.44	672.56
68	323	82.78	6.12	8.78	2.32	750.46	698.51
69	324	90.28	1.53	3.63	4.56	651.76	626.82
70	325	84.76	4.18	7.07	4.00	1042.96	939.43
71	329	87.40	3.64	5.91	3.05	683.88	722.92
72	331	85.23	2.46	6.03	6.29	1781.42	1524.13
73	332	88.71	2.79	5.54	2.96	1111.09	1018.82
74	351	86.16	2.21	7.13	4.50	1463.05	1285.09
75	352	78.18	8.32	7.55	5.95	1618.11	1142.89
76	353	84.09	2.04	4.57	9.30	1344.09	1135.00
77	360	87.57	3.27	4.81	4.34	931.41	928.75
78	370	89.26	2.97	4.06	3.71	717.91	944.01
79	381	89.32	2.54	3.47	4.67	724.55	743.78
80	382	87.72	2.63	5.05	4.60	783.39	656.14
81	383	82.84	5.10	8.92	3.14	711.96	637.21
82	390	0.00	0.00	0.00	0.00	-	-
83	400	86.67	3.16	6.16	4.01	865.05	814.92
	All India	**84.53**	**3.63**	**6.70**	**5.15**	**1000.25**	**954.76**

Table 2.12 (b)

Average Labour Cost Per Manday Worked and its distribution in Industries {3 digit level of NIC-2008} during 2018-19

Sl. No.	NIC Code	Average Labour Cost {in Rs.} Per Manday Worked during 2018-19				Average Labour Cost Per Manday Worked 2018-19	Average Labour Cost Per Manday Worked 2017-18
		Wages Salary	Bonus	Provident Fund	Welfare Expenses		
1	2	3	4	5	6	7	8
1	016	638.08	11.79	26.73	16.91	693.52	626.29
2	089	494.50	22.96	22.95	16.23	556.64	498.87
3	101	667.75	21.03	33.38	25.80	747.95	785.97
4	102	602.77	22.85	33.31	36.35	695.28	645.36
5	103	715.75	27.87	48.06	32.14	823.82	749.56
6	104	724.43	25.00	41.84	22.50	813.77	749.78
7	105	849.83	34.21	96.19	35.64	1015.88	965.44
8	106	520.17	13.88	19.86	13.83	567.74	515.88
9	107	674.85	34.05	56.30	29.20	794.41	752.97
10	108	832.29	43.05	51.05	35.75	962.14	892.50
11	110	823.31	34.21	46.55	43.75	947.81	931.21
12	120	214.65	13.22	19.62	6.98	254.47	251.22
13	131	591.49	24.41	38.86	23.96	678.72	641.29
14	139	665.13	26.84	42.59	24.84	759.41	676.19
15	141	625.55	29.08	49.00	24.39	728.02	674.12
16	142	286.59	31.11	50.39	7.14	375.23	582.59
17	143	523.03	32.97	32.53	18.19	606.72	586.15
18	151	642.32	33.83	42.87	23.10	742.11	676.20
19	152	604.15	36.93	51.03	30.08	722.19	656.70
20	161	400.60	13.44	17.90	8.34	440.28	436.34
21	162	664.19	27.21	45.03	21.05	757.48	633.52
22	170	786.13	29.07	49.61	41.29	906.09	856.14
23	181	1010.53	33.26	80.72	40.08	1164.59	1137.62
24	182	1411.09	43.65	100.46	43.26	1598.47	1956.67
25	191	852.55	39.99	65.75	70.59	1028.87	1716.78
26	192	2218.17	151.33	212.98	221.69	2804.17	2661.91

27	201	1318.55	49.45	124.69	107.58	1600.26	1544.63
28	202	1002.07	43.68	70.64	59.65	1176.04	1062.18
29	203	799.15	25.79	45.97	37.09	908.00	976.92
30	210	1286.21	47.67	104.78	66.65	1505.31	1439.22
31	221	925.62	39.86	69.58	79.54	1114.61	1085.71
32	222	801.80	32.50	43.93	33.32	911.54	834.24
33	231	820.18	38.92	51.12	50.00	960.23	867.35
34	239	702.23	18.62	42.49	36.71	800.04	752.01
35	241	1104.09	44.57	101.00	60.78	1310.45	1320.34
36	242	1394.60	43.77	142.05	96.13	1676.56	1645.32
37	243	769.01	34.87	47.69	34.55	886.12	852.53
38	251	1077.97	30.88	82.53	52.72	1244.10	1169.60
39	252	1034.20	19.62	56.85	45.83	1156.50	1257.82
40	259	841.76	34.32	54.38	44.32	974.77	902.95
41	261	974.86	40.06	85.02	70.04	1169.98	1292.89
42	262	6119.47	136.40	380.14	135.08	6771.09	5426.02
43	263	1690.00	104.00	110.45	226.15	2130.60	2102.51
44	264	1481.22	56.49	100.00	155.83	1793.53	1485.48
45	265	1691.61	104.06	111.21	126.69	2033.58	1837.08
46	266	1657.61	64.82	259.56	157.48	2139.47	3237.91
47	267	1079.59	73.55	102.01	70.81	1325.96	1146.93
48	268	4386.36	361.95	272.64	77.49	5098.44	2119.79
49	271	1361.15	50.31	120.98	89.62	1622.06	1496.71
50	272	994.52	38.84	73.90	115.83	1223.08	1134.32
51	273	914.43	30.96	51.49	55.31	1052.19	972.03
52	274	865.20	36.63	60.03	49.35	1011.21	929.67
53	275	937.09	40.41	53.55	56.80	1087.84	1053.27
54	279	1147.72	37.39	63.99	73.82	1322.92	1230.66
55	281	1265.77	53.71	93.00	79.46	1491.93	1516.60
56	282	1236.22	61.11	89.24	88.74	1475.31	1454.79
57	291	2044.58	95.89	240.11	257.83	2638.41	2419.46
58	292	1201.58	88.37	68.02	58.89	1416.87	1453.59

59	293	1004.46	42.47	63.56	91.13	1201.61	1140.63
60	301	1423.08	70.72	108.47	87.16	1689.43	1566.99
61	302	999.35	50.92	86.60	45.74	1182.61	1431.47
62	303	1478.39	26.29	92.93	123.79	1721.40	1739.48
63	304	1473.76	14.36	39.03	63.98	1591.12	616.29
64	309	1041.25	28.84	72.02	84.91	1227.01	1167.67
65	310	921.57	31.51	53.29	36.58	1042.95	1079.17
66	321	880.75	35.26	45.91	29.85	991.77	899.19
67	322	539.24	58.69	67.13	21.17	686.24	708.44
68	323	658.33	51.36	68.37	19.80	797.86	750.46
69	324	583.70	16.58	24.16	32.35	656.79	651.76
70	325	961.46	43.26	71.08	42.45	1118.25	1042.96
71	329	561.37	19.38	32.59	17.39	630.73	683.88
72	331	1369.04	72.44	104.77	66.69	1612.94	1781.42
73	332	1870.32	15.82	116.37	71.02	2073.53	1111.09
74	351	1265.89	48.82	109.45	59.89	1484.04	1463.05
75	352	1179.54	93.34	131.53	89.43	1493.84	1618.11
76	353	1001.87	20.77	96.23	96.35	1215.23	1344.09
77	360	879.96	27.79	40.50	49.53	997.77	931.41
78	370	967.37	27.58	42.03	37.03	1074.01	717.91
79	381	670.06	10.93	17.43	23.75	722.17	724.55
80	382	707.78	23.60	45.10	37.26	813.74	783.39
81	383	573.75	36.36	58.82	28.59	697.53	711.96
82	390	-	-	-	-	-	-
83	400	776.09	35.13	61.32	38.04	910.57	865.05
	All India	**897.49**	**37.55**	**67.20**	**52.80**	**1055.04**	**1000.25**

Table 2.13 (a)

Average Labour Cost Per Manday Worked and its distribution in States during the year 2017-18

Sl. No.	State	Average Labour Cost {in Rs.} Per Manday Worked during 2017-18				Average Labour Cost Per Manday Worked 2017-18	Average Labour Cost Per Manday Worked 2016-17
		Wages Salary	Bonus	Provident Fund	Welfare Expenses		
1	2	3	4	5	6	7	8
1	Jammu & Kashmir	601.17	19.38	52.48	22.58	695.61	672.37
2	Himachal Pradesh	949.78	33.92	68.10	54.96	1106.76	1035.28
3	Punjab	610.95	23.12	52.74	21.78	708.59	663.50
4	Chandigarh	1201.27	31.60	115.65	83.99	1432.51	1328.43
5	Uttaranchal	704.32	26.53	51.02	44.08	825.96	794.16
6	Haryana	964.15	30.44	69.23	55.63	1119.45	1063.63
7	Delhi	909.60	40.75	78.17	32.60	1061.11	943.22
8	Rajasthan	837.36	24.98	59.10	36.75	958.19	894.29
9	Uttar Pradesh	795.07	26.89	63.23	39.41	924.60	1032.90
10	Bihar	576.51	27.01	40.48	28.69	672.69	681.84
11	Sikkim	1116.08	33.17	63.00	42.01	1254.26	1573.55
12	Arunachal Pradesh	435.70	9.69	6.11	15.89	467.38	451.30
13	Nagaland	271.07	5.03	3.30	11.58	290.99	266.51
14	Manipur	249.10	2.53	2.04	4.49	258.15	247.26
15	Tripura	253.51	12.02	7.71	14.56	287.80	269.98
16	Meghalaya	720.51	6.66	47.96	35.18	810.30	690.76
17	Assam	492.89	40.18	38.26	49.41	620.74	620.19
18	West Bengal	708.89	31.11	69.26	32.48	841.75	797.46
19	Jharkhand	1158.42	113.09	190.12	104.97	1566.60	1405.98
20	Orissa	947.04	22.74	127.35	46.87	1144.00	985.30
21	Chhattisgarh	962.68	25.00	126.04	37.14	1150.85	1089.57
22	Madhya Pradesh	825.52	32.41	65.78	49.63	973.34	889.31
23	Gujarat	863.25	34.12	51.43	45.30	994.10	946.65
24	Daman & Diu	768.84	37.29	47.22	32.45	885.81	847.33
25	D & Nagar Haveli	741.01	28.26	33.72	30.92	833.91	833.29
26	Maharashtra	1168.12	53.19	86.58	72.94	1380.84	1292.06
27	Andhra Pradesh	733.08	20.02	48.01	40.38	841.49	803.68
28	Karnataka	978.69	44.48	81.06	64.89	1169.12	1107.63
29	Goa	1168.48	41.94	86.54	70.70	1367.66	1332.83
30	Kerala	787.96	45.38	92.88	60.63	986.85	880.56
31	Tamil Nadu	709.46	42.63	57.07	63.41	872.57	836.56
32	Pondicherry	855.08	35.07	70.03	88.94	1049.13	930.62
33	A & N Islands	641.66	27.34	30.46	21.21	720.67	650.27
34	Telangana	645.28	18.71	46.84	31.34	742.17	689.67
	All India	**845.54**	**36.27**	**66.97**	**51.47**	**1000.25**	**954.76**

Table 2.13 (b)
Average Labour Cost Per Manday Worked and its distribution in States during the year 2018-19

Sl. No.	State	Average Labour Cost {in Rs.} Per Manday Worked during 2018-19				Average Labour Cost Per Manday Worked 2018-19	Average Labour Cost Per Manday Worked 2017-18
		Wages Salary	Bonus	Provident Fund	Welfare Expenses		
1	2	3	4	5	6	7	8
1	Jammu & Kashmir	675.55	21.93	53.40	20.38	771.26	695.61
2	Himachal Pradesh	997.40	30.74	67.99	49.56	1145.70	1106.76
3	Punjab	633.02	27.04	49.63	21.04	730.74	708.59
4	Chandigarh	1244.28	39.34	114.96	46.94	1445.52	1432.51
5	Uttaranchal	783.85	22.89	55.62	46.28	908.64	825.96
6	Haryana	1021.29	29.86	64.96	56.52	1172.62	1119.45
7	Delhi	982.15	45.60	86.21	37.07	1151.04	1061.11
8	Rajasthan	878.70	23.68	60.38	38.40	1001.16	958.19
9	Uttar Pradesh	853.97	32.38	62.01	41.67	990.04	924.60
10	Bihar	625.55	16.06	40.44	31.55	713.60	672.69
11	Sikkim	1168.68	35.08	72.37	54.93	1331.06	1254.26
12	Arunachal Pradesh	452.75	12.82	8.99	19.80	494.36	467.38
13	Nagaland	279.11	6.04	3.56	9.25	297.96	290.99
14	Manipur	255.20	2.14	2.43	4.38	264.15	258.15
15	Tripura	283.12	13.09	8.05	17.80	322.06	287.80
16	Meghalaya	850.07	2.82	33.28	38.38	924.55	810.30
17	Assam	585.56	41.19	38.27	40.98	706.00	620.74
18	West Bengal	732.12	33.48	70.58	33.08	869.26	841.75
19	Jharkhand	1082.23	92.88	113.51	87.93	1376.55	1566.60
20	Orissa	1016.38	22.36	91.57	48.10	1178.40	1144.00
21	Chhattisgarh	990.37	22.44	95.50	45.50	1153.81	1150.85
22	Madhya Pradesh	843.82	31.01	67.86	41.78	984.47	973.34
23	Gujarat	918.36	33.54	55.01	44.33	1051.24	994.10
24	Daman & Diu	817.12	50.19	44.21	27.58	939.10	885.81
25	D & Nagar Haveli	793.64	29.20	32.84	28.99	884.66	833.91
26	Maharashtra	1215.21	55.30	96.77	72.09	1439.37	1380.84
27	Andhra Pradesh	763.71	19.80	54.59	52.53	890.63	841.49
28	Karnataka	1028.24	47.76	81.79	68.88	1226.68	1169.12
29	Goa	1228.62	44.65	101.48	81.75	1456.50	1367.66
30	Kerala	821.87	45.16	81.11	59.14	1007.28	986.85
31	Tamil Nadu	777.78	46.31	60.11	68.13	952.32	872.57
32	Pondicherry	918.01	39.51	70.99	99.80	1128.31	1049.13
33	A & N Islands	794.78	28.70	45.19	23.33	892.00	720.67
34	Telangana	721.66	21.08	46.62	34.77	824.13	742.17
	All India	**897.49**	**37.55**	**67.20**	**52.80**	**1055.04**	**1000.25**

CHAPTER 3

FAMILY INCOME AND EXPENDITURE SURVEYS AND CONSUMER PRICE INDEX NUMBERS

1. FAMILY INCOME AND EXPENDITURE SURVEYS

A (i) Industrial Workers

1. The Family Budget Survey in India owes its origin to the deteriorating economic conditions of the workers due to abnormal spurt in prices witnessed during First and Second World War. First time, it was conducted during 1943 to 1946, on uniform lines, in 28 important industrial centres following the recommendations of the Rau Court of Enquiry, set up by the Government of India to investigate the question of dearness allowance in the year 1940. Later, it became obligatory for the Central and State Governments to maintain Cost of Living Indices under Minimum Wages Act, 1948. The 7th International Conference of Labour Statisticians held in 1949 adopted a resolution defining the objectives of family living studies and setting new international standards. The Committee of Experts on International Definition and Measurement of Standards and Levels of Living jointly convened by the United Nations, the International Labour Organization and the UNESCO with the co-operation of the FAO and the WHO made further improvements in the field and laid great stress on the desirability of planning and conducting family living studies for comprehensive measurement of actual family living conditions.

2. Accordingly, several State Governments as well as the Labour Bureau of Government of India conducted Family Budget Survey in various centres with a view of compiling Consumer Price Index Numbers. In order to introduce a uniform and scientific procedure for conduct of such survey throughout the country, the Labour Bureau conducted Family Living Survey at 50 centres spread over length and breadth of the country during 1958-59. The weighting diagram derived from the results of the survey was adopted for the compilation of Consumer Price Index Numbers for Industrial Workers on base 1960=100 for each of the 50 centres. An all-India index was also compiled as a weighted average of centre's indices.

3. During the course of the survey, in addition to the data on income, expenditure and consumption, data were also collected from the sampled families on other components of the levels of living, e.g., educational interests, housing conditions, employment, working and service conditions, savings, assets and indebtedness, etc. On the basis of this information, centre-wise analytical reports for all 50 centres were published. Besides, a General Report, discussing mainly the technical details of the survey and inter-centre comparison of the important aspects of the survey, was also published. Similar survey was also conducted in Tripura (1960-61), Himachal Pradesh (1964-65), Bhilwara (1965), Bhilai (1965), Chhindwara (1965), Kothagudem (1965), Rourkela (1965) and Goa (1966-67). These centres, however, did not form part of all-India index.

4. During 1981-82, the Labour Bureau conducted Working Class Family Income and Expenditure Survey at 70 important industrial centres in order to derive a new set of weighting diagram for compilation of Consumer Price Index Numbers for individual centres as well as an average all-India index based on latest consumption pattern of the working class. In addition to the three sectors of employment (viz., Factories, Mines and Plantations) covered in 1958-59 survey, four more sectors viz., (i) Railways (ii) Motor Transport Undertakings (iii) Electricity generating and distributing establishments and (iv) Ports & Docks were also covered during 1981-82 survey. The technical details of the survey were finalized by the Labour Bureau under the guidance of the Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL) constituted by the Government of India to render guidance on all such matters. In addition to 70 centres, the survey was also conducted in 6 additional centres with a view to update the old series

of Consumer Price Index Numbers of these centres to base 1982=100. Extensive consultations were held with index users, viz., Employers, Employees and State Governments on various aspects of the survey, both before the start of the survey and release of Consumer Price Index Numbers on base 1982=100. Linking factors between old and new series were worked out on the basis of the decision taken at the National Level Tripartite Meeting of the Index Users held on 6th October, 1988 under the Chairmanship of the then Union Labour Minister. This series of Consumer Price Index Numbers on base: 1982=100 was released in December, 1988 with the index for the month of October, 1988.

5. During 1999-2000, the NSSO on behalf of Labour Bureau, conducted Working Class Family Income and Expenditure Survey at 78 important industrial centres in order to derive a new set of weighting diagram for compilation of Consumer Price Index Numbers for individual centres as well as an average all-India index based on latest consumption pattern of the working class. The Labour Bureau under the guidance of TAC on SPCL undertook the whole exercise of updation of the series. The results were tabulated by the Regional Computer Centre now known as DOEACC centre, Chandigarh on the basis of Tabulation Plan & Estimation Procedures provided by the Bureau. On the basis of the results thrown up by the survey, the weighting diagram (average consumption pattern) has been derived in respect of all the 78 centres. Using prices pertaining to calendar year 2001 as the base prices, the indices were compiled using the software developed by the DOEACC, Chandigarh. The technical details as well as indices were thoroughly examined and approved by the TAC on SPCL headed by DG of Central Statistical Organization. The new series on base: 2001=100 had replaced the old series on base: 1982=100 w.e.f. the index of January, 2006.

6. An Index Review Committee under the Chairmanship of Prof. G.K.Chadha, former Vice-Chancellor of Jawaharlal Nehru University and Member, Prime Minister's Economic Advisory Council, with representatives from Trade Unions & Employers' Organisations was set up on 17th November, 2006 to examine various aspects of new series of CPI(IW) on base: 2001=100. The Committee had seven meetings at various places in the country i.e., Shimla, New Delhi(2), Chennai, Mumbai, Dhanbad and Mysore and submitted its report on 20th March, 2009.

7. As per the recommendations of the International Labour Organisation, Family Living Survey should be conducted at frequent intervals generally not exceeding 10 years, so as to revise the base of the Consumer Price Index Numbers. However, due to some administrative reasons, the scheme for base revision of CPI series, which was slated to start in 2011-12, could commence only in 2015-2016. The field work for new WCFI & ES in respect of 88 centres was undertaken by NSO during the year 2016. The Labour Bureau under the guidance of TAC on SPCL undertook the whole exercise of updation of the series. On the basis of the results thrown up by the survey, the weighting diagram (average consumption pattern) has been derived in respect of all the 88 centres. The indices were compiled by using prices pertaining to calendar year 2016 with the help of software developed by the NIELIT, Chandigarh.

8. The sample size for the conduct of Working Class Family Income & Expenditure Survey, on the basis of which weighting diagram were derived, increased to 48384 families from 41040 families in the 2001 series. The number of items directly retained in the index basket also increased to 465 items as against 392 items in the 2001 series. Similarly, the number of markets and centres which were 289 and 78 in the old series increased to 317 and 88 respectively under 2016 series. The Repeat House Rent Survey was also conducted in six-monthly rounds at all the 88 centres to collect house rent data and related changes and compile house rent indices.

9. The various technical issues like coverage of sectors, selection of centres, fixation of sample size, conduct of working class family income & expenditure survey, etc. involved in the work of base updation had been discussed at length and decided by the technical bodies. For this purpose, TAC on SPCL, Group of TAC on SPCL and Standing Tripartite Committee (STC) had

been constituted by Government of India. The recommendations of the Sub-Group were placed before the TAC on SPCL for its consideration and approval in the 67th meeting held on 28.01.2020 wherein the TAC accorded its approval to the base revision of CPI-IW to 2016=100. Subsequently, STC comprised of Principal Labour & Employment Adviser, Ministry of Labour & Employment as the Chairman and members/ representatives from Central Trade Unions/Workers representatives, Employer's Organizations, Independent Member, Women's Organization, representatives from Central and State Government etc., also gave its concurrence to the methodology for compilation of indices during its meeting held on 27.02.2020. Thereafter, the National Tripartite Forum consisting of national level leaders of Trade unions, Employers organizations and central Ministries/ State government departments were consulted regarding the methodology of CPI-IW. Finally, the updated CPI-IW series with base 2016=100 was released by Hon'ble Minister of State for Labour & Employment (I/C) on 22nd of October, 2020 with release of index for the month of September, 2020.

A (ii) Urban Population

1. The National Statistical Commission (NSC) in its Report in 2001 observed that CPI numbers catering to specific segments of the population can be considered as partial indices which are not oriented to reflect a true picture of the price behavior and effect of price fluctuations of various goods and services consumed by the general population in the country over a period of time. Therefore, the commission recommended for compilation of CPI for rural and urban areas in the country. This recommendation was further endorsed by the Standing Committee on Finance (2009-10) (15th Lok Sabha, 6th Report on Inflation and Price Rise), which asked the Government to act upon this recommendation without any further delay and accordingly expedite the compilation of the nation–wide Consumer Price Index for urban and rural areas as a prelude to formulating a national CPI. In pursuance of the above recommendations, the Central Statistics Office (CSO) started compiling a new series of CPI for the entire urban population, viz. CPI (Urban), CPI for the entire rural population, viz. CPI (Rural) and CPI for the entire population (Urban+Rural) viz. CPI (Combined), which would reflect the changes in the price levels of various goods and services consumed by the urban, rural and entire population respectively. These new indices are compiled for each State/UT as well as at all-India level.

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

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

4. The base year of this series has been revised to 2012=100 and the revised series was released starting from the index of January 2015. In the revised series, many methodological changes have been incorporated. The weighting diagram was updated using the Mixed Modified Reference Period (MMRP) data of Consumer Expenditure Survey of 68th Round (2011-12) of NSS. The elementary/item level indices are being computed now as Geometric Mean (GM) of the Price Relatives of current prices to base prices in place of Arithmetic Mean as applied in old series. Sample size of dwelling units for compilation of House Rent Index was also doubled. The classification of items was made adopting the international standard classification COICOP (Classification of Individual Consumption according to Purpose). This ensures better comparability with CPIs of other countries and those compiled within home country at various levels of Groups, Categories, Sub-groups and Sections.

B. Agricultural Labourers

The Agricultural/Rural Labour Enquiries, being conducted since 1950-51 at frequent intervals throw up a valuable data on the pattern of consumption expenditure of labourers in the rural areas. The first Agricultural Labour Enquiry (ALE) was conducted during 1950-51. The 2nd Agricultural Labour Enquiry was conducted during 1956-57. The scope of the enquiry was widened to cover all the rural labour (agricultural as well as non-agricultural) after the 2nd A.L.E. Hence now it is called as the Rural Labour Enquiry to signify the wider coverage. The First Rural Labour Enquiry was conducted during 1963-65 (February, 1963 – January, 1964 & October, 1964 – September, 1965). The data were collected and analysed separately for agricultural as well as non-agricultural labourers, not only to enable comparison with the previous enquiries, but also to throw up information on both classes of labourers in rural areas. The fourth enquiry in the series, i.e. 2nd Rural Labour Enquiry was conducted during 1974-75.

A number of Committees and Commissions such as the National Commission on Labour (1969) have acknowledged the usefulness of the data thrown up by the Rural Labour Enquiries. The National Commission on Rural Labour, which submitted its report in 1991, also had acknowledged the utility of data being collected and published through these enquiries and had in fact suggested to strengthen the system of collection of data. In view of the usefulness of the data thrown up by it, the Rural Labour Enquiries are now being conducted at regular intervals on quinquennial basis alongwith general Employment and Unemployment surveys of the National Statistical Office. Thus, the subsequent enquiries in the series were conducted during 1977-78, 1983, 1987-88, 1993-94, 1999-2000, 2004-05 and 2009-10. Under the integrated arrangement, besides collection of data from the field, the processing thereof is also being done by the National Statistical Office for Labour Bureau. On the basis of these Enquiries the Labour Bureau brings out reports on "Consumption Expenditure", "Indebtedness", "Wages & Earnings", "Employment & Unemployment" and "General Characteristics of Rural Labour Households".

2. CONSUMER PRICE INDEX NUMBERS

A. Industrial Workers

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

approved by the Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL).

2. The three essential ingredients of Consumer Price Index Numbers are (i) the percentage share of expenditure on each item in relation to the total consumption expenditure known as the "Weighting Diagram" (ii) base year prices which are average prices of 12 months of the year and (iii) current prices. The average consumption expenditure per family as revealed by the Working Class Family Income and Expenditure Survey (2016) forms the basis for deriving the weighting diagram of the existing series i.e., 2016=100. The non-consumption expenditure such as taxes, interest, remittances and litigation expenses were excluded. A uniform base year was adopted for all the selected centres so that All-India index could be obtained directly from the constituent centre's indices without resorting to any arithmetical shifting of base in any series. The retail prices firstly for the base period and subsequently for the current period are collected on continuous basis in respect of all the items on a fixed day every week/month from two selected shops of the selected markets of a centre. These prices are inclusive of taxes and levies payable by the consumer. As the Consumer Price Index Numbers are designed to measure the changes of prices alone, all other elements such as specifications, units, shops, markets and price collection day/time are kept fixed during the lifetime of the series so as to exclude spurious changes in prices. All these elements are settled in advance before the main survey when the organization of price collection machinery and other details are worked out. The guiding factor for deciding these elements is their popularity with the working class families in the base year. The number of markets in a given centre depends on the size of the centre, the concentration of working class population, the variability in prices, etc.

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

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

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

number of families allocated to a centre in the state to the sum total of all such expenditures over all centres in the country.

6. As per the direction of Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL), the Classification of Individual Consumption by Purpose (COICOP) method for grouping & sub-grouping of consumption items, has been used for derivation of weighting diagrams under new series. First time, the Geometric mean based methodology (using the GM of Price relatives) is used for compilation of indices instead of Arithmetic mean used in previous series of CPI-IW with base 2001=100. The reference period of WCFI&ES and base year of index have been synchronized for the first time under new series of CPI-IW. Unlike earlier series of CPI-IW, the indices under new series of CPI-IW (2016=100) are released at one decimal place as recommended by TAC on SPCL.

7. The all-India CPI index on base 2016=100 can be linked to the earlier series on base 2001=100 by using conversion factors of 2.88 and 3.00 for General and Food index respectively.

8. A detailed note on the scope and method of compilation of All-India Consumer Price Index Numbers for Industrial Workers (Base: 2016=100) was published in December, 2020 issue of the Bureau's monthly publication captioned "Indian Labour Journal."

9. Annual average of Consumer Price Index Numbers for Industrial workers on base: 1982=100 for 70 centres for the years 1998 to 2005 is presented in Table 3.01 (a), on base: 2001=100 for 78 centres for the years 2006 to 2020 is presented in Table 3.01(b) and on base: 2016=100 for 88 centres for the year 2021 is presented in Table 3.01(c).

10. All-India Consumer Price Index Numbers for General and Food Group on base: 2001=100 for the year 2006 to 2020 and on base: 2016=100 for the year 2021 along-with month-wise figures for the period January, 2020 to December, 2021 is given in Table 3.02. A comparative chart on General and Food Groups' indices for the period 2008 to 2020 is also presented in Figure 1.

11. Y-o-Y inflation based on CPI-IW for the period January, 2020 to December, 2021 is shown in Table 3.03 and Figure 2.

Table 3.01(a)

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

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

Table 3.01(a) Concld.

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

Table 3.01(b)

Consumer Price Index Numbers for Industrial Workers on base 2001=100

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

Table 3.01(b) Concld.

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

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

Table 3.01(c)

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

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

Table 3.01(c) Concld.

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

Table 3.01(c) Concld.

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

Table 3.02

All India Consumer Price Numbers for Industrial Workers

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

Month	General		Food	
	2020	2021	2020	2021
January	330	118.2	344	117.4
February	328	119.0	338	117.9
March	326	119.6	336	118.0
April	329	120.1	341	119.1
May	330	120.6	342	120.0
June	332	121.7	346	121.8
July	336	122.8	350	122.4
August	338	123.0	352	122.3
September	118.1	123.3	119.7	122.4
October	119.5	124.9	123.0	125.7
November	119.9	125.7	123.6	127.8
December	118.8	125.4	119.7	126.8

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

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

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

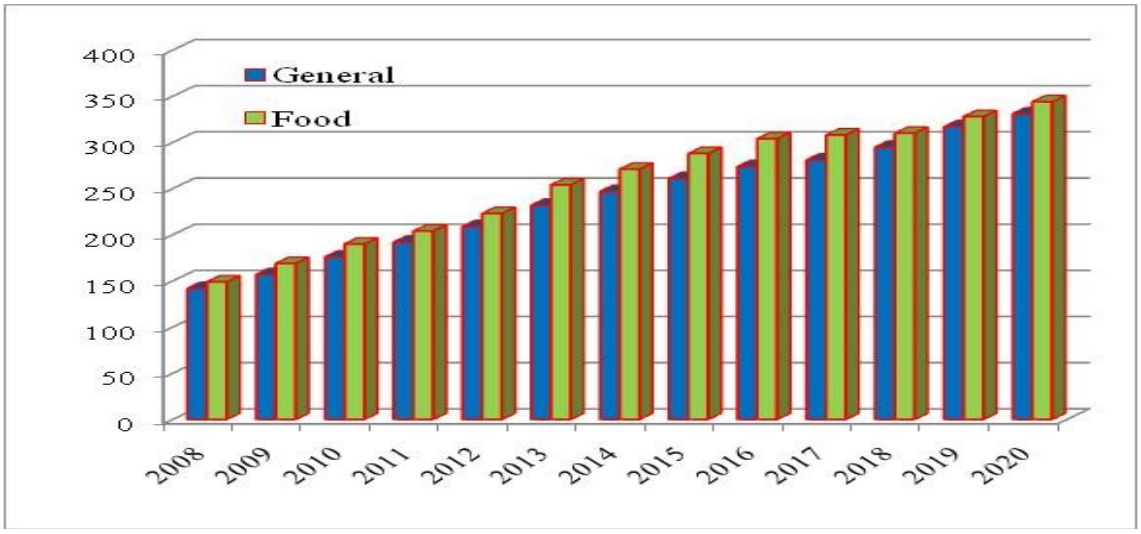
Table 3.03

Y-o-Y inflation based on All-India Consumer Price Index Numbers for Industrial Workers on base: 2001=100 and 2016=100 for 2020 & 2021

Year	Month	Inflation
2020	January	7.49
	February	6.84
	March	5.50
	April	5.45
	May	5.10
	June	5.06
	July	5.33
	August	5.63
	September*	5.62
	October	5.91
	November	5.27
	December	3.67
2021	January	3.15
	February	4.48
	March	5.64
	April	5.14
	May	5.24
	June	5.57
	July	5.27
	August	4.79
	September	4.41
	October	4.50
	November	4.84
	December	5.56

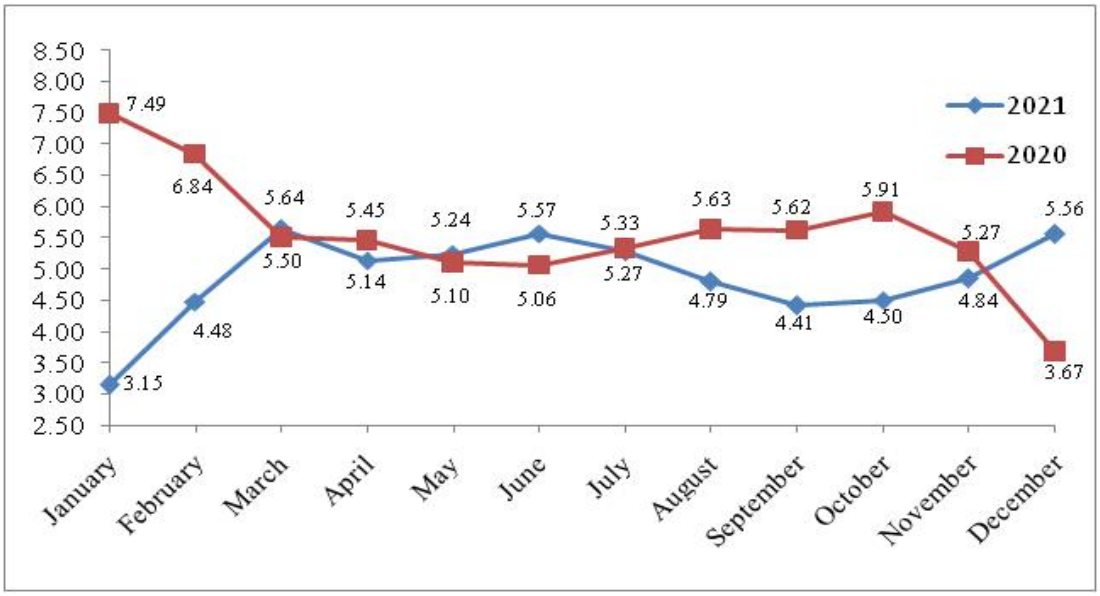
* New Series of Consumer Price Index Numbers for Industrial Workers on base 2016=100 has been released with effect from September, 2020.

Figure 1: All-India General and Food Index (Annual Avg.) for the years 2008 to 2020.



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

Figure- 2 Y-o-Y Inflation based on CPI (IW) for the year 2020 & 2021



B. Agricultural/Rural Labourers

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

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

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

The State-wise and All India annual average indices for General and Food Group are presented in Table 3.04(a) and 3.04(b) for Agricultural Labourers and in Table 3.04(c) and 3.04(d) for Rural Labourers during 2019-20 & 2020-21 (Agricultural Year) and 2020 & 2021 (Calendar Year). For Agricultural Labourers maximum increase of 9.62% & 9.84% respectively in annual average General and Food Index was registered by Meghalaya State. Increase in the All-India Average for General and Food Group indices stood at 4.30% and 4.08% respectively. Similarly, for Rural Labourers, maximum increase of 9.53% and 9.90% in the annual average General and Food Group Indices respectively was registered by Meghalaya State, during the Agricultural Year (2019-

20 & 2020-21). Increase in All-India Average for General and Food Group indices for Rural Labourers stood at 4.38% and 4.28% respectively.

A comparative picture of percentage change during Calendar Year 2021 as compared to 2020 in annual averages of general and food group indices for all 20 States as well as All India in respect of Agricultural and Rural Labourers are also presented in 3.04(a), 3.04(b), 3.04(c) & 3.04(d).

Table 3.04(a)

Consumer Price Index Numbers for Agricultural Labourers on base 1986-87=100 Annual Averages for Agricultural Year (July to June) 2019-2020 & 2020-2021 and Calendar Year (January to December) 2020 & 2021

Sl. No.	State	Weight	GENERAL INDEX					
			Agricultural Year		Percentage increase/ decrease (2020-2021 over 2020-2019)	Calendar Year		Percentage increase/ decrease (2021 over 2020)
			2019-2020	2020-2021		2020	2021	
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	12.97	1130	1186	4.96	1165	1211	3.95
2	Assam	1.69	937	998	6.51	973	1011	3.91
3	Bihar	11.38	828	851	2.78	852	865	1.53
4	Gujarat	5.2	1017	1052	3.44	1045	1066	2.01
5	Haryana	1.81	1090	1128	3.49	1118	1148	2.68
6	Himachal Pradesh	0.1	785	815	3.82	803	836	4.11
7	Jammu & Kashmir	0.26	938	986	5.12	970	1009	4.02
8	Karnataka	6.67	1109	1186	6.94	1149	1225	6.61
9	Kerala	5.02	1045	1063	1.72	1053	1087	3.23
10	Madhya Pradesh	6.86	857	888	3.62	871	914	4.94
11	Maharashtra	9.96	1124	1173	4.36	1161	1188	2.33
12	Manipur	0.1	974	1026	5.34	1002	1028	2.59
13	Meghalaya	0.13	988	1083	9.62	1044	1097	5.08
14	Orissa	5.07	865	905	4.62	887	918	3.49
15	Punjab	3.02	1055	1095	3.79	1081	1117	3.33
16	Rajasthan	2.14	1083	1087	0.37	1094	1100	0.55
17	Tamil Nadu	8.47	1163	1244	6.96	1215	1253	3.13
18	Tripura	0.15	869	896	3.11	889	897	0.90
19	Uttar Pradesh	9.61	906	928	2.43	926	940	1.51
20	West Bengal	9.39	864	905	4.75	889	920	3.49
	All-India	**100**	**999**	**1042**	**4.30**	**1027**	**1060**	**3.21**

Table 3.04(b)

Consumer Price Index Numbers for Agricultural Labourers on base 1986-87=100 Annual Averages for Agricultural Year (July to June) 2019-2020 & 2020-2021 and Calendar Year (January to December) 2020 & 2021

Sl. No.	State	Weight	FOOD INDEX					
			Agricultural Year		Percentage increase/ decrease (2020-2021 over 2020-2019)	Calendar Year		Percentage increase/ decrease (2021 over 2020)
			2019-2020	2020-2021		2020	2021	
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	11.97	1121	1166	4.01	1154	1184	2.60
2	Assam	1.79	912	979	7.35	956	979	2.41
3	Bihar	12.52	736	757	2.85	762	762	0.00
4	Gujarat	5.13	1013	1051	3.75	1050	1053	0.29
5	Haryana	1.69	1144	1172	2.45	1176	1181	0.43
6	Himachal Pradesh	0.09	799	839	5.01	825	857	3.88
7	Jammu & Kashmir	0.27	931	977	4.94	964	1000	3.73
8	Karnataka	6.32	1104	1186	7.43	1150	1223	6.35
9	Kerala	4.85	1031	1047	1.55	1038	1064	2.50
10	Madhya Pradesh	7.19	800	832	4.00	815	847	3.93
11	Maharashtra	9.34	1170	1218	4.10	1218	1217	-0.08
12	Manipur	0.1	858	919	7.11	891	918	3.03
13	Meghalaya	0.14	945	1038	9.84	1004	1039	3.49
14	Orissa	5.7	760	792	4.21	779	797	2.31
15	Punjab	2.68	1104	1139	3.17	1136	1153	1.50
16	Rajasthan	1.94	1058	1038	-1.89	1067	1046	-1.97
17	Tamil Nadu	8.43	1078	1166	8.16	1142	1159	1.49
18	Tripura	0.15	910	936	2.86	934	926	-0.86
19	Uttar Pradesh	9.19	896	914	2.01	921	917	-0.43
20	West Bengal	10.51	766	800	4.44	792	802	1.26
	All-India	**100**	**955**	**994**	**4.08**	**987**	**1002**	**1.52**

Table 3.04(c)

Consumer Price Index Numbers for Rural Labourers on base 1986-87=100 Annual Averages for Agricultural Year (July to June) 2019-2020 & 2020-2021 and Calendar Year (January to December) 2020 & 2021

Sl. No.	State	Weight	GENERAL INDEX					
			Agricultural Year		Percentage increase/ decrease (2020-2021 over 2020-2019)	Calendar Year		Percentage increase/ decrease (2021 over 2020)
			2019-2020	2020-2021		2020	2021	
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	12.21	1125	1181	4.98	1159	1207	4.14
2	Assam	1.96	946	1010	6.77	984	1024	4.07
3	Bihar	9.81	834	858	2.88	858	872	1.63
4	Gujarat	5.04	1015	1052	3.65	1043	1066	2.21
5	Haryana	2.07	1082	1121	3.60	1110	1143	2.97
6	Himachal Pradesh	0.19	832	865	3.97	851	887	4.23
7	Jammu & Kashmir	0.52	945	992	4.97	977	1015	3.89
8	Karnataka	6.27	1096	1178	7.48	1137	1220	7.30
9	Kerala	6.33	1052	1074	2.09	1063	1100	3.48
10	Madhya Pradesh	6.38	879	908	3.30	892	939	5.27
11	Maharashtra	9.96	1113	1159	4.13	1146	1178	2.79
12	Manipur	0.08	979	1032	5.41	1008	1036	2.78
13	Meghalaya	0.12	986	1080	9.53	1041	1094	5.09
14	Orissa	4.47	867	907	4.61	889	920	3.49
15	Punjab	3.28	1063	1109	4.33	1090	1134	4.04
16	Rajasthan	2.78	1061	1071	0.94	1074	1088	1.30
17	Tamil Nadu	9.35	1150	1229	6.87	1200	1239	3.25
18	Tripura	0.27	889	917	3.15	910	920	1.10
19	Uttar Pradesh	9.74	914	938	2.63	935	951	1.71
20	West Bengal	9.17	879	921	4.78	905	936	3.43
	All-India	**100**	**1005**	**1049**	**4.38**	**1033**	**1068**	**3.39**

Table 3.04(d)

Consumer Price Index Numbers for Rural Labourers on base 1986-87=100 Annual Averages for Agricultural Year (July to June) 2019-2020 & 2020-2021 and Calendar Year (January to December) 2020 & 2021

Sl. No.	State	Weight	FOOD INDEX					
			Agricultural Year		Percentage increase/ decrease (2020-2021 over 2020-2019)	Calendar Year		Percentage increase/ decrease (2021 over 2020)
			2019-2020	2020-2021		2020	2021	
1	2	3	4	5	6	7	8	9
1	Andhra Pradesh	11.41	1118	1164	4.11	1151	1183	2.78
2	Assam	2.13	928	999	7.65	974	1001	2.77
3	Bihar	10.89	729	752	3.16	757	757	0.00
4	Gujarat	5	1017	1056	3.83	1054	1059	0.47
5	Haryana	1.88	1153	1183	2.60	1186	1192	0.51
6	Himachal Pradesh	0.19	843	885	4.98	870	906	4.14
7	Jammu & Kashmir	0.54	937	976	4.16	967	997	3.10
8	Karnataka	6.12	1077	1164	8.08	1123	1206	7.39
9	Kerala	6.37	1034	1057	2.22	1046	1076	2.87
10	Madhya Pradesh	6.42	804	836	3.98	819	851	3.91
11	Maharashtra	9.31	1150	1194	3.83	1193	1196	0.25
12	Manipur	0.08	860	923	7.33	894	923	3.24
13	Meghalaya	0.13	939	1032	9.90	999	1033	3.40
14	Orissa	5.18	761	794	4.34	781	800	2.43
15	Punjab	2.77	1105	1139	3.08	1136	1153	1.50
16	Rajasthan	2.51	1044	1028	-1.53	1053	1039	-1.33
17	Tamil Nadu	8.97	1082	1171	8.23	1146	1165	1.66
18	Tripura	0.3	910	935	2.75	933	925	-0.86
19	Uttar Pradesh	9.37	902	922	2.22	927	926	-0.11
20	West Bengal	10.43	770	805	4.55	797	807	1.25
	All-India	**100**	**959**	**1000**	**4.28**	**991**	**1009**	**1.82**

C. Retail Price Indices for 31 Selected Essential Commodities

In pursuance of the decision of the Cabinet Committee on Economic Affairs, Labour Bureau has been compiling Retail Price Indices for 31 selected essential commodities for urban areas by utilizing the prices collected for compilation of Consumer Price Index Numbers for Industrial Workers. These indices are being compiled as per the methodology evolved by the Labour Bureau and approved by the Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL). These indices are being supplied regularly to the Ministry of Consumer Affairs, Food and Public Distribution, formerly known as Ministry of Civil Supplies.

The Retail Price Indices in respect of 31 essential commodities for Industrial Workers on base 1960=100 were compiled from April, 1985 to September, 1988, on base 1982=100 from July, 1989 to December, 2005 and on base 2001=100 from January, 2006 to August, 2020. Since the compilation of CPI(IW) has been shifted to base 2016=100 with the release of September, 2020 index, the Retail Price Indices in respect of 31 Essential Commodities are now being compiled by utilising the prices collected for 88 centres regularly with effect from September, 2020 on month to month basis.

CHAPTER 4

INDUSTRIAL RELATIONS

The term Industrial relations, which explain the relationship between employees and management, has become one of the most delicate and complex issues of modern industrial society as it plays a crucial role in the process of industrialization. Therefore, it is imperative to create and maintain good relations between workers and management by formulating effective measures. Formulation of effective measures/policies, however, depends upon the arrangements for the collection, processing and dissemination of the statistics of industrial relations on regular basis. In the following paragraphs some important aspects of the Trade Unions, Industrial Relations Machinery, Consultative Machinery, Workers Participation etc., are briefly discussed.

1. TRADE UNIONS

Trade Unions Statistics

Statistics pertaining to Number of Trade Unions registered under the Trade Unions Act, 1926, Number of Unions Submitting Returns, Sex-wise Membership and Average Membership per Union Submitting Returns are presented in Table 4.01. It may be mentioned that figures for the year 2009 to 2019 pertain to those States/UTs which have responded.

Table 4.01

Number of Registered Trade Unions (Workers' and Employers') and Membership of Trade Unions submitting Returns for the years 2009 to 2019

Year	Number of Registered Trade Unions	Number of Trade Unions Submitting Returns	Membership of Trade Unions Submitting Returns					Average Membership per Union
			Men		Women		Total Member-ship('000)	
			Number ('000)	Percentage	Number ('000)	Percentage		
1	2	3	4	5	6	7	8	9
2009	22284*	3861 (17.3)	4388	67.7	2092	32.3	6480	1678
2010	19376*	2937 (15.8)	3185	62.5	1912	37.5	5097	1735
2011	10264*	2769 (27.0)	6203	83.6	1218	16.4	7421	2680
2012	16768*	4785 (28.5)	6470	70.5	2712	29.5	9182	1919
2013	11556*	2534 (21.9)	2567	79.4	664	20.6	3231	1275
2014	12486*	4359 (34.9)	5373	68.1	2512	31.9	7885	1809
2015	12420*	4300 (34.6)	5773	71.3	2323	28.7	8096	1883
2016	12392*	4396 (35.5)	6101	68.2	2845	31.8	8946	2035
2017	9626*	4031 (41.9)	5569	54.3	4683	45.7	10252	2543
2018	34433*	4771 (7.2)	7264	60	4683	40	12102	2537
2019	11124*	2311 (20.77)	3744	60.6	2438	39.4	6182	2675

Note: 1. Figures below the values in col.3 denotes percentages of Unions Submitting Returns to Total No of Registered Unions.
2. The figures are exclusive of Federations in all the statements.
3. The data is based on the returns received.
4. *: Data pertains to responding State/UTs only.

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

Table 4.02 (a) & (b) presents state-wise number and membership of trade unions of Workers' and Employers' during 2018 and 2019 respectively.

Table 4.02 (a)

State-wise Distribution of Registered Trade Unions during 2018

State/Union Territory	Workers' Unions		Employers' Unions		All Unions		Total
	State	Central	State	Central	State	Central	
1	2	3	4	5	6	7	8
State							
Assam	1082	-	-	-	1082	-	1082
Chhattisgarh	406	95	-	-	406	95	501
Goa	284	56	-	-	284	56	340
Gujarat	215	70	233	3	448	73	521
Haryana	1333	377	-	-	1333	377	1710
Himachal Pradesh	1164	219	-	-	1164	219	1383
Jammu & Kashmir	1709	7	-	-	1709	7	1716
Karnataka	3910	801	-	-	3910	801	4711
Kerala	12182	917	-	-	12182	917	13099
Manipur	340	-	53	-	393	-	393
Meghalaya	122	-	-	-	122	-	122
Mizoram	114	-	-	-	114	-	114
Nagaland	4	-	-	-	4	-	4
Rajasthan	2355	307	-	-	2355	307	2662
Tripura	466	-	-	-	466	-	466
Uttar Pradesh	3038	726	-	-	3038	726	3764
Uttrakhand	612	-	-	-	612	-	612
UTs							
Chandigarh	425	43	-	-	425	43	468
Dadra Nagar Haveli	3	-	-	-	3	-	3
Puducherry	762	-	-	-	762	-	762
Total	**30526**	**3618**	**286**	**3**	**30812**	**3621**	**34433**

Note: The data is based on the returns received.
- = Not reported

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

Table 4.02 (b)

State/UT wise Distribution of Registered Trade Unions during 2019

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

Note: The data is based on the returns received.
- = Not reported

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

Income and Expenditure

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

Table 4.03

Income and Expenditure of Registered Workers' and Employers' Trade Unions Submitting Returns for the Years 2001 to 2019

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

Note: - not reported

* less than 50,000

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

Number and Membership of Unions Classified According to Industries

Table 4.04 (a) (b) & (c) present industry wise number and membership of Workers' and Employers' unions respectively for the year 2018 and 2019 according to NIC 2008.

Table 4.04 (a)
Number and Membership of Workers' Unions classified according to Industries during 2018

Industry code (NIC-2008)	Industry	2018		
		No. of Unions submitting returns	Membership	Average membership per union submitting returns
1	2	3	4	5
A	**Agriculture, forestry and fishing**	207	2024206	9779
01	Crop and animal production, hunting and related service activities	171	1969805	11519
011	Growing of non-perennial crops	15	958833	63922
012	Growing of perennial crops	78	657730	8432
014	Animal production	10	1339	134
015	Mixed farming	10	118223	11822
016	Support activities to agriculture and post-harvest crop activities	58	233680	4029
02	Forestry and logging	9	1781	198
021	Silviculture and other forestry activities	7	1627	232
024	Support services to forestry	2	154	77
03	Fishing and aquaculture	27	52620	1949
031	Fishing	25	52230	2089
032	Aquaculture	2	390	195
B	**Mining and quarrying**	126	182502	1448
05	Mining of coal and lignite	47	127400	2711
051	Mining of hard coal	25	99022	3961
052	Mining of lignite	22	28378	1290
06	Extraction of crude petroleum and natural gas	21	11722	558
061	Extraction of crude petroleum	20	10019	501
062	Extraction of natural gas	1	1703	1703
07	Mining of metal ores	15	12292	819
071	Mining of iron ores	3	1075	358
072	Mining of non-ferrous metal ores	12	11217	935
08	Other mining and quarrying	29	25281	872
081	Quarrying of stone, sand and clay	27	25128	931
089	Mining and quarrying n.e.c.	2	153	77
09	Mining support service activities	14	5807	415
91	Support activities for petroleum and natural gas mining	6	4216	703
099	Support activities for other mining and quarrying	8	1591	199
C	**Manufacturing**	1364	1013843	743
10	Manufacture of food products	198	205067	1036
101	Processing and preserving of meat	9	3553	395
102	Processing and preserving of fish, crustaceans and molluscs	2	271	136
103	Processing and preserving of fruit and vegetables	4	2241	560
104	Manufacture of vegetable and animal oils and fats	9	4914	546
105	Manufacture of dairy products	47	15990	340
106	Manufacture of grain mill products, starches and starch products	14	9096	650
107	Manufacture of other food products	107	168806	1578
108	Manufacture of prepared animal feeds	6	196	33
11	Manufacture of beverages	116	24127	208
110	Manufacture of beverages	116	24127	208
12	Manufacture of tobacco products	35	27224	778
120	Manufacture of tobacco products	35	27224	778

Table 4.04 (a) Contd.

1	2	3	4	5
13	Manufacture of textiles	172	172515	1003
131	Spinning, weaving and finishing of textiles	159	169067	1063
139	Manufacture of other textiles	13	3448	265
14	Manufacture of wearing apparel	37	174429	4714
141	Manufacture of wearing apparel, except fur apparel	37	174429	4714
15	Manufacture of leather and related products	15	4140	276
151	Tanning and dressing of leather; manufacture of luggage, handbags, saddlery and harness; dressing and dyeing of fur	6	2774	462
152	Manufacture of footwear	9	1366	152
16	Manufacture of wood and products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	40	41135	1028
161	Sawmilling and planing of wood	17	37651	2215
162	Manufacture of products of wood, cork, straw and plaiting materials	23	3484	151
17	Manufacture of paper and paper products	35	7493	214
170	Manufacture of paper and paper products	35	7493	214
18	Printing and reproduction of recorded media	28	5225	187
181	Printing and service activities related to printing	27	4801	178
182	Reproduction of recorded media	1	424	424
19	Manufacture of coke and refined petroleum products	23	21547	937
192	Manufacture of refined petroleum products	23	21547	937
20	Manufacture of chemicals and chemical products	122	50955	418
201	Manufacture of basic chemicals, fertilizer and nitrogen compounds, plastics and synthetic rubber in primary forms	55	15574	283
202	Manufacture of other chemical products	67	35381	528
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	28	3189	114
210	Manufacture of pharmaceuticals, medicinal chemical and botanical products	28	3189	114
22	Manufacture of rubber and plastics products	50	28512	570
221	Manufacture of rubber products	43	19393	451
222	Manufacture of plastics products	7	9119	1303
23	Manufacture of other non-metallic mineral products	97	56212	580
231	Manufacture of glass and glass products	22	7856	357
239	Manufacture of non-metallic mineral products n.e.c.	75	48356	645
24	Manufacture of basic metals	72	34461	479
241	Manufacture of basic iron and steel	66	31782	482
242	Manufacture of basic precious and other non-ferrous metals	2	244	122
243	Casting of metals	4	2435	609
25	Manufacture of fabricated metal products, except machinery and equipment	62	38722	625
251	Manufacture of structural metal products, tanks, reservoirs and steam generators	34	19829	583
259	Manufacture of other fabricated metal products; metalworking service activities	28	18893	675
26	Manufacture of computer, electronic and optical products	26	23049	887
261	Manufacture of electronic components	2	882	441
262	Manufacture of computers and peripheral equipment	1	43	43
263	Manufacture of communication equipment	9	1337	149
264	Manufacture of consumer electronics	6	5076	846
265	Manufacture of measuring, testing, navigating and control equipment; watches and clocks	4	201	50

Table 4.04 (a) Contd.

1	2	3	4	5
266	Manufacture of irradiation, electromedical and electrotherapeutic equipment	1	309	309
267	Manufacture of optical instruments and equipment	1	16	16
268	Manufacture of magnetic and optical media	2	15185	7593
27	Manufacture of electrical equipment	66	22926	347
271	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus	37	18024	487
273	Manufacture of wiring and wiring devices	7	353	50
274	Manufacture of electric lighting equipment	6	1678	280
275	Manufacture of domestic appliances	10	1229	123
279	Manufacture of other electrical equipment	6	1642	274
28	Manufacture of machinery and equipment n.e.c.	51	17290	339
281	Manufacture of general purpose machinery	9	2530	281
282	Manufacture of special-purpose machinery	42	14760	351
29	Manufacture of motor vehicles, trailers and semi-trailers	34	13598	400
291	Manufacture of motor vehicles	21	8247	393
292	Manufacture of bodies (coachwork) for motor vehicles; manufacture of trailers and semi-trailers	6	3567	595
293	Manufacture of parts and accessories for motor vehicles	7	1784	255
30	Manufacture of other transport equipment	24	11209	467
301	Building of ships and boats	1	218	218
302	Manufacture of railway locomotives and rolling stock	2	4326	2163
303	Manufacture of air and spacecraft and related machinery	2	74	37
309	Manufacture of transport equipment n.e.c.	19	6591	347
31	Manufacture of furniture	5	3653	731
310	Manufacture of furniture	5	3653	731
32	Other manufacturing	15	24739	1649
321	Manufacture of jewellery, bijouterie and related articles	6	22730	3788
324	Manufacture of games and toys	3	663	221
325	Manufacture of medical and dental instruments and supplies	6	1346	224
33	Repair and installation of machinery and equipment	13	2426	187
331	Repair of fabricated metal products, machinery and equipment	1	180	180
332	Installation of industrial machinery and equipment	12	2246	187
D	**Electricity, gas, steam and air conditioning supply**	101	137137	1358
35	Electricity, gas, steam and air conditioning supply	101	137137	1358
351	Electric power generation, transmission and distribution	100	137095	1371
352	Manufacture of gas; distribution of gaseous fuels through mains	1	42	42
E	**Water supply; sewerage, waste management and remediation Activities**	67	203627	3039
36	Water collection, treatment and supply	40	27662	692
360	Water collection, treatment and supply	40	27662	692
37	Sewerage	20	173384	8669
370	Sewerage	20	173384	8669
38	Waste collection, treatment and disposal activities; materials recovery	6	2539	423
381	Waste collection	4	2385	596
382	Waste treatment and disposal	2	154	77
39	Remediation activities and other waste management services	1	42	42
390	Remediation activities and other waste management services	1	42	42
F	**Construction**	530	2324482	4386
41	Electricity, gas, steam and air conditioning supply	416	2177114	5233
410	Construction of buildings	416	2177114	5233

Table 4.04 (a) Contd.

1	2	3	4	5
42	Water collection, treatment and supply	80	75792	947
421	Construction of roads and railways	61	40425	663
422	Construction of utility projects	17	31588	1858
429	Construction of other civil engineering projects	2	3779	1890
43	Sewerage	34	71576	2105
431	Demolition and site preparation	5	27319	5464
432	Electrical, plumbing and other construction installation activities	27	30003	1111
433	Building completion and finishing	2	14254	7127
G	**Wholesale and retail trade; repair of motor vehicles and motorcycles**	136	307412	2260
45	Wholesale and retail trade and repair of motor vehicles and motorcycles	33	143484	4348
451	Sale of motor vehicles	3	6901	2300
452	Maintenance and repair of motor vehicles	21	134308	6396
453	Sale of motor vehicle parts and accessories	5	1132	226
454	Sale, maintenance and repair of motorcycles and related parts and accessories	4	1143	286
46	Wholesale trade, except of motor vehicles and motorcycles	12	6364	530
461	Wholesale on a fee or contract basis	4	693	173
463	Wholesale of food, beverages and tobacco	2	231	116
464	Wholesale of household goods	4	4835	1209
466	Other specialized wholesale	2	605	303
47	Retail trade, except of motor vehicles and motorcycles	91	157564	1731
471	Retail sale in non-specialized stores	46	75219	1635
472	Retail sale of food, beverages and tobacco in specialized stores	22	40729	1851
473	Retail sale of automotive fuel in specialized stores	2	1410	705
474	Retail sale of information and communications equipment in specialized stores	1	2182	2182
477	Retail sale of other goods in specialized stores	7	3756	537
478	Retail sale via stalls and markets	6	32067	5345
479	Retail trade not in stores, stalls or markets	7	2201	314
H	**Transportation and storage**	609	1364072	2240
49	Land transport and transport via pipelines	566	1325593	2342
491	Transport via railways	39	361041	9257
492	Other land transport	524	964074	1840
493	Transport via pipeline	3	478	159
50	Water transport	12	7967	664
501	Sea and coastal water transport	6	3722	620
502	Inland water transport	6	4245	708
51	Air transport	6	926	154
511	Passenger air transport	2	485	243
512	Freight air transport	4	441	110
52	Warehousing and support activities for transportation	25	29586	1183
521	Warehousing and storage	10	23039	2304
522	Support activities for transportation	15	6547	436
I	**Accommodation and Food service activities**	79	24363	308
55	Accommodation	43	10595	246
551	Short term accommodation activities	34	8912	262
559	Other accommodation	9	1683	187
56	Food and beverage service activities	36	13768	382
561	Restaurants and mobile food service activities	10	5954	595
562	Event catering and other food service activities	23	7102	309

Table 4.04 (a) Contd.

1	2	3	4	5
563	Beverage serving activities	3	712	237
J	**Information and communication**	75	27369	365
58	Publishing activities	19	6682	352
581	Publishing of books, periodicals and other publishing activities	19	6682	352
59	Motion picture, video and television programme production, sound recording and music publishing activities	23	3112	135
591	Motion picture, video and television programme activities	23	3112	135
60	Broadcasting and programming activities	11	2295	209
601	Radio broadcasting	1	18	18
602	Television programming and broadcasting activities	10	2277	228
61	Telecommunications	4	6524	1631
611	Wired telecommunications activities	4	6524	1631
62	Computer programming, consultancy and related activities	5	695	139
620	Computer programming, consultancy and related activities	5	695	139
63	Information service activities	13	8061	620
631	Data processing, hosting and related activities; web portals	5	2401	480
639	Other information service activities	8	5660	708
K	**Financial and insurance activities**	258	472129	1830
64	Financial service activities, except insurance and pension funding	194	421158	2171
641	Monetary intermediation	186	380247	2044
649	Other financial service activities, except insurance and pension funding activities	8	40911	5114
65	Insurance, reinsurance and pension funding, except compulsory social security	55	49038	892
651	Insurance	44	45607	1037
653	Pension funding	11	3431	312
66	Other financial activities	9	1933	215
661	Activities auxiliary to financial service activities, except insurance and pension funding	2	99	50
662	Activities auxiliary to insurance and pension funding	7	1834	262
L	**Real estate activities**	4	1865	466
68	Real estate activities	4	1865	466
681	Real estate activities with own or leased property	3	1730	577
682	Real estate activities on a fee or contract basis	1	135	135
M	**Professional, scientific and technical activities**	32	39725	1241
69	Legal and accounting activities	4	716	179
692	Accounting, bookkeeping and auditing activities; tax consultancy	4	716	179
70	Activities of head offices	11	20094	1827
701	Activities of head offices	5	3194	639
702	Management consultancy activities	6	16900	2817
72	Scientific research and development	3	432	144
722	Research and experimental development on social sciences and humanities	3	432	144
73	Advertising and market research	1	128	128
731	Advertising	1	128	128
74	Other professional, scientific and technical activities	13	18355	1412
749	Other professional, scientific and technical activities n.e.c.	13	18355	1412
N	**Administrative and support service activities**	92	254866	2770
77	Rental and leasing activities	9	1108	123
771	Renting and leasing of motor vehicles	6	593	99
772	Renting and leasing of personal and household goods	2	193	97

Table 4.04 (a) Contd.

1	2	3	4	5
773	Renting and leasing of other machinery, equipment and tangible goods	1	322	322
78	Employment activities	1	172	172
781	Activities of employment placement agencies	1	172	172
79	Travel agency, tour operator and other reservation service activities	9	2691	299
791	Travel agency and tour operator activities	8	1461	183
799	Other reservation service activities	1	1230	1230
80	Security and investigation activities	30	242444	8081
801	Private security activities	30	242444	8081
81	Services to buildings and landscape activities	14	4668	333
811	Combined facilities support activities	6	1633	272
812	Cleaning activities	4	2024	506
813	Landscape care and maintenance service activities	4	1011	253
82	Office administrative, office support and other business support activities	29	3783	130
821	Office administrative and support activities	1	222	222
829	Business support service activities n.e.c.	28	3561	127
O	**Public administration and defence; compulsory social security**	110	56473	513
84	Public administration and defence; compulsory social security	110	56473	513
841	Administration of the State and the economic and social policy of the community	34	31561	928
842	Provision of services to the community as a whole	76	24912	328
P	**Education**	70	60936	871
85	Education	70	60936	871
851	Primary education	23	48855	2124
852	Secondary education	16	2570	161
853	Higher education	7	1772	253
854	Other education	7	1380	197
855	Educational support services	17	6359	374
Q	**Human health and social work activities**	103	164296	1595
86	Human health activities	75	53342	711
861	Hospital activities	32	27402	856
862	Medical and dental practice activities	17	8601	506
869	Other human health activities	26	17339	667
87	Residential care activities	3	2386	795
871	Nursing care facilities	1	1170	1170
872	Residential care activities for mental retardation, mental health and abuse	1	656	656
879	Other residential care activities n.e.c.	1	560	560
88	Social work activities without accommodation	25	108568	4343
881	Social work activities without accommodation for the elderly and disabled	5	31811	6362
889	Other social work activities without accommodation n.e.c.	20	76757	3838
R	**Arts, entertainment and recreation**	35	67097	1917
90	Creative, arts and entertainment activities	13	4706	362
900	Creative, arts and entertainment activities	13	4706	362
91	Libraries, archives, museums and other cultural activities	3	114	38
910	Libraries, archives, museums and other cultural activities	3	114	38
92	Gambling and betting activities	18	62251	3458
920	Gambling and betting activities	18	62251	3458
93	Sports activities and amusement and recreation activities	1	26	26
931	Sports activities	1	26	26

Table 4.04 (a) Concld..

1		2	3	4	5
S		**Other service activities**	306	1600905	5232
	94	Activities of membership organizations	278	1530338	5505
	941	Activities of business, employers and professional membership organizations	13	644128	49548
	942	Activities of trade unions	250	880177	3521
	949	Activities of other membership organizations	15	6033	402
	95	Repair of computers and personal and household goods	2	340	170
	952	Repair of personal and household goods	2	340	170
	96	Other personal service activities	26	70227	2701
	960	Other personal service activities	26	70227	2701
T		**Activities of households as employers; undifferentiated goods- and services producing activities of households for own use**	194	28008	144
	97	Activities of households as employers of domestic personnel	190	27296	144
	970	Activities of households as employers of domestic personnel	190	27296	144
	98	Undifferentiated goods- and services-producing activities of private households for own use	4	712	178
	981	Undifferentiated goods-producing activities of private households for own use	3	434	145
	982	Undifferentiated service-producing activities of private households for own use	1	278	278
U		**Activities of extraterritorial organizations and bodies**	30	41620	1387
	99	Activities of extraterritorial organizations and bodies	30	41620	1387
	990	Activities of extraterritorial organizations and bodies	30	41620	1387
Total			**4528**	**10396933**	**2296**

- = Not reported. Source: Annual Returns received under the Trade Unions Act, 1926

Table 4.04 (b)
Number and Membership of Workers' Unions classified according to Industries during 2019

Industry code (NIC-2008)	Industry	No. of Unions submitting returns	Membership	Average membership per union submitting returns
1	2	3	4	5
A	**Agriculture, forestry and fishing**	70	622670	8895
01	Crop and animal production, hunting and related service activities	58	571746	9858
011	Growing of non-perennial crops	12	96420	8035
012	Growing of perennial crops	3	623	208
014	Animal production	5	2708	542
015	Mixed farming	8	158007	19751
016	Support activities to agriculture and post-harvest crop activities	30	313988	10466
02	Forestry and logging	12	50924	4244
021	Silviculture and other forestry activities	2	935	468
022	Logging	2	215	108
023	Gathering of non-wood forest products	-	42	-
024	Support services to forestry	8	47723	5965
027	Manufacture of electrical equipment	-	2009	-
B	**Mining and quarrying**	113	147338	1304
05	Mining of coal and lignite	33	71095	2154
051	Mining of hard coal	20	47576	2379
052	Mining of lignite	13	23519	1809
06	Extraction of crude petroleum and natural gas	2	100	50
061	Extraction of crude petroleum	2	100	50
07	Mining of metal ores	36	54983	1527
071	Mining of iron ores	1	1765	1765
072	Mining of non-ferrous metal ores	35	53218	1521
08	Other mining and quarrying	18	12549	697
081	Quarrying of stone, sand and clay	17	12464	733
089	Mining and quarrying n.e.c.	1	85	85
09	Mining support service activities	24	8611	359
91	Support activities for petroleum and natural gas mining	7	2383	340
099	Support activities for other mining and quarrying	17	6228	366
C	**Manufacturing**	640	461878	722
10	Manufacture of food products	80	50723	634
101	Processing and preserving of meat	2	525	263
102	Processing and preserving of fish, crustaceans and molluscs	1	125	125
103	Processing and preserving of fruit and vegetables	3	2104	701

Table 4.04 (b) Contd.

1	2	3	4	5
104	Manufacture of vegetable and animal oils and fats	4	4915	1229
105	Manufacture of dairy products	17	15700	924
106	Manufacture of grain mill products, starches and starch products	9	6045	672
107	Manufacture of other food products	43	21263	494
108	Manufacture of prepared animal feeds	1	46	46
11	Manufacture of beverages	20	2278	114
110	Manufacture of beverages	20	2278	114
12	Manufacture of tobacco products	16	24794	1550
120	Manufacture of tobacco products	16	24794	1550
13	Manufacture of textiles	81	58409	721
131	Spinning, weaving and finishing of textiles	75	57904	772
139	Manufacture of other textiles	6	505	84
14	Manufacture of wearing apparel	5	506	101
141	Manufacture of wearing apparel, except fur apparel	5	506	101
15	Manufacture of leather and related products	10	2314	231
151	Tanning and dressing of leather; manufacture of luggage, handbags, saddlery and harness; dressing and dyeing of fur	2	1391	696
152	Manufacture of footwear	8	923	115
16	Manufacture of wood and products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	10	456	46
161	Sawmilling and planing of wood	1	68	68
162	Manufacture of products of wood, cork, straw and plaiting materials	9	388	43
17	Manufacture of paper and paper products	11	2783	253
170	Manufacture of paper and paper products	11	2783	253
18	Printing and reproduction of recorded media	9	2022	225
181	Printing and service activities related to printing	9	2022	225
19	Manufacture of coke and refined petroleum products	3	153	51
191	Manufacture of coke oven products	2	88	44
192	Manufacture of refined petroleum products	1	65	65
20	Manufacture of chemicals and chemical products	67	25647	383
201	Manufacture of basic chemicals, fertilizer and nitrogen compounds, plastics and synthetic rubber in primary forms	35	13135	375
202	Manufacture of other chemical products	31	11884	383
203	Manufacture of man-made fibres	1	628	628
21	Manufacture of pharmaceuticals, medicinal chemical and botanical products	23	13187	573
210	Manufacture of pharmaceuticals, medicinal chemical and botanical products	23	13187	573
22	Manufacture of rubber and plastics products	15	18070	1205
221	Manufacture of rubber products	14	8925	638

Table 4.04 (b) Contd.

1	2	3	4	5
222	Manufacture of plastics products	1	9145	9145
23	Manufacture of other non-metallic mineral products	91	107568	1182
231	Manufacture of glass and glass products	3	1466	489
239	Manufacture of non-metallic mineral products n.e.c.	88	106102	1206
24	Manufacture of basic metals	36	40973	1138
241	Manufacture of basic iron and steel	30	39533	1318
242	Manufacture of basic precious and other non-ferrous metals	5	1340	268
243	Casting of metals	1	100	100
25	Manufacture of fabricated metal products, except machinery and equipment	50	39993	800
251	Manufacture of structural metal products, tanks, reservoirs and steam generators	13	8533	656
259	Manufacture of other fabricated metal products; metalworking service activities	37	31460	850
26	Manufacture of computer, electronic and optical products	15	1390	93
261	Manufacture of electronic components	1	110	110
262	Manufacture of computers and peripheral equipment	1	39	39
263	Manufacture of communication equipment	9	753	84
265	Manufacture of measuring, testing, navigating and control equipment; watches and clocks	2	311	156
267	Manufacture of optical instruments and equipment	1	51	51
268	Manufacture of magnetic and optical media	1	126	126
27	Manufacture of electrical equipment	37	48526	1312
271	Manufacture of electric motors, generators, transformers and electricity distribution and control apparatus	12	44456	3705
273	Manufacture of wiring and wiring devices	1	50	50
274	Manufacture of electric lighting equipment	7	1485	212
275	Manufacture of domestic appliances	11	906	82
279	Manufacture of other electrical equipment	6	1629	272
28	Manufacture of machinery and equipment n.e.c.	34	11345	334
281	Manufacture of general purpose machinery	2	62	31
282	Manufacture of special-purpose machinery	32	11283	353
29	Manufacture of motor vehicles, trailers and semi-trailers	19	8341	439
291	Manufacture of motor vehicles	10	5624	562
292	Manufacture of bodies (coachwork) for motor vehicles; manufacture of trailers and semi-trailers	2	1240	620
293	Manufacture of parts and accessories for motor vehicles	7	1477	211
30	Manufacture of other transport equipment	5	1248	250
301	Building of ships and boats	1	469	469
309	Manufacture of transport equipment n.e.c.	4	779	195
32	Other manufacturing	2	152	76

Table 4.04 (b) Contd.

1	2	3	4	5
321	Manufacture of jewellery, bijouterie and related articles	2	152	76
33	Repair and installation of machinery and equipment	1	1000	1000
331	Repair of fabricated metal products, machinery and equipment	1	1000	1000
D	**Electricity, gas, steam and air conditioning supply**	123	172756	1405
35	Electricity, gas, steam and air conditioning supply	123	172756	1405
351	Electric power generation, transmission and distribution	113	161026	1425
352	Manufacture of gas; distribution of gaseous fuels through mains	10	11730	1173
E	**Water supply; sewerage, waste management and remediation Activities**	56	173820	3104
36	Water collection, treatment and supply	40	28069	702
360	Water collection, treatment and supply	40	28069	702
37	Sewerage	12	138998	11583
370	Sewerage	12	138998	11583
38	Waste collection, treatment and disposal activities; materials recovery	4	6753	1688
382	Waste treatment and disposal	4	6753	1688
F	**Construction**	205	1103156	5381
41	Electricity, gas, steam and air conditioning supply	153	1011316	6610
410	Construction of buildings	153	1011316	6610
42	Water collection, treatment and supply	42	48237	1149
421	Construction of roads and railways	32	25866	808
422	Construction of utility projects	8	22229	2779
429	Construction of other civil engineering projects	2	142	71
43	Sewerage	10	43603	4360
431	Demolition and site preparation	5	41368	8274
432	Electrical, plumbing and other construction installation activities	2	400	200
433	Building completion and finishing	3	1835	612
G	**Wholesale and retail trade; repair of motor vehicles and motorcycles**	100	92273	923
45	Wholesale and retail trade and repair of motor vehicles and motorcycles	13	18539	1426
451	Sale of motor vehicles	1	4025	4025
452	Maintenance and repair of motor vehicles	1	7436	7436
453	Sale of motor vehicle parts and accessories	2	1015	508
454	Sale, maintenance and repair of motorcycles and related parts and accessories	9	6063	674
46	Wholesale trade, except of motor vehicles and motorcycles	46	53294	1159
461	Wholesale on a fee or contract basis	1	70	70
462	Wholesale of agricultural raw materials and live animals	28	20255	723
463	Wholesale of food, beverages and tobacco	13	30287	2330

Table 4.04 (b) Contd.

1	2	3	4	5
464	Wholesale of household goods	2	558	279
466	Other specialized wholesale	2	2124	1062
47	Retail trade, except of motor vehicles and motorcycles	41	20440	499
471	Retail sale in non-specialized stores	1	113	113
472	Retail sale of food, beverages and tobacco in specialized stores	10	13316	1332
474	Retail sale of information and communications equipment in specialized stores	1	931	931
477	Retail sale of other goods in specialized stores	7	1182	169
478	Retail sale via stalls and markets	21	4818	229
479	Retail trade not in stores, stalls or markets	1	80	80
H	**Transportation and storage**	225	499983	2222
49	Land transport and transport via pipelines	208	461131	2217
491	Transport via railways	19	229168	12061
492	Other land transport	186	231592	1245
493	Transport via pipeline	3	371	124
50	Water transport	3	224	75
501	Sea and coastal water transport	1	-	-
502	Inland water transport	2	224	112
52	Warehousing and support activities for transportation	14	38628	2759
521	Warehousing and storage	9	22666	2518
522	Support activities for transportation	5	15962	3192
I	**Accommodation and Food service activities**	53	27045	510
55	Accommodation	37	12054	326
551	Short term accommodation activities	34	11383	335
552	Camping grounds, recreational vehicle parks and trailer parks	1	59	59
559	Other accommodation	2	612	306
56	Food and beverage service activities	16	14991	937
561	Restaurants and mobile food service activities	7	11783	1683
562	Event catering and other food service activities	7	3091	442
563	Beverage serving activities	2	117	59
J	**Information and communication**	28	22772	813
58	Publishing activities	5	658	132
581	Publishing of books, periodicals and other publishing activities	5	658	132
59	Motion picture, video and television programme production, sound recording and music publishing activities	6	506	84
591	Motion picture, video and television programme activities	6	506	84
60	Broadcasting and programming activities	1	35	35
601	Radio broadcasting	1	35	35
61	Telecommunications	3	14741	4914

Table 4.04 (b) Contd.

1	2	3	4	5
611	Wired telecommunications activities	3	14741	4914
62	Computer programming, consultancy and related activities	6	2256	376
620	Computer programming, consultancy and related activities	6	2256	376
63	Information service activities	7	4576	654
639	Other information service activities	7	4576	654
K	**Financial and insurance activities**	139	279242	2009
64	Financial service activities, except insurance and pension funding	106	254373	2400
641	Monetary intermediation	102	253461	2485
649	Other financial service activities, except insurance and pension funding activities	4	912	228
65	Insurance, reinsurance and pension funding, except compulsory social security	29	18442	636
651	Insurance	18	5252	292
653	Pension funding	11	13190	1199
66	Other financial activities	4	6427	1607
661	Activities auxiliary to financial service activities, except insurance and pension funding	3	3368	1123
662	Activities auxiliary to insurance and pension funding	1	3059	3059
M	**Professional, scientific and technical activities**	12	10826	902
69	Legal and accounting activities	3	340	113
691	Legal and accounting activities	2	284	142
692	Accounting, bookkeeping and auditing activities; tax consultancy	1	56	56
70	Activities of head offices	3	2582	861
701	Activities of head offices	3	2582	861
72	Scientific research and development	3	847	282
721	Research and experimental development on natural sciences and engineering	1	180	180
722	Research and experimental development on social sciences and humanities	2	667	334
73	Advertising and market research	1	6898	6898
731	Advertising	1	6898	6898
74	Specialized design activities	1	129	129
742	photographic activities	1	129	129
75	Veterinary activities	1	30	30
750	Veterinary activities	1	30	30
N	**Administrative and support service activities**	59	273535	4636
77	Rental and leasing activities	5	916	183
771	Renting and leasing of motor vehicles	2	-	-
771	Renting and leasing of motor vehicles	1	500	500
772	Renting and leasing of personal and household goods	1	54	54
773	Renting and leasing of other machinery, equipment and tangible goods	1	362	362

Table 4.04 (b) Contd.

1	2	3	4	5
78	Employment activities	1	181	181
781	Activities of employment placement agencies	1	181	181
79	Travel agency, tour operator and other reservation service activities	23	82938	3606
791	Travel agency and tour operator activities	2	1123	562
791	Travel agency and tour operator activities	19	79847	4202
792	Travel agency activities	1	984	984
799	Other reservation service activities	1	984	984
80	Security and investigation activities	16	185997	11625
801	Private security activities	15	185942	12396
802	Security systems service activities	1	55	55
81	Services to buildings and landscape activities	5	2393	479
812	Cleaning activities	2	1324	662
813	Landscape care and maintenance service activities	3	1069	356
82	Office administrative, office support and other business support activities	9	1110	123
821	Office administrative and support activities	2	393	197
829	Business support service activities n.e.c.	7	717	102
O	**Public administration and defence; compulsory social security**	77	49802	647
84	Public administration and defence; compulsory social security	73	48127	659
841	Administration of the State and the economic and social policy of the community	39	21730	557
842	Provision of services to the community as a whole	32	24401	763
843	Compulsory social security activities	2	1996	998
88	Social work activities without accommodation for the elderly and disabled	4	1675	419
882	Social work activities without accommodation for the elderly and disabled	4	1675	419
P	**Education**	41	25107	612
85	Education	41	25107	612
851	Primary education	11	17127	1557
852	Secondary education	16	5309	332
853	Higher education	5	426	85
854	Other education	1	80	80
855	Educational support services	8	2165	271
Q	**Human health and social work activities**	67	1796482	26813
86	Human health activities	39	32080	823
861	Hospital activities	10	2318	232
862	Medical and dental practice activities	11	10710	974
869	Other human health activities	18	19052	1058
87	Residential care activities	25	1760070	70403
872	Residential care activities for mental retardation, mental health and abuse	3	1734978	578326

Table 4.04 (b) Concld..

1	2	3	4	5
879	Other residential care activities n.e.c.	22	25092	1141
88	Social work activities without accommodation	3	4332	1444
881	Social work activities without accommodation for the elderly and disabled	3	4332	1444
R	**Arts, entertainment and recreation**	1	170	170
92	Gambling and betting activities	1	170	170
920	Gambling and betting activities	1	170	170
S	**Other service activities**	281	386295	1375
94	Activities of membership organizations	278	380081	1367
941	Activities of business, employers and professional membership organizations	10	23998	2400
942	Activities of trade unions	250	343271	1373
949	Activities of other membership organizations	18	12812	712
95	Repair of computers and personal and household goods	1	73	73
951	Repair of computers and communication equipment	1	73	73
96	Other personal service activities	2	6141	3071
960	Other personal service activities	2	6141	3071
T	**Activities of households as employers; undifferentiated goods- and services producing activities of households for own use**	4	982	246
97	Activities of households as employers of domestic personnel	3	847	282
970	Activities of households as employers of domestic personnel	3	847	282
98	Undifferentiated goods- and services-producing activities of private households for own use	1	135	135
981	Undifferentiated goods-producing activities of private households for own use	1	135	135
U	**Activities of extraterritorial organizations and bodies**	17	35599	2094
99	Activities of extraterritorial organizations and bodies	17	35599	2094
990	Activities of extraterritorial organizations and bodies	17	35599	2094
TOTAL		**2311**	**6181731**	**2675**

- = Not reported.

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

Federations of Trade Unions

Table 4.05 gives information relating to the number of Registered Federations submitting returns and their income and expenditure for the years 2002 to 2019.

Table 4.05

Number of Registered Federations submitting returns and Income and Expenditure of Federations submitting returns for the Years 2002 to 2019

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

- = Not reported.

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

2. INDUSTRIAL DISPUTES

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

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

(a) Industrial Disputes by Sectors

The statistics on industrial disputes by sectors during the last five years, viz., 2014 to 2018 are presented in Table 4.06. It may be seen from the table that the number of disputes and the number of mandays lost showed a fluctuating trend.

Table 4.06

Number of Industrial Disputes in Public and Private Sectors during 2014 to 2018

Year	No. of Disputes			Number of Workers Involved			Number of Mandays Lost			Average No. of Workers Involved per Dispute
	Public	Private	Total	Public	Private	Total	Public	Private	Total	
1	2	3	4	5	6	7	8	9	10	11
2014	29	258	287	1011111	147659	1158770	1796445	9298925	11095370	4038
2015	35	115	150	642733	115117	757850	905100	4006600	4911700	5052
2016	16	81	97	901032	60145	961177	1014086	4031744	5045830	9909
2017	15	97	112	684392	78440	762832	837659	4395808	5233467	6811
2018	14	72	86	698836	44132	742968	1030764	2118790	3149554	8639

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

(b) Types of Work-stoppages

Table 4.07 showed a fluctuating trend in the number of Strikes and a decreasing trend in number of Lockouts during the last five years. However, during this period, the number of Lockouts has been more than the number of strikes in 2014.

Table 4.07

Number of Disputes by Strikes and Lockouts during 2014 - 2018

Year	Strikes			Lockouts		
	Number	Number of Workers Involved	Man-days Lost	Number	Number of Workers Involved	Man-days Lost
1	2	3	4	5	6	7
2014	119	1062426	2998117	168	96344	8097253
2015	119	745163	2786842	31	12687	2124858
2016	70	948477	2257778	27	12700	2788052
2017	87	748980	2579704	25	13852	2653763
2018	69	733536	1685446	17	9432	1464108

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

(c) Industrial Disputes by States

Data on Strikes and Lockouts (State-wise) for the years 2016, 2017 and 2018 are presented in Table Nos. 4.08, 4.09 and 4.10., respectively.

During 2016, the highest number of strikes (21) was recorded in the State of Gujarat whereas the number of workers involved (189810) was the highest in the State of Madhya Pradesh and man-days lost (950820) due to strikes was highest in the state of Andhra Pradesh. On the other hand, during this period, Both Andhra Pradesh and Kerala have the highest number of lockouts (8). The maximum time-loss due to lockouts was however witnessed by the State of Andhra Pradesh (1488546 man-days).

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

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

Table 4.08

Industrial Disputes during 2016 (By States)

State / Union Territory	Strikes			Lockouts		
	Number of Strikes	Number of Workers Involved	Man-days Lost	Number of Lockouts	Number of Workers Involved	Man-days Lost
1	2	3	4	5	6	7
Andhra Pradesh	2	2990	950820	8	4748	1488546
Arunachal Pradesh	-	-	-	-	-	-
Assam	5	125082	127524	1	48	4654
Bihar	*	22022	22022	-	-	-
Chhattisgarh	*	44409	45350	-	-	-
Goa	2	158	1288	-	-	-
Gujarat	21	73682	121619	1	294	11476
Haryana	-	-	-	2	891	78098
Himachal Pradesh	5	786	50346	-	-	-
Jammu &Kashmir	-	-	-	-	-	-
Jharkhand	-	-	-	-	-	-
Karnataka	*	72946	72946	-	-	-
Kerala	4	126096	165130	8	1934	294018
Madhya Pradesh	8	189810	233130	2	1160	32760
Maharashtra	3	11555	79096	2	583	59430
Manipur	-	-	-	-	-	-
Meghalaya	-	-	-	-	-	-
Mizoram	#	#	#	#	#	#
Nagaland	-	-	-	-	-	-
Orissa	-	-	-	-	-	-
Punjab	2	2900	31900	-	-	-
Rajasthan	6	68316	100876	-	-	-
Sikkim	#	#	#	#	#	#
Tamil Nadu	9	2415	49721	1	92	920
Telangana	1	50	750	1	450	70650
Tripura	-	-	-	-	-	-
Uttar Pradesh	2	86092	86092	1	2500	747500
Uttarakhand	*	45000	45000	-	-	-
West Bengal	*	74168	74168	-	-	-
A & N Islands	-	-	-	-	-	-
Chandigarh	-	-	-	-	-	-
D & Nagar Haveli	-	-	-	-	-	-
Daman and Diu	-	-	-	-	-	-
Delhi	-	-	-	-	-	-
Lakshadweep	-	-	-	-	-	-
Puducherry	-	-	-	-	-	-
Total	70	948477	2257778	27	12700	2788052

- = NIL # = ID Act 1947 yet to be Implemented.

* = The number of disputes have been shown as 'nil' as the same relates to All India strikes and not counted in the State / Union Territory. During the year 2016, five All India strikes took place which has been accounted for in the State / Union Territory in which the mandays lost were maximum but the number of workers involved and mandays lost have been included in the concerned States/Union Territories.

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

Table 4.09

Industrial Disputes during 2017 (By States)

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

- = NIL # = ID Act 1947 yet to be Implemented.

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

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

Table 4.10

Industrial Disputes during 2018 (By States)

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

- = NIL # = ID Act 1947 yet to be Implemented.

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

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

(d) Industrial Disputes by Industrial Divisions

The statistics of Industrial Disputes (Strikes & Lockouts) by Major Industry Divisions for the years 2016, 2017 and 2018 (As per NIC, 2008) are presented in Table 4.11.

During the year 2016, 'Manufacturing Division' accounted for the highest time-loss (3,972,985 man-days or 78.74 per cent of the total time-loss) followed by 'Financial & insurance activities' (736,433 man-days or 14.59 per cent of the total time-loss) and 'Wholesale & Retail Trade; Repair or Motor Vehicles, Motorcycles' (77,324 man-days or 1.53 per cent of the total time loss). These three divisions together accounted for 87 disputes or 89.69 per cent of the total number of disputes involving 814,293 workers (84.72 per cent) and a time loss of 4,786,742 man-days (94.87 per cent).

During the year 2017, 'Manufacturing Division' accounted for the highest time-loss (4,132,604 man-days or 78.96 per cent of the total time-loss) followed by 'Financial & insurance activities' (526,245 man days or 10.06 per cent of the total time loss) and 'Transportation & storage' (298,090 man-days or 5.70 per cent of the total time-loss). These three divisions together accounted for 86 disputes or 76.79 per cent of the total number of disputes involving 745,286 workers (97.70 per cent) and a time loss of 4,956,939 man-days (94.72 per cent).

During the year 2018, 'Manufacturing Division' accounted for the highest time-loss (1,618,798 man-days or 51.40 per cent of the total time-loss) followed by 'Financial & insurance activities' (1,010,453 man days or 32.08 per cent of the total time loss). These two divisions together accounted for 70 disputes or 81.39 per cent of the total number of disputes involving 733,421 workers (98.71 per cent) and a time loss of 1,837,777 man-days (83.48 per cent).

Table 4.11

Industrial Disputes during 2016 to 2018 (By Industry Division)

Industry Code As per NIC 2008	Industry Division	2016			2017			2018		
		Number of Disputes	No. of Workers Involved	No. of Mandays Lost	Number of Disputes	No. of Workers Involved	No. of Mandays Lost	Number of Disputes	No. of Workers Involved	No. of Mandays Lost
1	2	3	4	5	6	7	8	9	10	11
A	Agriculture, Forestry & fishing	1	22	6160	2	2224	5658	7	6482	201346
B	Mining & Quarrying	2	45792	69244	3	501	12032	-	-	-
C	Manufacturing	73	80352	3972985	75	66218	4132604	63	36487	1618798
D	Electricity, Gas, steam & air conditioning supply	2	1281	40641	4	551	14220	1	250	11500
E	Water supply, sewerage, waste management & remediation activities	-	-	-	-	-	-	-	-	-
F	Construction	-	-	-	2	104	2600	-	-	-

Table 4.11 Concld.

1	2	3	4	5	6	7	8	9	10	11
G	Wholesale & Retail Trade; Repair or Motor Vehicles, Motorcycles.	6	1361	77324	5	1123	167720	4	947	272104
H	Transportation & storage	1	19737	19737	2	153090	298090	1	963	17334
I	Accommodation & food service activities	-	-	-	1	80	800	1	103	8343
J	Information & communication	2	21113	21113	1	8000	16000	-	-	-
K	Financial & insurance activities	8	732580	736433	9	525978	526245	7	696934	1010453
L	Real estate activities	-	-	-	-	-	-	-	-	-
M	Professional, scientific & technical activities	-	-	-	-	-	-	-	-	-
N	Administrative & support service activities	2	2667	45921	-	-	-	1	650	3900
O	Public administration & defence, compulsory social security	*	56272	56272	-	-	-	-	-	-
P	Education	-	-	-	-	-	-	-	-	-
Q	Human health & social work activities	-	-	-	8	3153	57498	1	152	5776
R	Arts, entertainment & recreation	-	-	-	-	-	-	-	-	-
S	Other service activities	-	-	-	-	-	-	-	-	-
T	Activities of households as employers	-	-	-	-	-	-	-	-	-
U	Activities of extraterritorial organizations & bodies	-	-	-	-	-	-	-	-	-
	TOTAL	**97**	**961177**	**5045830**	**112**	**762832**	**5233467**	**86**	**742968**	**3149554**

- = NIL

* = The number of disputes have been shown as 'NIL' as the same relates to All India strikes and not counted in the Industry. During the year 2016, five (5) All-India strikes took place respectively which has been accounted for in the Industry in which the mandays lost were maximum but the number of workers involved and mandays lost have been included in the concerned Industries.

Source: State Governments and Regional Labour Commissioners (Central)

(e) Industrial Disputes by Causes:

Table 4.12 presents the statistics of Industrial Disputes by causes for the years 2016, 2017 and 2018. In that cause of disputes which occurred due to several causes, the immediate cause and where the immediate causes are several, the most important one is taken into consideration.

From the table, it is clear that during all these three years 'Wages and Allowances', 'Charter of Demands' and 'Personnel' have been a major cause of concern for the industrial establishments as the same have been major cause of disputes.

Table 4.12

Disputes Classified by Causes during 2016 to 2018

Cause Group	2016						2017						2018					
	A	%	B	%	C	%	A	%	B	%	C	%	A	%	B	%	C	%
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
Wages and Allowances	2	12.5	19	23.5	21	21.6	5	33.3	41	42.3	46	41.1	2	14.3	24	33.3	26	30.2
Personnel	-	-	15	18.5	15	15.5	-	-	15	15.5	15	13.4	2	14.3	11	15.3	13	15.1
Retrenchment	-	-	2	2.5	2	2.1	-	-	1	1.0	1	0.9	-					
Lay-off	-	-	1	1.2	1	1.0	-	-	1	1.0	1	0.9	-	-	1	1.4	1	1.2
Indiscipline	-	-	13	16.0	13	13.4	-	-	8	8.2	8	7.1	-	-	3	4.2	3	3.5
Violence	1	6.3	1	1.2	2	2.1	-	-	-	-	-	-	-	-	1	1.4	1	1.2
Leave & Hours of Work / Shift Working	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bonus	-	-	2	2.5	2	2.1	-	-	9	9.3	9	8.0	-	-	3	4.2	3	3.5
Inter / Intra Union Rivalry	-	-	2	2.5	2	2.1	-	-	2	2.1	2	1.8	-	-	1	1.4	1	1.2
Gherao	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Non-implementation of Agreements, Awards, etc.	-	-	3	3.7	3	3.1	-	-	-	-	-	-	-	-	1	1.4	1	1.2
Charter of Demands	7	43.8	13	16.0	20	20.6	3	20.0	6	6.2	9	8.0	9	64.3	12	16.7	21	24.4
Work Load	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Surplus Labour/ Shortage of Work	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Betterment of Amenities	-	-	-	-	-	-	-	-	1	1.0	1	0.9	-	-	2	2.8	2	2.3
Suspension / Change of Manufacturing Process	-	-	2	2.5	2	2.1	-	-	2	2.1	2	1.8	-	-	2	2.8	2	2.3
Standing Orders/ Rules/ Service Conditions / Safety Measures	-	-	-	-	-	-	-	-	1	1.0	1	0.9	-	-	3	4.2	3	3.5
Change in Govt. Economic Policy	2	12.5	-	-	2	2.1	5	33.3	-	-	5	4.5	-	-	1	1.4	1	1.2
Others	4	25.0	5	6.2	9	9.3	2	13.3	8	8.2	10	8.9	-	-	6	8.3	6	7.0
Not Known	-	-	3	3.7	3	3.1	-	-	2	2.1	2	1.8	1	7.1	1	1.4	2	2.3
Total	**16**	**100.0**	**81**	**100.0**	**97**	**100.0**	**15**	**100**	**97**	**100.0**	**112**	**100.0**	**14**	**100.0**	**72**	**100.0**	**86**	**100.0**

- = NIL A - Number of Disputes (Public Sector) B - Number of Disputes (Private Sector)
C - Total Number of Disputes % - Percentage to total
N. B.: Totals may not necessarily tally due to rounding off of figures.

(f) Industrial Disputes in Central Sphere

The statistics of Industrial Disputes in the Central Sphere Undertakings during the years 2016 to 2018 have been given in Table 4.13 which showed a fluctuating trend. The number of disputes showed an increasing trend for the period whereas the number of workers involved showed a decreasing trend and the number of mandays lost showed a fluctuating trend.

Table 4.13

Industrial Disputes in the Central Sphere Undertakings during 2016 to 2018

Industry	2016			2017			2018		
	Number of Disputes	No. of Workers Involved	No. of Mandays Lost	Number of Disputes	No. of Workers Involved	No. of Mandays Lost	Number of Disputes	No. of Workers Involved	No. of Mandays Lost
1	2	3	4	5	6	7	8	9	10
Ports and Docks	*	**3450**	**3450**	**2**	**2768**	**2768**	-	-	-
Air Transport	-	-	-	-	-	-	-	-	-
Coal Mines	*	**42323**	**42323**	**1**	**307**	**10438**	-	-	-
Non-coal Mines	**2**	**3469**	**26921**	**1**	**124**	**124**	-	-	-
Oil Fields	**1**	**31158**	**32692**	-	-	-	-	-	-
Banks	**8**	**666893**	**670746**	**9**	**525978**	**526245**	**7**	**696934**	**1010453**
Insurance	*	**55687**	**55687**	-	-	-	-	-	-
Railways (except Workshops)	*	**400**	**400**	**1**	**3865**	**3865**	-	-	-
Posts & Telegraphs	**3**	**32403**	**32403**	**2**	**16090**	**24090**	**1**	**963**	**17334**
Defence Undertakings	*	**67858**	**67858**	-	-	-	-	-	-
Cantonment Boards	-	-	-	-	-	-	-	-	-
C.P.W.D.	-	-	-	-	-	-	-	-	-
Other Central Undertakings	**1**	**8452**	**16512**	**1**	**386**	**386**	**2**	**7791**	**7791**
Total	**15**	**912093**	**948992**	**17**	**549518**	**567916**	**10**	**705688**	**1035578**

- = Nil

* = The number of disputes have been shown as 'nil' as the same relates to All India strikes and not counted in the Industry. During the years 2015 and 2016, three and two All-India strikes took place respectively which has been accounted for in the Industry in which the mandays lost were maximum but the number of workers involved and mandays lost have been included in the concerned Industries.

Source: Regional Labour Commissioners (Central).

3. MACHINERY FOR THE PREVENTION AND SETTLEMENT OF INDUSTRIAL DISPUTES

The mechanism set up by the Government for ensuring industrial harmony includes (i) consultative machinery, and (ii) conciliation or arbitration machinery. The consultative machinery now exists at almost every level viz. at the undertaking level; Works Committees and Joint Committees exist, while at the industrial level; Wage Boards and Industrial Committees are there. At the State level, Labour Advisory Boards and at the National Level, Indian Labour Conference and the Standing Labour Committees are there. A brief description of the Machinery which exists in this field is given below.

Union Government

The Ministry of Labour and Employment, Government of India provides all possible help to the State Governments in taking steps towards preventing work stoppages as expeditiously as possible. The Central Industrial Relations Machinery (CIRM) also known as the Chief Labour Commissioner (Central) Organisation is entrusted with the task of maintaining good relations in the Central Sphere through monitoring, intervention, mediation and conciliation in industrial disputes and implementation of settlements and awards.

Tripartite Machinery- Indian Labour Conference is the Apex Tripartite Body. The other Tripartite Bodies have been visualized in the form of Industrial Tripartite Committees (ITCs). These tripartite bodies provide a forum where the social partners can appreciate each others industry specific problems through dialogue and help in evolving consensual policy options. These Committees are non-statutory Committees and their meetings are convened as and when required. Government's proactive role in these Committees has successfully harmonized the interest of the employers and workers resulting in a change of attitude from confrontation to that of co-operation.

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

The Government of India introduced in 1966 a scheme for Joint Consultative and Compulsory Arbitration for resolving differences between the Government as an employer and the general body of its employees. The Scheme provides for compulsory arbitration on Pay and Allowances, weekly hours of work and leave in respect of a class or grade of employees. Under the Scheme, the Board of Arbitration (JCM) was set up in July, 1968, to function within the administrative Control of Ministry of Labour and Employment. The Board consists of a Chairman and two other members from the staff side as well as from the official side.

Recognition of Trade Unions

The verification of membership of unions operating in establishment in Central Sphere is conducted by Chief Labour Commissioner (Central)'s office under Code of Discipline for the purpose of granting recognition as and when directed by the Ministry of Labour and Employment.

Retrenchment, Lay-off and Closure

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

Tribunals and Labour Courts

Twenty two Central Government Industrial Tribunal-cum-Labour Courts have been set up under the provisions of the Industrial Disputes Act, 1947 for adjudication of industrial disputes in organizations for which the Central Government is the appropriate Government. Through Finance Act, 2017, the powers to settle the Appeals arising out of EPF & MP Act, 1952 have also been entrusted upon to these Tribunals. These Tribunals are located at Dhanbad (Jharkhand), Mumbai, New Delhi and Chandigarh (two courts each) and one each at Kolkata, Jabalpur, Kanpur, Nagpur, Lucknow, Bangalore, Jaipur, Chen nai, Hyderabad, Bhubaneswar, Ahmedabad, Ernakulam, Asansol and Guwahati. Further, the two Industrial Tribunals at Mumbai (No.1) and Kolkata also function as National Tribunals. In order to take care of the huge pendency of unresolved industrial disputes, Lok Adalats have been introduced as an alternative grievance redressal mechanism, within the adjudication system of the CGITs from the 10th Five Year Plan. The objective is to settle industrial disputes through this parallel forum. Cases, which are relatively uncomplicated, are taken up for adjudication through this system. However, its success depends on the readiness of the litigating parties for getting their cases settled through this method. The Presiding Officers of the CGITs play the role of facilitators.

4. CONSULTATIVE MACHINERY

Indian Labour Conference is at the apex of the Tripartite Consultative Machinery, which comprises the Indian Labour Conference, the Standing Labour Committee and the Industrial Committees, to advise Government with regard to policies in the labour field. All the Central Trade Union Organisations, Central Organisations of employers, all State Governments and Union Territories and Central Ministries/Departments concerned with the agenda items, are the members of the ILC. The first meeting of the Indian Labour Conference (then called Tripartite National Labour Conference) was held in 1942 and so far a total of 46 Sessions have been held. The 46th Session of Indian Labour Conference was held on 20-21 July, 2015 at Vigyan Bhavan, New Delhi. The 48th Session of the Standing Labour Committee (SLC) was held on 11th May, 2017 in New Delhi under the chairmanship of Shri Bandaru Dattatreya, the then Minister of State for Labour and Employment (independent Charge). The meeting was attended by senior representatives of the Central Trade Union Organizations, Central Employers Organizations, Labour Ministers and Senior Officers from State Governments/UT Administrations and Senior Officers from Central Ministries/Departments. The 48th Session of Standing Labour Committee discussed the Action Taken Report of 46th Indian Labour Conference and decided on agenda items for discussion in the ensuring 47th Indian Labour Conference.

5. WORKERS' EDUCATION

The Dattopant Thengadi National Board for Workers Education and Development erstwhile Central Board for Workers Education (CBWE) was established in 1958 to implement Workers Education Schemes at National, Regional, Unit and Village Levels. The Board is tripartite in character and consists of representatives from Central Organisations of Workers / Employers, Central / State Governments and Educational Institutions. Board organizes different types of training programmes for the workers in organised, unorganised, rural and informal sectors. Central Board for Workers Education is headed by a Chairman. Its headquarters is at Nagpur. The Chief executive of the Board is the Director who is assisted by an Additional Director, Deputy Directors, Financial Advisor etc. The Board operates through 50 Regional Directorates and 7 Sub-Regional Directorates. The six Zonal Directorates, at Delhi, Guwahati, Kolkata, Mumbai, Chennai and Bhopal monitor the activities of the Regional Directorates in their respective zones. Tripartite Regional Advisory Committees constituted for each Regional Directorate to review the progress of the scheme and recommend measures for effective implementation of Workers Education Programmes.

The Indian Institute of Workers Education (IIWE), Mumbai, an apex level training Institute of the Board, was established in 1970. Training programmes of the Board for workers in organised sector are conducted at three levels-

- ❖ At the first level training is imparted to the candidates selected as Education Officers trainee. After successful completion of the training, these called as Education Officers and posted at Regional Directorate in the Board. The Education Officer conducts various programmes at the Regional Directorates.
- ❖ At the second level, workers from different establishments, sponsored by trade unions are trained at Regional level.
- ❖ At the third level, the Trainers conduct classes for the rank and file of workers in their respective establishments.

National Level Programmes for representatives from Central Trade Union Organisations/ Federations and Voluntary Organisations on different subjects are conducted by the IIWE in addition to giving pre-employment training to Education Officers and reorientation to Regional Directors and Education Officers of the Board as well. In view of the specialized training needs to

tackle some of the specific issues by Trade Unions, three cells namely; (i) Industrial Health, Safety and Environment (ii) Education for Rural and Unorganised Sector Workers; and (iii) Women and Child Labour have been established in the Institute.

Initially the Board concentrated its activities in the organized sector. The Board shifted its emphasis to rural sector in 1977- 1978 on the recommendations of Workers Education Review Committee. Initially started with seven pilot projects, the rural workers education programmes have now become a regular and continuing programme. The objectives of the programme are:

- To promote critical awareness of problems, privileges and obligations as workers and citizens;
- To enhance self confidence and build up scientific attitude;
- To educate them to develop their organizations through which they can fulfill socio–economic functions and responsibilities in rural economy and strengthen democratic, secular and socialist fibre of rural society;
- To educate them in protecting and Promoting their individual and social interest;
- To motivate for family welfare planning and to combat social evils.

Rural Volunteers are given one week orientation /Refresher Courses at Regional Directorates to assist Education Officers in conducting Rural Awareness Camps. These camps are attended by landless labour, tribal labour, artisans, forest workers and educated unemployed in rural areas etc. Tailor made programmes of one to four days durations, based on the functional and educational needs of workers, for Handloom, Powerloom, Khadi & Village Industries, Industrial Estates, Small Scale Units, Handicrafts, Sericulture, Coir Industry, Beedi Industry and Workers of Weaker Sections such as women workers, handicapped workers, rickshaw drivers, construction workers, civic and sanitation workers are also organized by the Board.

CHAPTER 5

LABOUR WELFARE

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

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

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

1. ACTIVITIES OF THE GOVERNMENT OF INDIA

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

2. ACTIVITIES OF THE STATE/ UNION TERRITORIES GOVERNMENTS

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

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

Andaman and Nicobar Administration

Under, Statutory Welfare Facilities; the welfare facilities as enshrined under the provisions of the Factories Act are being extended to all workmen. The Forest Department as well as Marine Department appointed Labour Welfare Officers in their organizations as required under the Factories Act 1948 to look after the welfare of the workmen. In addition to this, statutory facilites for industrial workers are safety equipment while working, fencing of machinery, proper sanitation facilities in urinals & latrines, weekly off, ESIC/EPF etc. and statutory facilities for Non-Industrial workers are provision of rest rooms for the workers, providing snacks & tea during working hours, ESIC/EPF etc.

In A&N Islands, the total no. of Building Construction Beneficiaries registered under the Building and Other Construction Worker Welfare (BOCW) Board are 21,488. The BOCW Welfare Board extend the facilities of children educational assistance, marriage assistance, maternity benefit, death benefit, funeral benefit, medical assistance, pension benefits etc. to all registered beneficiary workmen. The total beneficiaries registered between January, 2020 to December 2021 were 6129.The total amount disbursed to the registered beneficiaries is Rs. 27,19,73,915/- and the amount disbursed between January, 2020 to December, 2021 was Rs. 13,65,89,135/-.

Similarly, under Non-Statutory Welfare Facilities; the Labour Welfare Centres are functioning in different part of Andaman & Nicobar Islands for the benefit of Industrial and Non-Industrial Workers. The Labour Welfare Centres are fully equipped with sport facilities, drinking water and urinal facilities. Small functions and get together are also permitted in labour Welfare Centres. In addition to this, non-statutory facilities for Industrial workers are travelling allowance, medical facilities, insurances if any etc. and non-statutory facilities for Non-Industrial workers are travelling allowance, medial facilities, insurances if any etc.

Andhra Pradesh

The statutory welfare facilities provided for the industrial workers through various schemes which comes under Andhra Pradesh Labour Welfare Fund Act are marriage gift scheme, scholar ships scheme, disabled children's (students) of workers scheme, medical assistance scheme, accidental death scheme, natural death scheme, natural death scheme, funeral expenses scheme and maternity assistance scheme. Similary statutory benefits provided for the non-industrial workers through various schemes under Andhra Pradesh Building and other construction workers act are marriage gift scheme, maternity assistance scheme, natural death scheme, funeral expenses scheme, accidental death scheme, disability scheme and hospitalization scheme.

Assam

The statutory facilities to tea garden workers and their families are housing, medical facilities, water points, conservancy, crèches etc. Similarly under Non-Statutory facilities workers receive ration under the targeted distribution system. Apart from ration the Pradhan mantri Awas Yojana and necessary housing facilities is being availed by the tea garden population.

The process of registration of such workers under various Central Govt. schemes like PM-SYM, NPS-Traders as well as registration of unorganized workers under eShram portal was hindered by the non-availability of Aadhaar among a sizeable population of unorganized workers, therefore to remedy this, the Commissionerate of Labour through the Assam Labour Welfare Society has empanelled a vendor for comprehensive Aadhaar generation of unorganised workers, tea garden workers and their families. Aadhaar generation through the empanelled vendor is currently running across the State.

Chandigarh

The Chandigarh Labour Welfare Board is running a labour Welfare Centre in which following facilities are being provided to the workers and their family members:

a) Indoor Games, outdoor games.
b) Reading Room and Library

c) Children Park
d) Sports Facilities to the children of Industrial Workers.

NCT of Delhi

GNCT of Delhi through Delhi Labour Welfare Board (DLWB) implements the scheme i.e. Handicraft (Cutting/Tailoring & Embroidery) which has been sponsored by Labour Department for needy family of work force in Delhi (Women and Girls) as they have less education and time to learn any skill. To provide such women and girls a better life their centers are giving guidance and training them in basic hand as well as machine stitches, designing, drafting & pattern making, cutting and tailoring. Presently, 3 Labour welfare centers are running under DLWB at Karampura, Nimri Colony & Wazipur JJ Colony and the training of Tailoring & Embroidery etc., was given to the students on free of cost.

Goa

Goa has two welfare Boards i.e. The Goa Labour Welfare Board and Goa Building and other Construction workers Welfare Board. The said boards have 14 and 17 different schemes respectively for the benefit of Industrial and Building & Other Construction Workers in the State of Goa. The Boards are successfully catering to the needs of the Industrial and Building & Other Construction Workers through their welfare schemes.

Gujarat

The State Government of Gujarat provides various welfare measures for workers through Gujarat Rural Workers Welfare Board. The welfare schemes are Shramik Suraksha Yojna and accident death insurance scheme for unorganised rural & urban workers, Cycle scheme for salt workers, Financial assistance to unorganized rural workers for treatment of Chronic and Serious diseases, funeral assistance to the rural & urban workers, Silicosis sahay Yojana.

Some of the provisions relating to the Labour Welfare as mentioned in the Factories Act, 1948 and Gujarat Factories Rules 1963 are: washing facilities, facilities for storing and drying clothing, facilities for sitting, first aid appliances, canteens, shelters, rest rooms and lunch rooms, crèches and welfare officers. Officers of the Directorate of Industrial Safety & Health, Gujarat have inspected these facilities under the Factories Act, 1948 during the inspection of factories.

Statutory Facilities for industrial workers are Drinking water, latrines and urinals, guarding of machinery, personal protective equipment, information about hazardous process and their remedial measures, washing facilities, facility for storing and drying of wet clothing, first aid appliances, canteen, rest/lunch room, crèches, Annual leave with wages, identity cards, leave cards etc. Similarly, Non Statutory facilities for industrial workers are Breakfast, tea/coffee, milk and lunch at subsidized rates, some industries provide free uniform.

Jammu & Kashmir

The Labour Department in a bid to provide welfare facilities to the Industrial Workers has established Labour Welfare Centers. These centers provide library facilities and other recreational facilities to Industrial Workers. Moreover Labour Sarais have also been constructed at Jammu and Kashmir which provides shelter to labourers. In addition to this, during COVID-19, a data of migrant workers in Jammu Division and in Kashmir Division was collected through field survey conducted by Labour department including through help lines and these were considered for evacuation. After registration, those migrant workers were evacuated who showed their willingness to go back to their native states through Special shramik Trains from Katra railway station to their home states.

Kerala

Facilities such as drinking water, housing, medical, crèches, recreational facilities and weather protectives are provided to the workers under Statutory as per the provisions of the Plantation Labour Act and Rules.

Financial assistance is being given for the education of children of workers of the closed plantation by way of reimbursement of entire tuition and hostel fees paid by the parents of the students studying professional courses. Death relief, marriage assistance, free medical camps and medical aid to workers of closed plantations are also provided under Non Statutory.

There are 16 Statutory Welfare Fund Acts and 6 Non Statutory Welfare schemes are in force under the Labour Department. In addition to this, several Welfare schemes are being implemented under the direct control of the Labour Commissioner i.e., Kerala Agricultural Workers Pension Scheme 1980, Kerela Tree Climbers Welfare Scheme 1980, Estate Workers (Distress Relief) Welfare fund Scheme, 2007, Daily waged employees distress relief fund Scheme, 2007. Distress relief to the workers of closed Cashew factories, Comprehensive Health Insurance Scheme, Maternity Allowance to Unorganized sector, Tree climbers Disability Pension Scheme, Income Support Scheme to Traditional Sectors.

Lakshadweep

Under Non-Statutory Welfare facilities, an amount of Rs. 2.35 Cr. has been released in 2020 for the 1st wave of COVID-19 as Wage Compensation to the labourers stranded.

Mizoram

Labour welfare facilities as provided by the provisions of the "Building & Other Construction Workers (RECS) Act, 2016 is being complied with & more than 60,000 workers were registered under the Welfare Board constituted under the said Act.

Meghalaya

There are 5 Labour Welfare Centers in the State, which have been providing basic elementary training in sewing, knitting and embroidery to the family members of the workers with a view to enable them to supplement the earning of the workers to raise their standard of living and also to create more employment opportunity through gainful self-employment as and when they complete their training.

Telangana

Telangana Labour Welfare Board implements various welfare schemes to workers like marriage gift, maternity benefit, natural death relief, funeral expenses, family planning incentive, scholarships to physically challenged, medical aid, scholarships, treatment for Aids, emergent economic ameliorative relief, relief for loss of limbs etc. Telangana Building & Other Construction Workers Welfare Board also implements various welfare schemes like accidental death relief, natural death relief, marriage gift, maternity benefit, partial/permanent disability benefit, temporary disability (hospitalization) benefit, funeral expenses, COVID-19 relief etc.

Tamil Nadu

Tamil Nadu Labour Welfare Board has Tamil Nadu Labour Welfare fund enacted with an objective to ensure certain basic and necessary services, amenities and facilities to the workers of organized sector. The employees contribute Rs.10/- and employers Rs.20/- per worker and Government Rs. 10/- per worker every year. The fine amount imposed by the courts and compounding fees collected by the enforcement officers against the employers for violation of Labour Acts and Rules also become a source of the Labour Welfare Fund. The fund collected is utilized to meet the expenses of various schemes such as tailoring classes for dependants, creche for

workers' children, assistance for sewing machine, education scholarship, marriage assistance scheme, assistance for accidental as well as natural death and funeral expenses etc.

Holiday homes were constructed at Valparai and Courtallam to provide accomodation at a subscribed tariff to workers and their families in order to provide them recreation. Jeeva Illam in D.M.S. campus, Chennai-6 was constructed to provide accomodation to representatives of workers. A monthly Tamil Magazine Uzhaippavar Ulagam which contains important court judgement and articles are published for the benefit of employers and employees.

3. WELFARE WORK BY THE VARIOUS STAKEHOLDERS OF EMPLOYERS

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

Apart from statuary benefits, SAIL-VISL continued to provide welfare facilities to its employees like festival advance scheme for non-executives, leave travel concession/leave travel assistance, mobile advance, group personal accident insurance coverage, company quarters, reimbursement of local traveling expenses, uniforms, raincoats, health facilities to employees and their dependents, scholarship to employees children, sports facilities, social and cultural recreation etc.

The United Planters' Association of Southern India

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

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

Indian Railways

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

Chennai Port Trust

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

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

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

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

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

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

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

Cochin Port Trust

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

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

Sports & Games: Due to the outbreak Covid 19 pandemic and resultant lockdowns and restrictions imposed by the Govt. of India/Kerala, the sports activities including Major Ports competitions were not held for the year 2020-21. Eventhough, the schedule of tournaments were announced by the sports associations, the tournaments were postponed due to the sudden outbreak and increase in the number of Covid cases in the State. The only sports activity held was the Senior District Volleyball Championship at th th Pathalam, Eloor from 5 to 7 February 2021 wherein Cochin Port Volleyball Team secured second Position after a gap of 10 years.

Educational Facilities: Educational Allowance and Reimbursement of Tuition Fees are granted to children of Port employees up to Higher Secondary classes. Nursery School is available inside the Port area and the same are run by Women's Club/Ladies Club of Willington Island for which required infrastructures are provided by Cochin Port Trust. The Kerala State Government is running Primary and Secondary Schools at the Port area for which the land, buildings and other facilities have been provided free of cost by the Port Administration. A Kendriya Vidyalaya is functioning at the South End of Willingdon Island, for which buildings, furniture etc. have been provided by the Port Administration. 50% of the seats in each class are allotted to the children of

Port employees. Scholarships are also awarded every year to the children of Port employees studying in standard V and upto post Graduate / professional course on merit basis.

Other Welfare Activities: Welfare facilities like medical facilities, accident to shore workers, scholarships, transport facilities, children education allowances, co-operative society, exgratia relief payments, canteen, housing facilities, hospital/medical reimbursement, grievance redressal, citizen's client charter, transport facilities, family security fund, group insurance scheme, group gratuity scheme, housing facilities, financial help for marriage of children of employees, financial assistance for purchasing spectacles are also provided by the Cochin Port Trust.

Deendayal Port Trust

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

- Multi-purpose Auditorium with facilities for indoor games and cultural programmes.
- Two canteens (Labour amenity Centre) inside the Port and one in Administrative Office and one in Port Hospital, Gopalpuri.
- Adequate open play - grounds and stadium
- Recreation Clubs for Officers and Staff in all the colonies.
- Canteen subsidy for all Class III & IV employees.
- Buses for transportation of DPT Employees and their school going children.
- Rest Rooms for Women employees.
- Adopted the scheme for grant of financial assistance from KPE Welfare Fund towards funeral expenses amounting to Rs. 20,000/- to the legal heir of deceased employees, died while in service.
- Ex-gratia payment of Rs. 5000/- to DPT employees who are suffering with diseases like TB, Cancer, Brain Tumour etc who have exhausted their leave.

Jawaharlal Nehru Port Authority

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

- The School at JNPA Township
- Scholarship to the wards of employees
- Staff club and Officer club funded by JNPA management
- Group Personal Accident Insurance and Group Term Insurance Policy for employees of the Port
- Funeral Expenses in case of death of an employee
- Subsidised canteen facilities at Port premises and also at JNPA Township. The Meal cards worth Rs.130/- per working day are provided to all Class III and IV employees.

Mormugao Port Trust

Under the Statutory Welfare Schemes, workers are provided welfare facilities like drinking water, latrines and urinals, lighting, ventilation, washing places, first-aid appliances and ambulance room, changing rooms, rest rooms and canteens. Besides, Mormugao Port Trust has its own 100 bedded hospital equipped with indoor and outdoor departments. Under the Non-Statutory Welfare Schemes, workers are provided welfare facilities like housing facilities, scholarships for the children of port employees, vocational centre, welfare fund, Welfare centralised library, educational facilities, MPT officers wives association, officers club, port employees consumer co-op society etc.

Mumbai Port Trust (MbPT)

MbPT has 2 welfare centers in residential colonies of MbPA. Various welfare activities etc. are run by the MbPA through Welfare Centers for MbPA Employees and their family members which are medical facilities, training, gymnasium, games and libraries, cash awards and felicitation function for scholar children of Port Authority employees, cultural activities, yoga classes, acupressure treatment, small savings scheme, canteen facilities, co-operative socities & co-

operative canteens, protection against sexual harassment of women at workplace, safety cell, housing etc. The port is running a hospital having 241 beds but operating 186 beds with 4 dispensaries having modern diagnostic and therapeutic facilities and is providing medical facilities to the employees, their family members, retired MbPT employees & their spouse, CISF personnel posted at MbPT and their family members. Financial assistance and scholarships to encourage education of children of Port employees are also provided by the Trust.

New Mangalore Port Trust

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

- Concessional education in English Medium up to 10th Std in Port managed Schools.
- School Bus facilities to the Children.
- 22 bedded hospital at port premises.
- Free Consultancy from Specialist Doctors.
- Referral Hospital facilities.
- Free Medical Treatment in Alopathy/Ayurveda and Homeopathy.
- Multi purpose Auditorium with a seating capacity of 900 (JNC Hall).
- Residential quarters.
- Skill Development Center.
- Canteen facilities.
- Gymkhana for indoor games.
- Tennis Court.
- Stadium with Track & Cricket Pitch.
- Recreation Club/Mahila Samaj.
- Children's Park.
- Market Complex.
- Port Guest House is available at Bangalore for employees.
- 100 units free electricity per month to class I & II officers and III & IV employees residing in Port Offcers/Staff Quarters.
- Rest rooms for certain categories of employees.
- Auditorium with a seating capacity of 200 (Admin Building).
- Ten bedded Isolation ward for Covid Treatment at Port Premises.

Syama Prasad Mookerjee Port, Kolkata

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

V.O. Chidambaranar Port Trust

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

Education: In order to meet the educational needs of the children of the employees of the Port, the following schools are run by the V.O. Chidambaranar Port Educational Agency established by the Port Trust under the Tamil Nadu Recognized Private Schools (Regulation) Rules, 1974; (i) J.I. Coilpillai Memorial Harbour Primary School (ii) J.I. Coilpillai Memorial Harbour Hr. Sec. School (iii) Dr. B.R. Ambedkar Memorial Harbour Matriculation School. An amount of Rs. 2.94 crores

has been sanctioned as financial assistance to 2020-21 for meeting the expenditure in running the schools over and above the aid grant by the Government of Tamil Nadu. A scheme for award of Merit Scholarship for education and lumpsum payment towards cost of books to the meritorious children of the officers and employees has been introduced from the year 1986-87.

Sports: V.O.Chidambaranar Port Sports Council was formed with the objective of promoting sports and games among the staff of the Port. The Port is rendering financial assistance of Rs.36.03 lakhs to the Port Sports Council to meet various expenditures.

Canteen: To cater the needs of office based staff, employees working at wharves and residents of the colony area canteens are run by the Committee constituted by the Chairman. An amount of Rs.99.84 lakhs has been sanctioned for the year 2020-21 to the Canteen.

Other Welfare Activities: Welfare facilities like medical services, concessions to physically challenged employees, family security fund, employees (hba) special family benefit fund, welfare club, marriage advance, medical benefit for retired employees, assistance to family of employees who die in harness, implementation of Swachh Bharat campaign, housing facility etc. are also provided by the Port Trust.

Visakhapatnam Port Trust

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

Visakhapatnam Port Trust

The port is providing following Welfare facilities to its employees:-

- The School at JNPA Township
- Scholarship to the wards of employees
- Staff club and Officer club funded by JNPA management
- Group Personal Accident Insurance and Group Term Insurance Policy for employees of the Port
- Funeral Expenses in case of death of an employee
- Subsidised canteen facilities at Port premises and also at JNPA Township. The Meal cards worth Rs.130/- per working day are provided to all Class III and IV employees.

4. WELFARE WORK UNDER STATUTORY WELFARE FUNDS

To supplement the efforts of the employers and the State Governments in providing welfare amenities to the workers, the Ministry of Labour & Employment administers five Welfare Funds for beedi, cine and certain categories of non-coal mine workers. The Funds have been set up under the following Acts of Parliament:

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

The Acts enable the Central Government to meet the expenditure incurred in connection with measures and facilities which are necessary or expedient to promote the welfare of such workers. In order to give effect to the objectives laid down in the above Acts, various welfare schemes have been formulated and are under operation in the fields of Education, Health and Housing.

The scheme of Welfare Funds is outside the framework of specific employer and employee relationship in as much as the resources are raised by the Government on a non-contributory basis and delivery of welfare services affected without linkage to individual worker's contribution. Welfare funds, which follow a sectoral approach, are in addition to a large number of various other poverty alleviation and employment generation programmes, which follow a regional approach and for which most of these workers are eligible.

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

The jurisdiction of each Welfare Commissioner is as under:-

Welfare Commissioners and Their Jurisdiction

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

To advise the Central Government on matters related to administration of the above Funds, tripartite Central Advisory Committees have been set up under the respective Welfare Fund Acts. These Committees are headed by a Chairman nominated by Union Labour and Employment Minister. Appointment of women member in the Advisory and the Central Advisory Committee is

mandatory under the Acts viz. The Beedi Workers Welfare Fund Act, 1976, The Iron Ore Mines, Manganese Ore Mines and Chrome or Mines Labour Welfare Fund Act, 1976, The Limestone and Dolomite Mines Labour Welfare Fund Act, 1972 and The Mica Mines Labour Welfare Fund Act, 1946.

CHAPTER 6

INDUSTRIAL HOUSING

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

1. Pradhan Mantri Awas Yojana – Urban

Pradhan Mantri Awas Yojana – Urban (PMAY-U), a flagship Mission of Government of India being implemented by Ministry of Housing and Urban Affairs (MoHUA), was launched on 25th June 2015. The Mission addresses urban housing shortage among the EWS/LIG and MIG categories including the slum dwellers by ensuring a pucca house to all eligible urban households by the year 2022, when Nation completes 75 years of its Independence. PMAY(U) adopts a demand driven approach wherein the Housing shortage is decided based on demand assessment by States/Union Territories. State Level Nodal Agencies (SLNAs), Urban Local Bodies (ULBs)/ Implementing Agencies (IAs), Central Nodal Agencies (CNAs) and Primary Lending Institutions (PLIs) are main stakeholders who play an important role in implementation and success of PMAY(U).

The Mission covers the entire urban area consisting of Statutory Towns, Notified Planning Areas, Development Authorities, Special Area Development Authorities, Industrial Development Authorities or any such authority under State legislation which is entrusted with the functions of urban planning & regulations. All houses under PMAY(U) have basic amenities like toilet, water supply, electricity and kitchen. The Mission promotes women empowerment by providing the ownership of houses in name of female member or in joint name. Preference is also given to differently abled persons, senior citizens, SCs, STs, OBCs, Minority, single women, transgender and other weaker & vulnerable sections of the society. A PMAY(U) house ensures dignified living along with sense of security and pride of ownership to the beneficiaries.

PMAY(U) adopts a cafeteria approach to suit the needs of individuals based on the geographical conditions, topography, economic conditions, availability of land, infrastructure etc. The scheme has hence been divided into four verticals as given below:

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

Central Assistance of Rs. 1 lakh per house is admissible for all houses built for eligible slum dwellers under the component of ISSR using land as Resource with participation of private developers. After redevelopment, de-notification of slums by State/UT Government is recommended under the guidelines. Flexibility is given to States/Cities to deploy this Central Assistance for other slums being redeveloped. States/Cities provide additional FSI/FAR or TDR to make projects financially viable. For slums on private owned land, States/Cities provide additional FSI/FAR or TDR to land owner as per its policy. No Central Assistance is admissible in such case.

ii. Credit Linked Subsidy Scheme (CLSS):

Beneficiaries of Economically Weaker Section (EWS)/Low Income Group (LIG), Middle Income Group (MIG)-I and Middle Income Group (MIG)-II seeking housing loans from Banks,

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

iii. Affordable Housing in Partnership (AHP):

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

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

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

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

COVID-19 pandemic has resulted in reverse migration of urban migrants/ poor in the country. Urban migrants stay in slums/ informal settlements/ unauthorised colonies/ peri-urban areas to save cost on housing. They need decent rental housing at affordable rate at their work sites. In order to address this need, Ministry of Housing & Urban Affairs has initiated Affordable Rental Housing Complexes (ARHCs), a sub-scheme under Pradhan Mantri Awas Yojana - Urban (PMAY-U). This will provide ease of living to urban migrants/ poor in Industrial Sector as well as in non-formal urban economy to get access to dignified affordable rental housing close to their workplace. The ARHC scheme will be implemented through two models: (i) Utilizing existing Government funded vacant houses to convert into ARHCs through Public Private Partnership or by Public Agencies and (ii) Construction, Operation and Maintenance of ARHCs by Public/ Private Entities on their own vacant land.

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

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

B. Capacity Building Under PMAY(U)

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

C. Technology Sub Mission (TSM)

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

D. Global Housing Technology Challenge - India

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

of such technologies in the region. ASHA-India Centres are to be set up at five host institutions: IIT Bombay, IIT Kharagpur, IIT Madras, IIT Roorkee and CSIR-NEIST, Jorhat. 72 potential future technologies (domestic) have been identified through the challenge which will be shortlisted for providing support under ASHA-India.

E. Light House projects under GHTC India

The Light House projects (LHPs), to be developed under GHTC India, will serve as live laboratories for different aspects of transfer of technology to the field. This includes planning, design, production of components, construction practices and testing for both faculty and students of IITs/ NITs/ Engineering colleges/ Planning and Architecture colleges, builders, professionals of private and public sectors and other relevant stakeholders. GHTC India ushered a paradigm shift in the construction technology to transform the eco-system of housing construction. For use of innovative technology in construction, the Ministry has introduced a Technology Innovation Grant as an additional grant of Rs. 4.0 Lakh per house over and above the existing share of Rs 1.5 lakh per house under PMAY (U) for LHPs. The LHPs are being implemented in Gujarat, Jharkhand, Madhya Pradesh, Tamil Nadu, Tripura and Uttar Pradesh to demonstrate the innovative construction technologies which are cost-effective, green and sustainable.

F. Demonstration Housing Projects (DHPS)

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

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

2. HOUSING AND URBAN DEVELOPMENT CORPORATION (HUDCO)

During the financial year 2020-21, HUDCO has once again demonstrated its ability to mould its efforts and activities in line with emerging market challenges and trends registering an excellent performance consistently. Since its inception in April, 1970 to March 2021, has cumulatively sanctioned a total of 17,301 Housing and Urban Infrastructure (UI) projects with a total loan of Rs. 2,13,082 crore and disbursed an amount of Rs. 1,79,527 crore. Further, Company has sanctioned financial assistance to more than 192.45 lakh housing units both in rural and urban areas in the Country of which, 183.19 lakh (95.19%) pertains to EWS/LIG categories. In addition, under HUDCO Niwas, a retail lending window, has cumulatively sanctioned financial assistance of Rs. 6,846 crore to 3.86 lakh individuals and disbursed an amount of Rs. 5,160 crore.

a) Under Housing Sector, HUDCO has sanctioned projects with loan assistance of Rs. 937 crore, inclusive of Rs. 21 crore under HUDCO Niwas, thereby facilitating construction of 12,488 dwelling units. The total loan released was Rs. 3,701 crore (inclusive of Rs. 13 crore under HUDCO Niwas) during current year.

b) Under Urban Infrastructure portfolio, HUDCO has sanctioned 32 urban infrastructure projects, with loan assistance of Rs. 8,265 crore across various sectors like Water Supply, Metro, Power, Social Infrastructure, Commercial Infrastructure, Road & Transport etc. The total loan released was Rs. 4,622 crore during the current year.

HUDCO continues to support the housing needs of the Economically Weaker Sections of the society by offering financial assistance/ loan to the Economically Weaker Sections (EWS) and Low-Income Groups (LIG) segment at a comparatively lower rate of interest. The Company has cumulatively sanctioned financial assistance to more than 192.45 lakh housing units both in rural and urban areas in the Country of which, 183.19 lakh (95.19%) was for the EWS/LIG categories.

Source : Annual Report of HUDCO 2020-21

3. REVISED INTEGRATED HOUSING SCHEME, 2016

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

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

Financial year	Expenditure (Rs. in crore)	No. of beneficiaries households
2017-18	45.74	12876
2018-19	49.20	12394
2019-20	19.24	3485
2020-21 (upto to December 2020)	27.35	7854

Source: Annual Report of Ministry of Labour and Employment 2020-21

4. HOUSING SCHEMES OF THE STATE GOVERNMENTS

Keeping in view, the importance of housing, some of the State Governments/UTs have also framed suitable Schemes and Acts for this purpose. Information available on the number of houses constructed/allotted/provided to the workers during the years 2020-21 are given below:

Sr. No.	State	Number of houses constructed/allotted during the year 2020-21 and the name of the Scheme	Since the inception of the Scheme (at the end of the year 2021)
1	2	3	4
1.	Andhra Pradesh	-	-
2.	Chandigarh	(Industrial Workers Housing Scheme)	620
3.	Delhi	Subsidized Industrial Housing Scheme (1952)	4844
4.	Goa	-	-
5.	Gujarat	-	-
6.	Kerala	-	-
7.	Mizoram	-	-
8.	Telangana	-	-

- = Nil

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

5. HOUSING FOR WORKERS IN MAJOR INDUSTRIES

A. Petroleum & Natural Gas

(i) GAIL India – Regular workers in GAIL have been provided with appropriate company family accommodations in GAIL Townships at various work sites/offices of GAIL, especially in most of the projects/O&M sites situated in remote areas away from city locations and other office locations. Bachelor Accomodation alomg with several facilities are also provided to regular workers, desirous to stay in Nachelor status at carious GAIL Townships. In GAIL at various work centers townships have been constructed/made for residential purpose. Total 1368 nos. Of houses are there in GAIL for the workers.

B. Mining Sector

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

C. Dock and Ports

(i) Chennai Port Trust - The Trust has provided quarters to the serving officers / employees at Tondiarpet, Cassimode, Clive Battery, Spring Haven Road and Napier Bridge near Heavy Workshop. There are 1420 quarters of various types (Types I to V).

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

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

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

(iii) New Mangalore Port Trust – Number has 645 residential units in the colony. Quarters are allotted to the employees of NMPA. RCHW & CISF personal. In the surplus quarters had also been allotted to the staff of other departments viz. Police, Resident Audit Office, kendriya Vidyalaya No.1, NMPT School, MESCOM, Cost Guard, Inspectorate of Dock Safety, Contract/Outsourced Staff etc. Who have been associated with the Port. At present the available quarters are self sufficient to accommodate Port employees / Dock Workers, hence no quarters were constructed in 2021.

(iv) V.O. Chidambaranar Port Trust

PORT EMPLOYEES QUARTERS DETAILS AS ON 31.03.2021

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

Source : V.O. Chidambaranar Port Trust 42nd Administrative Report 2020-2021

(v) Mumbai Port Trust – Mumbai Port Authority is having 5014 housing units for its employees in the year 2021-22.

(D). Railways

The Indian Railways, being the single largest employer in the country have provided the maximum housing facilities to the employees. Approximately 42.62% staffs have been provided with railway quarters, as on 31.03.21. In total, 2,603 staff quarter were electrified during 2020-21. Co-operative societies of various types are functioning on Indian Railways. There are 46 Thrift and Credit Societies, 116 Railway men's Consumer Cooperative Societies, 11 Labour Cooperative Societies and 03 Railway men's housing Societies functioning on Indian Railways during 2020-21.

6. HOUSING SCHEMES FOR MIGRANT WORKERS

At least 4,444 government-funded flats have been allotted to migrant workers and urban poor in three states under the Centre's Affordable Rental Housing Complexes (ARHCs) scheme. The scheme was launched last year as part of the Covid-19 relief package and around 90,000 government-funded flats have been identified under ARHCs across the country, according to the housing and urban affairs ministry. Housing and urban affairs minister Hardeep Singh Puri told Lok Sabha the flats have been provided in Ahmedabad and Surat (Gujarat), Chittorgarh (Rajasthan) and Chandigarh. The ministry has approved the construction of 78,885 dwelling units by public and private agencies across the country. Existing vacant houses constructed under the Jawaharlal Nehru National Urban Renewal Mission (JNNURM) and Rajiv Awas Yojana have been included in the ARHCs scheme. The scheme, a part of Pradhan Mantri Awas Yojana- Urban, will end in March 2022. It is being implemented either by giving existing vacant government-funded flats on rent to migrant workers or allowing private and public entities to construct flats on their land and giving them on rent. Public/Private Entities may use ARHCs to provide accommodations to their own workers/labourers as well as serve the requirements for neighbouring entities. Further, guidelines permit collaboration with other entities/organisations or get migrant labourers/urban poor through aggregators by deducting the rent directly from the salary/fee/any kind of remuneration, etc of tenants.

The scheme was launched last year after the Covid-19 pandemic led to large scale reverse migration of workers, who mostly live in the slums clusters or informal settlements in cities. Migrant workers, mostly involved in informal sectors, were at the receiving end because of the

strict restrictions due to the Covid-19 lockdown, especially on public transport. The scheme was aimed to provide planned housing at affordable rates to these workers near their workplaces. State governments have planned in-situ redevelopment of slum clusters. Those new to a city are not eligible for permanent housing and therefore end up living on rent in slum clusters. ARCHs seeks to provide affordable rental housing to promote inclusive urban development and prevent the growth of slums. For the implementation of the scheme of providing existing government-funded housing on rent, several city authorities have invited bids to hire a private concessionaire to refurbish flats and operate them for 25 years. The initial rent will be fixed by local authorities. Chandigarh Housing Board has implemented the scheme and given 2,195 flats on rent, said an official. In Surat, 393 flats have been allotted to migrant workers under the scheme for which a private firm has been roped in. In Chittorgarh and Ahmedabad, 480 and 1,376 flats have been allotted.

Source: https://www.hindustantimes.com/india-news/flats-allotted-to-migrant-workers-urban-poor-in-3-states-under-centre-s-scheme-101638507467651.html

CHAPTER 7

HEALTH AND SAFETY

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

Legislations

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

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

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

- Mining
- Factories
- Ports
- Construction

The major legislations are:-

The Factories Act, 1948

- It regulates health, safety, welfare and other working conditions of workers in factories.
- It is enforced by the State Governments through their factory inspectorates. The Directorate General Factory Advice Service & Labour Institutes (DGFASLI) co-ordinates matters concerning safety, health and welfare of workers in the factories with the State Governments.
- DGFASLI conducts training, studies and surveys on various aspects relating to safety and health of workers through the Central Labour Institute in Mumbai and four other Regional Labour Institutes located at Kolkata, Chennai, Kanpur and Faridabad.

Mines Act, 1952

- It contains provisions for measures relating to the health, safety and welfare of workers in the coal, metalliferous and oil mines.

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

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

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

Other legislations and the rules framed thereunder:-

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

1. HEALTH AND SAFETY OF INDUSTRIAL WORKERS

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

(a) The Employees State Insurance Scheme (ESIS)

The ESI Scheme is an integrated scheme of social benefits which provides medical and cash benefits in the contingencies of sickness, maternity, employment injury and death due to employment injury. The Employees' State Insurance Act, 1948 applies to factories employing 10 or more persons. The provisions of the Act are being brought into force area-wise in stages. The Act contains an enabling provision under which the "appropriate government" is empowered to extend the provisions of the Act to other classes of establishments; industrial, commercial, agricultural or otherwise. Under these provisions, the State Governments have extended the provisions of the Act to shops, hotels, restaurants, cinemas including preview theatres, road motor transport undertakings, news paper establishments, educational and medical institutions employing 10 or more employees. Employees of factories and establishments covered under the Act drawing monthly wages upto

Rs.21,000/- per month and Rs.25,000/- per month for persons with disabilities are covered under the Scheme. The ESI Scheme is now operated in 35 States/ Union Territories. As on 01.12.2021, 3.39 crore insured persons and about 13.15 crore beneficiaries are covered under the Scheme. The number of factories and establishments covered by the end of the year had gone up to about 8.98 lakh. The ESI Scheme is mainly financed by contributions from the employers and employees. The rates of the employers' and the employees' share of contribution are 3.25% and 0.75%, respectively. All contributions received under the ESI Act and all other money belonging to the fund which is not immediately required for defraying day to day expenses are invested in the manner prescribed under ESI (Central) Rules. As on 31.10.2021, the total investment of fund was Rs.120242.87 crore. Besides from medical care, the beneficiaries under ESI Scheme are also provided an array of cash benefits. It is payable in times of physical distress due to sickness, temporary or permanent disablement resulting in loss of earning capacity, confinement in respect of insured women etc. Dependants of insured persons who die of employment injury caused by accident or occupational disease are entitled to monthly payments called the dependant benefits.

(b) Medical Facilities under Statutory Welfare Funds

The Labour Welfare Organisation is directly running hospitals and dispensaries at different places in the country to provide basic health care and family welfare services to beedi, mine and cine workers. Health Care is provided to Beedi workers, cine workers, non-coal mine workers and to their dependents through 10 hospitals and 285 dispensaries all over the country.

Diversified Medical Assistance for Workers:

Purpose	Nature of Assistance
Tuberculosis	Reservation of beds in T. B. Hospitals and domiciliary treatment for workers. Subsistence allowance Rs.750/- p.m. to Rs.1000/- is paid to workers.
Heart Diseases	Reimbursement of expenditure up to Rs.1,30,000/- to workers.
Kidney Transplantation	Reimbursement of expenditure up to Rs.2,00,000/- to workers
Cancer	Reimbursement of actual expenditure on treatment, medicines, and diet charges incurred by workers, or their dependants.
Minor surgery like Hernia, Appendectomy ulcer,	Reimbursement of expenditure upto Rs.30,000/- to workers and their dependants.

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

Goa

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

Gujarat

Factory wing is headed by Director, Industrial Safety and Health, who is responsible for regulating health, safety and welfare of the workers. For efficient administration and effective

control, state is divided in to four regions namely Ahmedabad, Vadodara, Surat and Rajkot. These regions are under control of Joint Director, Industrial Safety & Health.

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

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

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

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

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

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

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

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

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

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

Kerala

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

While inspecting the plantations, the chief inspector of plantations and inspector of plantations are giving directions to the managements to provide periodically sterilized drinking water and to obtain a report from the health officer or certifying surgeon regarding its fitness for human consumption, complying with the provisions of Rule 10 and 11 of the Kerela Plantation Labour Rules. Besides this, they also give directions to keep the lanes toilets and drainages clean and to conformity with the public health requirements.

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

(d) Railways

Indian Railway Medical Service was primarily constituted to look after the health of Railway employees. Slowly its ambit of duty expanded to include the family members of the employee, retired employee and their family members also as per pass rules. Besides curative services Indian Railway Medical Service provides:- Preventive, Promotive, Occupational & Industrial health, Public health service also. It also plays a significant role in monitoring the quality of water & food within railway premises. A number of Zonal Railway hospitals are recognized centers of excellence in the field of medical care where post graduate medical students are also trained. Indian Railway health care system with a chain of 129 hospitals, 586 health units with 13719 indoor beds forms an integral part of 'total health care solution' made available for its beneficiaries – both serving and retired. During the year 2020-21, approximately 1.36 crore patients were attended in Out-Patient Departments, 2.83 lakh treated in indoor wards and 77167 major and special surgeries were performed.

(e) Factories

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

rendering services such as technical advice, safety audits, testing and issuance of performance reports for personal protective equipment, delivering talks, etc.

The Occupational Safety, Health and Working Conditions Code, 2020 is a code to consolidate and amend the laws regulating the Occupational safety, health and working conditions of the persons employed in an establishment. The Code replaces 13 old central labour laws. This Code is one among the four codes for reforming the labour laws in the country. Further, the Government of India has constituted four Expert Committees for the purpose of framing standards on provisions relating to Safety, Health and Welfare as under Section 18, 23 and 24 of the Occupational Safety, Health and Working Conditions Code, 2020 pertaining to Factories, Dock Works, Building & Other Construction Works and Fire Safety. The following two Expert Committees are headed by Director General, DGFASLI: (i) Expert Committee for the purpose of framing standards on provisions relating to Safety, Health and Welfare for workplaces relating to Factories (ii) Expert Committee for the purpose of framing standards on Occupational Safety and Health for workplaces relating to Dock Work.

(f) Iron and Steel

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

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

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

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

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

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

(g) Docks/Ports

No. of Beds, Hospitals & Dispensaries in the Docks / Ports are given below:

Name of the Port	No. of beds	No. of Hospitals	No. of Dispensaries
1	2	3	4
Mormugao Port Trust	100	1	-
Chennai Port Trust	125	1	1
V.O. Chidambaranar Port Trust	62	1	1
New Mangalore Port Trust	22	1	-
Visakhapatnam Port Trust	80	1	-
Mumbai Port Trust	241	1	4
Cochin Port Trust	110	1	-

-=Nil

Medical Facilities at various Ports

Chennai Port Trust

Chennai Port Trust has a full-fledged 125 bedded Hospital with all broad specialities (Medical and Surgical) and caters to a population of around 3,486 employees and their dependents and 13,472 (approximately) retired employees & their spouses. In addition, the hospital also caters to employees of other Ports, CISF (CHPA/KPL), IMU etc. The hospital has three units:

a) The main hospital complex housing the medical & surgical specialitites, highend laboratory, casualty, intenjsive care unit, operation theatre complex etc.
b) Diabetic super speciality centre which has the out-patient specialities and allied services including a dedicated diabetology service.
c) An exclusive dispensary is also there for the benefit of those living in and around the CHPA Quarters.

The Hospital has a dedicated six bedded Intensive Care Unit, highly equipped Laboratory, operation theatre suites, Dialysis wing and exclusive diabetic speciality service. The Hospital also performs State of the Art surgeries like hip and knee joint replacements, Trauma Surgeries, Arthroscopic surgeries, major General surgeries including Breast, Thyroid and Abdomen, Intraocular lens replacement of Cataract etc.

First Aid & Ambulance: The Ambulance and first aid service, Casualty (Emergency room) and ICU work round the clock. Presently, there are 2 Ambulances plying within the port and shift the patients from CHPA hospital to various referral hospital for the benfit of the patients.

Cochin Port Trust

Cochin Port Trust has a Multi Specialty Hospital having a capacity of 110 beds. Twenty four hour casualty is functioning at the hospital. ICU of this hospital is provided with 7 beds with Cardiac monitors, defibrillators and centralized Oxygen supply and Central suction system. Port hospital has a full-fledged Operation theatre complex with 3 major Operation theatre rooms. All type of surgeries including General surgery, Eye, ENT & Gynecology surgeries can be done. A well-equipped Automated Lab and X-Ray departments are functioning during OP Hours on all

working days. Cochin Port Trust Hospital has the latest Hi frequency X-ray machine and CR system in the hospital along with a mobile X-ray unit.

Mormugao Port Trust

Adequate First-aid boxes are provided in the working places in the dock area & port premises and First-aid treatments are readily available during the working hours to the workers at the working places. Ambulance is also provided with the full medical equipments and qualified nursing staff. Mormugao Port Trust has its own 100 bedded hospital, with fully equipped indoor and outdoor medical facilities at Headland and first Aid Centres at Mormugao Harbour, MPT Workshop and other working places. Medical facilities in the disciplines of General Medicine, General Surgery, Obstetrics & Gynecology, Pediatrics, Ophthalmology and Dentistry are available to the employees and their dependents. These are further supported by other Anesthesiology, Pathology, Radiology, and Orthopedics. The hospital has also extended medical facilities of Ayurvedic and Homeopathic treatment to the employees and their families. Apart from medical officers, the hospital is enriched with qualified and experienced nursing personnel and other paramedical staff.

Mumbai Port Trust

The Port is running a hospital having 241 beds but operating 186 beds with 4 dispensaries having modern diagnostic and therapeutic facilities. Hospital activity is divided into (i) Out-patient service; (ii) Curative service; (iii) Diagnostic service; (iv) Inpatient service; (v) Medico-social work; (vi) Alcoholic Anonymous; (vii) Rehabilitation (viii) ART Center and (ix) Quality control.

New Mangalore Port Trust

The Port Trust Hospital is a 50 bedded Hospital operating with 22 beds, free consultancy from specialist doctors, referral hospital facilities, free medial treatment in Allopathic/Ayurvedic & Homeopathy. The fully automated computerized clinical laboratory is functioning on all working days. Medical department has empanelled approved referral hospitals for providing Laboratory and Special investigations and also have Ultra sonogram, colour Doppler and echocardiogram facilities. Ten bedded Isolation ward for Covid treatment at Port Premises.

First Aid Center

First Aid Centre is manned 24 hours at berth No.1, wharf area. First Aid services are provided to the injured and needy at work site in wharf area. Different sections have also been provided with First Aid Boxes in various locations with dressing materials, ointments and general medicines. Port Trust Hospital also has a Physiotherapy Unit to render physiotherapy services to the patients and 1605 patients availed this facility during the period.

V.O. Chidambaranar Port Trust

V.O. Chidambaranar Port has a full-fledged 62 bedded hospital in the Harbour Estate and a self contained Dispensary at Tuticorin town to meet the need of employees and their families. First aid centres are also functioning in the Dock area. It has a network of four Ambulances providing round the clock service at multiple locations. Both the Hospital and Dispensary are manned by medical professionals and para medical staff. CISF personnel and their family members are also availing the medical facilities. The services of the hospital are also extended to retired employees and their spouses. To avail the services for critical illnesses, Port has also several approved higher referral Hospitals for super specialty services. The various section in Medical Department are Registration Room, Casualty, Consulting Rooms, Injection Rooms, Dressing Room, Intensive Care Unit, Male ward, Isolation ward, ICCU, Post-Surgical ward, Special ward, Female ward, Maternity ward, Isolation ward (Male), Isolation ward (Female), Major operation theatre, Occupational health

unit, Physiotherapy, Dental unit, Pharmacy, Radiology, Laboratory, Medical main store, Public health section. During the year 2020-21, nearly 57,851 patients have been treated in the Port Hospital and Town Dispensary. The Medical Department have also empanelled "Consultant Specialist" like Cardiologist, Orthopedic Surgeon, General Surgeon, Pediatrician, General Physician, Dentist to provide services in the specialities to the Port beneficiaries. Periodical medical examination of Port employees working in the dock area and Cargo Handling department are being conducted in regular intervals of half-yearly and yearly basis by the Medical Officers of Port Hospital. Employees of other Government organizations are also availing medical services from Port Authority Hospital on payment basis.

Vishakhapatnam Port trust

An 80 bedded hospital is equipped with a complete range of medical infrastructure, and equipment of diagnosis and treatment. Specialist Clinics for Medical, Surgical, Gynaec, Ortho, ENT, Ophthalmic, Paediatrics and Skin are function for the benefit of Port employees. The hospital provides diagnostic services like clinics and biochemical laboratory, radiology with 500 mA X Ray plant, Ultra Sound Scanner, dental and ECG. Doctors in various discipliners including Super specialities are available. In addition a "Well Baby Clinic" for immunization of children against Polio, DPT, Measles function on every Wednesday and Saturday. AIDS cell and Twin Air Conditioned operation Theatres with special equipment are available to conduct major and minor surgical operations in the hospital. Medical facilities are also extended to retired employees, CISF personnel and dependents and staff working in port schools and colleges. Super speciality treatment is provided to the employees and retired employees at specialized corporation hospital. Branch dispensaries exist at Chinamushidiwada residential colony and near dock area to cater to the requirement of employees and workers and their children/dependents. VPA is running exclusive Homeo Clinic and Ayurvedic Clinic at GJH for the benefit of employees, retirees and their family members.

2. INDUSTRIAL INJURIES

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

The Injuries have been defined as under;-

(i) Fatal injury means injuries resulting from industrial accident, which causes death or injured persons are prevented from attending work permanently.

(ii) Non-Fatal injury means injuries resulting from the industrial accidents, which prevent injured workers from attending to work for a period of 48 hours or more immediately following the injuries.

(A) Industrial injuries in Factories

The Statistics collected under the Factories Act, 1948 relate to injuries resulting from industrial accidents, which caused death or prevented the injured workers from attending to work for a period of forty eight hours or more, immediately following the injury. As per the data received by Labour Bureau on injuries under the Factories Act, 1948 from various States/ U.Ts. During 2017, 2018 & 2019, there were 668 & 2481, 636 & 2025 and 661 & 1879 fatal & non-fatal injuries as compared to 777 & 3129 respectively in the year 2016.

(B) Industrial injuries in Mines

Statistics relating to injuries to persons employed in Mines are published in the annual report of the Directorate General of Mines Safety. During the year 2021, there were 43, 30 and 3 fatal accidents involving 51, 47 and 3 fatalities in coal, metal and oil mines, respectively. The numbers of fatal accidents during the previous year 2020 were 48, 33 and 7 for coal, metal and oil mines respectively.

(C) Railways

There were 21 (excluding Konkan Railway) consequential train accidents in 2020-21 as compared to 54 in 2019-20. Train accidents per million train kilometres, an important index of safety, is 0.03 in 2020-21 and 0.05 in 2019-20. During 2020-21, no passenger killed or injured.

(D) Ports and Docks

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

3. INDUSTRIAL SAFETY MEASURES

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

(A) Factory Advice Service

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

The Central Labour Institute at Mumbai and Regional Labour Institutes at Chennai, Kanpur, Faridabad and Kolkata are having professionals from various disciplines such as

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

Safety in Factories

The Factories Act, 1948 is the principal legislation for regulating various aspects relating to safety, health and welfare of workers employed in factories. This Act is a Central Enactment, which aims at protecting workers employed in factories from industrial and occupational hazards. The State Governments and Union Territory Administration frame their Rules under the Act and enforce provisions of the Act and Rules through their Factory Inspectorates/ Directorates. The Ministry of Labour & Employment is accountable to the Parliament for proper enforcement of the Act. Uniformity in the application of the provisions of the Act in various States and Union Territories is achieved by circulating the Model Rules prepared by DGFASLI, which are incorporated by them in their State Factories Rules with necessary modifications to suit local needs. In the task of framing the Model Rules, the DGFASLI, on behalf of the Ministry of Labour & Employment, enlists the cooperation and involvement of the State Governments by convening annually a Conference of Chief Inspectors of Factories (CIF). The Conference discusses all matters relating to the administration of the Act as well as proposed amendments. Besides, the Conference also serves as a forum for discussion of the progress made in the techniques and methods of prevention of accidents and ill health in factories. The Model Rules are being upgraded in consultation with the CIFs. The 55th All India Conference of Chief Inspectors of Factories was organised by the Directorate General Factory Advice Service and Labour Institutes (DGFASLI) during 4th July to 6th July, 2018 at Central Labour Institute Building Mumbai.

Dock Safety

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

Studies and Surveys

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

submitted for implementation of the recommendations for further improvements in factories concerned.

Safety Awards

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

(i) Vishwakarma Rashtriya Puruskar: It is aimed at giving recognition at the national level to outstanding suggestions resulting in (i) higher productivity (ii) improvement in safety and working conditions (iii) savings in foreign exchange (import substitution as well as quality and safety of products) and (iv) improvement in overall efficiency of the establishments. It covers workers employed in factories, docks, construction sites and nuclear installations.

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

(B) Safety in Mines

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

(C) Safety in Railways

Under safety measures various steps has been taken by Indian Railways to prevent accidents. Safety Action Plans were continually executed to reduce accidents caused by human errors. A multi-pronged approach with focus on introduction of newer technologies, mechanization of maintenance, early detection of flaws, etc. to reduce human dependence in the first place, alongwith upgrading the skills of the human resources were the prime drivers for accident prevention. Periodical safety audits of different Divisions by multidisciplinary teams of Zonal Railways as well as inter-railway safety audits were conducted on regular basis. During 2020-21, 44 internal safety audits and 8 inter-railway safety audits were carried out. Training facilities for drivers, guards and staff connected with train operation have been upgraded. Disaster Management Modules have also been upgraded. During 2020-21, around 3,80,000 non-gazetted employees have been provided different types of training i. e. initial, promotional, refresher and specialized.

(D) National Safety Council

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

CHAPTER 8

LABOUR ADMINISTRATION

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

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

1. CENTRAL MACHINERY

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

The Ministry is responsible for

- Labour policy (including wage policy) and legislation;
- Safety, health and welfare of labour;
- Social security of labour;
- Policy relating to special target groups such as women and child labour;
- Industrial relations and enforcement of labour laws in the Central Sphere;
- Adjudication of industrial disputes through Central Government Industrial Tribunals-cum-Labour Courts
- Workers' Education;
- Labour and Employment Statistics;

- Employment Services and Vocational Training;
- Administration of Central Labour & Employment Services; and
- International Cooperation in Labour & Employment matters.

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

I ATTACHED OFFICES

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

II SUBORDINATE OFFICES

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

III AUTONOMOUS ORGANISATIONS

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

IV ADJUDICATING BODIES

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

V ARBITRATION BODY

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

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

Ministry of Labour and Employment Main Secretariat

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

Part I. Union Subjects

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

Part II. Concurrent Subjects

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

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

11. Items mentioned in Part II above.

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

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

Part V. Miscellaneous Business

14. Employment Exchanges.
15. Omitted.
16. International Labour Organisation (ILO).
17. Tripartite Labour Conferences.
18. The War Injuries (Compensation Insurance) Act, 1943 (23 of 1943) and Scheme.
19. Administration of laws connected with safety and welfare in mines other than coal mines; organisations of the Chief Inspector of Mines and Mica Mines Welfare.
20. Administration of the Indian Dock Labourers Act, 1934 and the Regulations made thereunder and the Dock Workers (Safety, Health and Welfare) Scheme, 1961 framed under the Dock Workers (Regulation of Employment) Act, 1948 (9 of 1948).
21. Administration of the Tea Districts Emigrant Labour (Repeal) Act, 1970 (50 of 1970) and the Organisation of the Controller of Emigrant Labour.
22. Omitted
23. Administration of the Minimum Wages Act, 1948 (11 of 1948).
24. Administration of the Employees' State Insurance Act, 1948 (34 of 1948), the Employees Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952) and the Payment of Gratuity Act, 1972 (39 of 1972).
25. Administration of Labour Laws in central sphere undertakings.
26. Labour Statistics; Organisation of Director Labour Bureau.
27. Organisation of Chief Labour Commissioner and Constitution and administration of Central Government Industrial Tribunal, Central Government Labour Courts, National Industrial Tribunal.

28. Organisation of Chief Advisor Factories, Staff Training Division, including Central Labour Institute, Productivity and Training Within Industry Centres and Regional Museums of Safety, Health and Welfare.
29. Plantation Labour and administration of the Plantations Labour Act, 1951 (69 of 1951).
30. Recruitment, posting, transfer and training of Central Government Labour Officers.
31. Administration of the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955).
32. Schemes regarding workers' education.
33. Schemes regarding workers' participation in management.
34. Discipline in industry.
35. Constitution of Wage Boards for individual industries.
36. Regulation of working condition of motor transport workers.
37. Evaluation of the implementation of Labour Laws in the country.
38. Administration of laws relating to the working conditions and welfare of cinema workers and cinema theatre workers.
39. Prime Minister Shram Awards, National Safety Awards (for Mines and Factories), Rashtriya Viswakarma Puraskar.
40. The Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (27 of 1996) and the Building and other Construction Workers Welfare Cess Act, 1996 (28 of 1996).
41. Sales Promotion Employees (conditions of Service) Act, 1976 (11 of 1976).
42. Administration of the Provident Funds Act, 1925 (19 of 1925).

Directorate General of Employment (DGE)

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

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

Chief Labour Commissioner (Central)

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

The functions of CIRM are; Prevention and settlement of Industrial Disputes, in the Central Sphere; Enforcement of Labour Laws and Rules made there under in the Central Sphere; Implementation of awards; Quasi-Judicial functions; Verification of the membership of the Trade Unions; Welfare and other Miscellaneous functions.

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

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

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

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

Directorate General Factory Advice Service and Labour Institutes

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

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

Labour Bureau

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

Organisational Setup

The two main wings of the Labour Bureau are at Chandigarh and at Shimla. It has five Regional Offices, one each at Ahmedabad, Kanpur, Kolkata, Chennai and Guwahati with a Sub-Regional Office in Mumbai. The organisation is headed by Director General, a Higher Administrative Grade Officer from the Indian Economic Service (IES) and assisted by a team of dedicated professionals from the Indian Economic Service and the Indian Statistical Service. The work relating to different aspects of Labour Statistics is attended to by its offices in Chandigarh and Shimla. The Regional Offices mainly attend to the work of price audit so as to ensure collection of reliable price data used for constructing the Consumer Price Index Numbers for Industrial Workers. Training programs aimed at improving the quality of data sent by Govt. agencies under the various Labour enactments are also organised by the Regional Offices.

Functions

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

1. Construction and maintenance of Index Numbers;
2. Conducts surveys and studies on various categories and on various facets of labour;
3. Collection of data through a number of statutory and voluntary returns;
4. Bringing out publications;
5. Imparting training, and
6. Other activities.

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

(a) **CPI (IW) 2016=100** for factories, mines, plantations, railways, motor transport, electricity and ports and dock workers at 88 centres spread throughout the length and breadth of the country.

(b) **CPI (AL/RL) 1986-87=100** is being compiled for 20 States. Process for updating the base is in progress. In the absence of 75th Round of NSS data, approval of the Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL) has been obtained to

use 68th round of NSS data. Results of 68th round of NSS data would be utilized for deriving weighting diagram. Index is being updated to a new base.

(c) **Retail Price Indices** of 31 essential commodities are now being compiled by utilising the prices collected for 88 centres regularly with effect from September, 2020 on month to month basis.

(d) **Wage Rate Index (2016=100)** for 37 industries.

2. Surveys and Studies

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

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

3. Collection of Data

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

4. Publications

Labour Bureau brings out the following publications regularly:-

1. Indian Labour Journal-Monthly.
2. Indian Labour Year Book-Annual.
3. Indian Labour Statistics-Annual.
4. Pocket Book of Labour Statistics (Bi-lingual)-Annual.
5. Statistics of Factories-Annual.
6. Report on the Working of Minimum Wages Act, 1948-Annual.
7. Trade Unions in India-Biennial.
8. Review of Industrial Disputes in India-Annual.
9. Labour Statistics under the A.S.I.-Annual.
10. Statistics on Closure, Retrenchment and Lay-Offs-Annual.
11. Annual Report on Consumer Price Index Nos. for Industrial Workers.
12. Annual Report on Consumer Price Index Nos. for Agriculture and Rural Labourers.
13. Wage Rates in Rural India-Annual.
14. Report/Review on working of various Labour Acts-Annual.

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

5. Training

Apart from the regular training programmes being organised for (i) Price Collectors and Price Supervisors from various States and Union Territories; (ii) Senior Officers dealing with labour statistics collected under various labour laws, and (iii) the primary units furnishing the returns, Labour Bureau also imparts training to (a) IES/ISS probationers deputed by their

respective cadre controlling authorities; (b) foreign participants of I.S.E.C, Kolkata, sponsored by the C.S.O, and (c) other various participants.

6. Other Activities

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

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

Directorate General of Mines Safety (DGMS)

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

Mines Act, 1952

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

Electricity Act, 2003

- Central Electricity Authority Regulation, 2010

Allied Legislation

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

Offices of Welfare Commissioners

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

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

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

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

Twenty two Industrial Tribunal-cum-Labour Courts have been set up under the provisions of the Industrial Disputes Act, 1947 for adjudication of industrial disputes in organizations for which the Central Government is the appropriate Government. Through Finance Act, 2017, the powers to settle the Appeals arising out of Employees' Provident Funds and Miscellaneous Provisions (EPF & MP) Act, 1952 have also been entrusted upon to these Tribunals. These Tribunals are located at Dhanbad (Jharkhand), Mumbai, New Delhi and Chandigarh (two courts each) and one each at Kolkata, Jabalpur, Kanpur, Nagpur, Lucknow, Bangalore, Jaipur, Chennai, Hyderabad, Bhubaneshwar, Ahmedabad, Ernakulam, Asansol and Guwahati.

Board of Arbitration Joint Consultative Machinery (JCM)

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

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

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

V. V. Giri National Labour Institute

The V.V. Giri National Labour Institute (NLI) aims at undertaking, promoting and coordinating research on labour issues. The General Council, the apex governing body of the Institute, with Union Labour and Employment Minister as its President, lays down the broad policy parameters for the functioning of the Institute. The Executive Council with Secretary (Labour and Employment) as Chairman monitors and guides the activities of the Institute. Both the General Council and Executive Council are tripartite in nature and consists of members representing the government, trade union federations, employers' associations and also eminent scholars and practitioners in the field of labour. Director General of the Institute is the Principal Executive and is responsible for management and administration.

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

Employees' Provident Fund Organization

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

Employees' State Insurance Corporation

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

2. STATE MACHINERY

All the States and Union Territories have set up organisations for the administration and enforcement of the various labour laws which are in force within their territories and for the collection, compilation and dissemination of statistical and other information relating to labour. All of them have appointed labour commissioners for the purposes of administration of labour laws and welfare activities in their respective areas. All States have appointed Chief Inspectors of Factories and Chief Inspectors of Boilers to administer the Factories Act, 1948 and the Indian

Boilers Act, 1923 respectively. Commissioners for workmen's compensation under the Workmen's Compensation Act, 1923 and Registrars of Trade Unions under the Trade Unions Act, 1926 have also been appointed in all the States. The Labour Commissioner often combines the functions of various officers enumerated above. In certain States, special machinery has been set up for the collection of labour statistics while in others the above authorities are performing these duties as well. Competent authorities have been appointed by various State Governments under the Minimum Wages Act, 1948 to ascertain from time to time fixation and revision of minimum wages for persons covered by the scheduled employments. Labour Bureau is the competent authority in respect of the Union Territories and Central Sphere undertakings.

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

CHAPTER 9

LABOUR LEGISLATION

The term Labour Legislation is used to cover all the laws which have been enacted to deal with the employment and non-employment, wages, working conditions, industrial relations, social security and welfare of persons employed in industries. In a planned economy like ours, organized industry calls for the spirit of cooperation and mutual dependence for attaining the common purpose of greater, better and cheaper production. Since this has not been happening willingly, the need for State intervention becomes essential so as to protect workers against oppression, enforce social insurance and labour welfare schemes as individual worker is economically weak and has little bargaining power. Keeping in view the dark reality on the ground, the framers of the Indian Constitution, in their wisdom had, therefore, rightly placed the subject of labour in the Concurrent List so that the Union of India as well as the State Governments could administer all the matters relating to the subject of labour. The Legislatures, both at the Central and States level, are responsible for carrying out the welfare of the labour. The objectives of Labour Legislation are two-fold viz.

(1) to improve the service conditions of industrial labour so as to provide for them the ordinary amenities of life and by that process

(2) bring about industrial peace which could in its turn accelerate productive activity of the country resulting in its prosperity.

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

1. FACTORIES

The Factories Act, 1948

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

For the purpose of enforcement of various provisions of the Act, the State Governments appoint persons with the prescribed qualifications as Inspector/Certifying Surgeons in respect of the local limits assigned to each of them. In addition every District Magistrate is the Inspector for his district. The Inspector possesses wide powers such as those relating to entry into the factory, inspection of premises, plant and machinery, making on the spot enquiries requiring production of documents, etc., for effective enforcement of the Act. The duties of the Certifying Surgeons are to examine young persons, etc., engaged in hazardous occupations or processes and to conduct periodical examination of all persons engaged in hazardous occupations in factories and to exercise general medical supervision. Uniformity in the administration of the Act in various states is sought to be achieved through the Model Rules framed under the relevant provisions of the Act by the Directorate General of Factory Advice Service and Labour Institutes (DGFASLI), which is an attached office of the Ministry of Labour and Employment, Government of India. In the task of framing the Model rules and achieving uniformity in the standards of enforcement, the DGFASLI,

on behalf of the Ministry of Labour and Employment, enlists the co-operation and involvement of the State Governments by convening annually a Conference of the Chief Enforcement Authorities of the State Governments under the Factories Act to discuss all matters relating to the administration of the Act as well as amendments to the provisions, if any, under the Act and the Rules. Significant amendments were carried out to the provisions of the Act during 1954 and 1976.

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

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

Inspections

Table 9.01 (A), 9.01 (B) and 9.01 (C) shows the number of factories on register, number of factories inspected and percentage of factories inspected to the number of factories registered in various States/Union Territories during the year 2017, 2018 & 2019 respectively.

Table 9.01 (A)

Number of Factories on Register, Number of Factories Inspected and Percentage of Factories Inspected to Factories Registered in various States/ Union Territories during the year 2017

Sl. No.	State/Union Territory	No. of Factories on Register at the end of the year	No. of Factories Inspected	% of Factories Inspected to Factories Registered
1	2	3	4	5
1	A . & N. Islands	48	15	31.25
2	Andhra Pradesh	25221	6136	24.33
3	Assam	6729	1179	17.52
4	Bihar	7820	6	0.08
5	Chandigarh	425	13	3.06
6	Daman & Diu and	4359	-	-
7	Dadra & Nagar Haveli Goa	825	70	8.48
8	Gujarat	39900	6232	15.62
9	Haryana	12531	..	..
10	Himachal Pradesh	4995	1101	22.04
11	Jharkhand	7409	1190	16.06
12	Manipur	956	192	20.08
13	Meghalaya	189	155	82.01
14	Nagaland	924	135	14.61
15	Odisha	4218	1113	26.39
16	Puducherry	2990	1244	41.61
17	Rajasthan	13814	3936	28.49
18	Tamil Nadu	42745	36459	85.29
19	Telangana	20377	1760	8.64
20	Tripura	1767	1421	80.42
21	Uttrakhand	3473	363	10.45
	Total	**201715**	**62720**	**31.09**

Source: Annual Returns under the Factories Act, 1948

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

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

(iii) .. = Not available

(iv) - = Nil

Table 9.01 (B)

Number of Factories on Register, Number of Factories Inspected and Percentage of Factories Inspected to Factories Registered in various States/ Union Territories during the year 2018

Sl. No.	State/Union Territory	No. of Factories on Register at the end of the year	No. of Factories Inspected	% of Factories Inspected to Factories Registered
1	2	3	4	5
1	A . & N. Islands	46	20	43.48
2	Andhra Pradesh	25292	5441	21.51
3	Assam	6945	672	9.68
4	Bihar	7972	77	0.97
5	Chandigarh	414	12	2.90
6	Chhattisgarh	4838	615	12.71
7	Daman & Diu and Dadra & Nagar Haveli	4424	-	-
8	Goa	829	80	9.65
9	Gujarat	41415	8478	20.47
10	Haryana	12934	..	..
11	Himachal Pradesh	5063	1373	27.12
12	Jammu & Kashmir	1748	643	36.78
13	Jharkhand	7723	1263	16.35
14	Manipur	964	204	21.16
15	Meghalaya	218	55	25.23
16	Mizoram	4	-	-
17	Nagaland	928	87	9.38
18	Odisha	4396	1113	25.32
19	Puducherry	3021	1508	49.92
20	Rajasthan	14095	4138	29.36
21	Telangana	20126	837	4.16
22	Tripura	1907	1449	75.98
23	Uttrakhand	3473	424	12.21
	Total	**168775**	**28489**	**16.88**

Source: Annual Returns under the Factories Act, 1948

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

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

(iii) .. = Not available

(iv) - = Nil

Table 9.01 (C)

Number of Factories on Register, Number of Factories Inspected and Percentage of Factories Inspected to Factories Registered in various States/ Union Territories during the year 2019

Sl. No.	State/Union Territory	No. of Factories on Register at the end of the year	No. of Factories Inspected	% of Factories Inspected to Factories Registered
1	2	3	4	5
1	A . & N. Islands	42	2	4.76
2	Andhra Pradesh	25259	4809	19.04
3	Assam	7225	535	7.40
4	Bihar	8129	112	1.38
5	Chandigarh	412	-	-
6	Chhattisgarh	5128	984	19.19
7	Daman & Diu and Dadra & Nagar Haveli	4512	-	-
8	Goa	818	49	5.99
9	Gujarat	43722	16397	37.50
10	Haryana	13386	..	..
11	Himachal Pradesh	5174	1293	24.99
12	Jammu & Kashmir	1788	643	35.96
13	Jharkhand	8005	998	12.47
14	Kerala	24314	15590	64.12
15	Manipur	950	170	17.89
16	Meghalaya	272	51	18.75
17	Nagaland	1032	35	3.39
18	Puducherry	3070	1224	39.87
19	Rajasthan	11745	1268	10.80
20	Tamil Nadu	45218	37194	82.25
21	Telangana	20250	3551	17.54
22	Tripura	842	465	55.23
23	Uttrakhand	3403	218	6.41
	Total	**234696**	**85588**	**36.47**

Source: Annual Returns under the Factories Act, 1948

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

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

(iii) .. = Not available

(iv) - = Nil

Convictions

Details of Offences committed and number of convictions obtained by the Inspectorate staff for offences under the Act in the various States/ Union Territories during the year 2017, 2018 & 2019 are given in Table 9.02 (A), 9.02 (B) and 9.02 (C) respectively.

Table 9.02 (A)

Convictions obtained during the year 2017 for offences under the Factories Act, 1948

Sl. No.	State/Union Territory	No. of Convictions obtained for offences relating to				Others	Total Convictions
		Employment and Hours of Work	Notices, Registers and Returns	Safety Provisions	Health Sanitation including Welfare		
1	2	3	4	5	6	7	8
1	A . & N. Islands	-	-	-	-	-	-
2	Andhra Pradesh	41	94	189	36	250	610
3	Assam	-	-	-	-	-	-
4	Bihar	-	-	-	-	-	-
5	Chandigarh	-	-	-	-	-	-
6	Daman & Diu and Dadra & Nagar Haveli	-	-	-	-	-	-
7	Goa	5	-	-	-	-	5
8	Gujarat	121	623	198	43	629	1614
9	Haryana	-	..	..	..	..	..
10	Himachal Pradesh	-	-	-	-	69	69
11	Jharkhand	-	-	-	-	-	-
12	Manipur	-	-	-	-	-	-
13	Meghalaya	-	..	..	..	..	..
14	Nagaland	-	-	-	-	-	-
15	Odisha	-	-	3	-	-	3
16	Puducherry	-	-	7	-	10	17
17	Rajasthan	14	10	24	3	31	82
18	Tamil Nadu	2357	1340	1679	93	418	5887
19	Telangana	52	-	65	16	9	142
20	Tripura	-	-	-	-	-	-
21	Uttrakhand	21	-	-	-	-	21
	Total	**2611**	**2067**	**2165**	**191**	**1416**	**8450**

Source: Annual Returns under the Factories Act, 1948

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

Table 9.02 (B)

Convictions obtained during the year 2018 for offences under the Factories Act, 1948

Sl. No.	State/Union Territory	No. of Convictions obtained for offences relating to				Others	Total Convictions
		Employment and Hours of Work	Notices, Registers and Returns	Safety Provisions	Health Sanitation including Welfare		
1	2	3	4	5	6	7	8
1	A . & N. Islands	-	-	-	-	-	-
2	Andhra Pradesh	36	56	111	21	152	376
3	Assam	-	-	1	-	-	1
4	Bihar	-	-	-	-	-	-
5	Chandigarh	-	-	-	-	-	-
6	Chhattisgarh	19	49	180	45	175	468
7	Daman & Diu and Dadra & Nagar Haveli	-	-	-	-	-	-
8	Goa	1	-	2	-	3	6
9	Gujarat	90	588	153	25	654	1510
10	Haryana	..	..	..	..	..	..
11	Himachal Pradesh	-	-	-	-	87	87
12	Jammu & Kashmir	-	-	-	-	-	-
13	Jharkhand	-	-	-	-	-	-
14	Manipur	-	-	-	-	-	-
15	Meghalaya	-	-	-	-	-	-
16	Mizoram	-	-	-	-	-	-
17	Nagaland	-	-	-	-	-	-
18	Odisha	-	-	-	-	-	-
19	Puducherry	-	-	6	-	4	10
20	Rajasthan	41	1	27	4	19	92
21	Telangana	2	1	24	3	21	51
22	Tripura	-	-	13	-	-	13
23	Uttrakhand	-	-	10	-	6	16
	Total	**189**	**695**	**527**	**98**	**1121**	**2630**

Source: Annual Returns under the Factories Act, 1948

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

Table 9.02 (C)

Convictions obtained during the year 2019 for offences under the Factories Act, 1948

Sl. No.	State/Union Territory	No. of Convictions obtained for offences relating to				Others	Total Convictions
		Employment and Hours of Work	Notices, Registers and Returns	Safety Provisions	Health Sanitation including Welfare		
1	2	3	4	5	6	7	8
1	A . & N. Islands	-	-	-	-	-	-
2	Andhra Pradesh	36	60	110	22	158	386
3	Assam	-	-	-	-	-	-
4	Bihar	-	-	-	-	-	-
5	Chandigarh	-	-	-	-	-	-
6	Chhattisgarh	12	40	90	35	80	257
7	D. & N. Haveli and Daman and Diu	-	-	-	-	-	-
8	Goa	-	-	1	-	3	4
9	Gujarat	330	1074	245	50	1222	2921
10	Haryana	..	..	..	..	..	..
11	Himachal Pradesh	-	-	-	-	119	119
12	Jammu & Kashmir	-	-	-	-	-	-
13	Jharkhand	-	-	-	-	-	-
14	Kerala	14	10	45	8	10	87
15	Manipur	-	-	-	-	-	-
16	Meghalaya	..	..	..	..	..	..
17	Nagaland	-	-	-	-	-	-
18	Puducherry	-	-	5	-	13	18
19	Rajasthan	1	4	19	3	1	28
20	Tamil Nadu	167	185	962	94	415	1823
21	Telangana	6	-	24	6	27	63
22	Tripura	-	-	-	-	-	-
23	Uttrakhand	-	-	10	-	6	16
	Total	**566**	**1373**	**1511**	**218**	**2054**	**5722**

Source: Annual Returns under the Factories Act, 1948

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

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

(iii) .. = Not available

(iv) - = Nil

2. MINES

The Mines Act, 1952

The Mines Act, 1952 extends to the whole of India. It aims at providing for safe and proper working conditions in mines and certain amenities to the workers employed therein. The Act prescribes the duties of the owner to manage mines and mining operation and the health and safety in mines. It also prescribes the number of working hours in mines, the minimum wage rates, and other related matters. The Act is administered by the Ministry of Labour and Employment through the Directorate General of Mines Safety (DGMS). DGMS conducts inspections and inquiries, issues competency tests for the purpose of appointment to various posts in the mines, organises seminars/conferences on various aspects of safety of workers. The mission of DGMS is to reduce the risk of occupational diseases and injury to persons employed in mines and to continually improve safety and health standards, practices and performance in the mining industry. Table 9.03 presents the number of inspections and inquiries carried out during the years 2006 to 2020.

Table 9.03

Year-wise Number of Inspections and Inquiries

Year	No. of Inspections				No. of Inquiries				Grand Total
	Coal	Metal	Oil	Total	Coal	Metal	Oil	Total	
1	2	3	4	5	6	7	8	9	10
2006	4192	2630	219	7041	951	338	27	1316	8357
2007	4330	2309	183	6822	796	380	24	1200	8022
2008	4614	2838	216	7668	840	417	24	1281	8949
2009	4404	3325	250	7979	899	372	52	1323	9302
2010	3486	3297	243	7026	911	462	52	1425	8451
2011	3216	3688	321	7225	956	452	68	1476	8701
2012	3811	3635	292	7738	933	537	40	1510	9248
2013	4038	3898	329	8265	890	449	60	1399	9664
2014	4664	4694	588	9946	1035	540	111	1686	11632
2015	6047	5889	786	12722	1280	653	36	1969	14691
2016	4634	7766	638	13038	1165	586	96	1847	14885
2017	4259	4813	639	9711	1169	1068	32	2269	11980
2018	3253	4258	606	8117	937	618	54	1609	9726
2019	2284	3078	456	5818	901	544	85	1530	7348
2020*	932	854	129	1915	487	282	72	841	2756

* Data for the year 2020 are provisional and it is up to 30.09.2020.

Source: Annual Report of the Ministry of Labour & Employment, 2020-21

3. PLANTATIONS

The Plantations Labour Act, 1951

The Plantations Labour Act was enacted in 1951 to secure welfare of labour in plantations and to prevent their exploitations by regulating their conditions of work. The Act applies to the whole of India except the UT's of Jammu and Kashmir and Leh Ladakh.

The Act was first amended in 1960 to enable the State Governments to extend all or any of the provisions of the Act to any land used or intended to be used for growing any plantation even if it measured less than 10.117 hectares and employment is less than 30 persons. It was again amended in 1981 to extend the provisions of the Act to such land, which was used or intended to be used for growing tea, coffee, rubber, cinchona, cocoa, oil palm and cardamom which measure 5 hectares or more and employed 15 or more persons on any day of the preceding 12 months. The Act has been amended further in 2010 to change the definition of 'employer', 'family' and

'worker' and to add a new chapter to provide safety and avoid risk. The amended provisions have come into force vide Notification No.1303(E) dated 7.6.2010.

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

Table 9.04(i)

Average daily number of workers employed in various types of Plantations during 2017

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

– = Nil

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

Table 9.04(ii)

Average daily number of workers employed in various types of Plantations during 2018

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

– = Nil

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

Table 9.04(iii)

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

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

' - ' = Nil.

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

Table 9.05(i)

State-wise Number of Inspections made, Prosecutions launched and Convictions obtained during 2017

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

Table 9.05(ii)

State-wise Number of Inspections made, Prosecutions launched and Convictions obtained during 2018

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

Table 9.05(iii)

State-wise Number of Inspections made, Prosecutions launched and Convictions obtained during 2019

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

- = Nil/Not reported. Source: Annual Returns/Reports under the Plantations Labour Act, 1951.

4. TRANSPORT

(a) The Railways Act, 1989

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

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

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

(c) The Merchant Shipping Act, 1958

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

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

(d) The Motor Transport Workers' Act, 1961

Object and Scope

The Act was passed in May, 1961 and came into force in all the States/Union Territories before March 31,1962 except in Puducherry where the Act was enforced on 1st October, 1963, Goa on 1st February, 1966, Union Territory of Chandigarh on 1st November, 1966, and in the State of Jammu and Kashmir on 1st November, 1971. The object of the Act is to provide for the welfare of Motor Transport Workers and to regulate the conditions of their work. It applies to every motor transport undertaking employing five or more motor transport workers. The Act makes it obligatory for every employer of a motor transport undertaking to which this Act applies, to have the undertaking registered under the Act.

Main Provisions

The main provisions of the Act, inter-alia, relate to (i) welfare and health; (ii) hours of work; (iii) employment of young persons; and (iv) wages, payment of overtime and leave etc. Table 9.06(i) and 9.06(ii) shows the number of registered motor transport undertakings and employment therein according to the normal daily hours of work during the year 2017 and 2018 respectively.

Table 9.06(i)

Number of Registered Motor Transport Undertakings Submitting Returns and Employment therein during 2017

State/Union Territory	No. of Motor Transport Undertakings submitting returns	Average Daily No. of Workers Employed.
1. Assam	47770	59264
2. Bihar	159	3685
3. Goa	6	282
4. Gujarat	7	271
5. Haryana	11	1856
6. Himachal Pradesh	27	4121
7. Jammu & Kashmir	986	7051
8. Jharkhand	147	1891
9. Karnataka	115	84648
10. Kerala	-	-
11. Madhya Pradesh	644	6095
12. Meghalaya	405	608
13. Odisha	40	805
14. Punjab	18	2098
15. Rajasthan	25	64
16. Tamil Nadu	2914	140657
17. Telangana	127	450
18. Tripura	408	905
19. Uttar Pradesh	142	616
20. Uttarakhand	47	420
21. Andaman & Nicobar	1	1266
22. Chandigarh	6	606
Total	**54005**	**317659**

- = Nil

Table – 9.06(ii)

Number of Registered Motor Transport Undertakings Submitting Returns and Employment therein during 2018

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

- = Nil

Enforcement

The Inspectorates in various States/Union Territories carry out inspections of the Undertaking to detect infringement of the provisions of the Motor Transport Workers Act. Information relating to the number of inspections made and prosecutions launched during the year 2017 and 2018 is presented in Table 9.07(i) and 9.07(ii) respectively.

Table 9.07(i)
Inspections Made, Prosecutions Launched, Convictions Obtained and Amount of Fine realized during 2017

State/Union Territory		No. of Inspections made	Prosecutions						
			No. of cases pending at the commencement of the year	No. of fresh cases filed during the year	No. of cases in which conviction obtained	No. of cases acquitted	No. of cases withdrawn	No. of cases pending at the end of the year	Total amount realized towards fines (Rs.)
1		2	3	4	5	6	7	8	9
1	Assam	13819	-	-	-	-	-	-	-
2	Bihar	13634	419	-	-	-	-	419	-
3	Goa	-	-	-	-	-	-	-	-
4	Gujarat	11	249	-	-	-	-	249	-
5	Haryana	14	-	2	-	-	-	2	-
6	Himachal Pradesh	119	35	7	2	-	-	40	2000
7	Jammu & Kashmir	1440	115	11	3	-	-	123	1050

Table-9.07 (i) Concld..

	1	2	3	4	5	6	7	8	9
8	Jharkhand	-	-	-	-	-	-	-	-
9	Karnataka	-	-	-	-	-	-	-	-
10	Kerala	8317	412	286	116	8	3	571	303500
11	Madhya Pradesh	43	-	-	-	-	-	-	-
12	Meghalaya	142	-	-	-	-	-	-	-
13	Odisha	151	358	5	3	-	-	360	1400
14	Punjab	164	-	-	-	-	-	-	-
15	Rajasthan	4	-	-	-	-	-	-	-
16	Tamil Nadu	3275	350	-	318	-	-	32	143500
17	Telangana	626	20	5	-	-	-	25	-
18	Tripura	3024	-	-	-	-	-	-	-
19	Uttar Pradesh	38	49	7	42	12	2	-	11400
20	Uttarakhand	37	2	-	2	-	-	-	400
21	Andaman & Nicobar	-	-	-	-	-	-	-	-
22	Chandigarh	-	-	-	-	-	-	-	-
	Total	**44858**	**2009**	**323**	**486**	**20**	**5**	**1821**	**463250**

- = Nil .. = Not reported.

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

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

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

5. SHOPS AND COMMERCIAL ESTABLISHMENTS

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

Object and Scope

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

Administration

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

Enforcement

Table 9.08(i) and 9.08(ii) present the number of inspections made, prosecutions launched, cases disposed off by the courts and the amount of fines realised during the year 2018 and 2019 respectively in the States/Union Territories for which information is available.

Table 9.08(i)
Number of Inspections Made, Prosecutions Launched, Cases Disposed off by the Courts and Amount of fine realised under the Shops and Commercial Establishments Act during the Year 2018 (by States/UT's)

State/Union Territory		Inspections made	Prosecutions launched	Cases disposed off by the courts	Amount realised as fine (in Rs.)
1		2	3	4	5
1.	Andhra Pradesh	3,666	451	397	101,850
2.	Assam	12,473	260	40	6,800
3.	Bihar	5	-	-	-
4.	Goa	2,498	40	21	63,100
5.	Gujarat	32,143	1,234	850	251,692
6.	Haryana	16	2	4	1,800
7.	Himachal Pradesh	6,559	794	699	1,296,060
8.	Jammu & Kashmir	6,960	394	587	268,050
9.	Jharkhand	456	..	..	..
10.	Karnataka	16,748	1,458	740	3,170,637
11.	Kerala	41,491	2,179	695	3,269,950

12.	Madhya Pradesh	4,110	572	-	-
13.	Maharashtra	3,247	127	1,506	3,962,100
14.	Meghalaya	2,031	-	-	-
15.	Manipur	628	-	-	-
16.	Mizoram	1	-	-	-
17.	Nagaland	3,105	-	-	-
18.	Odisha	2,181	82	-	-
19.	Punjab	7,524	72	19	12,900
20	Rajasthan	647	-	3	500
21.	Tamilnadu	290,763	2	2	600
22.	Telangana	1,100	-	23	242,562
23.	Tripura	22,600	35	21	71,500
24.	Uttar Pradesh	6,664	2,889	1,400	326,000
25.	Chandigarh	62,409	28,792	27,904	5,739,298
26.	NCT Delhi	-	-	-	-
27.	Puducherry	8,397	2	1	4,250
	Total	**538,422**	**39,385**	**34,912**	**18,789,649**

Table 9.08(ii)

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

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

Note: The remaining States/Union Territories did not submit the Annual Returns for the year, 2018 & 2019.
- = Nil, .. = Not reported

6. INDUSTRIAL HOUSING £

In the domain of industrial housing, the only Act which operated prior to Independence was the Land Acquisition (Amendment) Act, 1933, which enabled the employers to secure land for the construction of houses for the employees. In the year 1946, a real beginning was made in this direction when the Mica Mines Labour Welfare Fund Act, 1946 was passed by the Central Government. This was followed by the Coal Mines Labour Welfare Fund Act, 1947; the Limestone and Dolomite Mines Labour Welfare Fund Act, 1972; the Iron Ore, Manganese Ore and Chrome Ore Mines Labour Welfare Fund Act, 1976; and the Beedi Workers Welfare Fund Act, 1976. These Acts, inter-alia, make provision for the construction of houses for workers in mines and beedi industry. The State Governments of Andhra Pradesh, erstwhile Bombay, erstwhile Saurashtra, Mysore (now Karnataka), Madhya Pradesh, erstwhile Hyderabad, Uttar Pradesh and Punjab had enacted legislations to provide suitable housing accommodation for working class. In addition to this, the housing for the economically weaker sections of the society and Minimum Needs Programme for providing house site and construction assistance to rural landless labourers were later initiated by the Central Government. The following schemes which provide for housing facilities to iron ore, manganese ore, chrome ore, limestone, dolomites, mica mine and beedi workers are also being implemented:

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

7. SAFETY AND WELFARE *

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

- The Mica Mines Labour Welfare Fund Act,1946;
- The Limestone and Dolomite Mines Labour Welfare Fund Act,1972;
- The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Fund Act,1976;
- The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Cess Act, 1976;
- The Beedi Workers Welfare Fund Act,1976;
- The Beedi Workers Welfare Cess Act, 1976;
- The Labour Welfare Fund Laws (Amendment) Act,1987 ;
- The Dock Workers (Safety, Health and Welfare) Act, 1986; and
- The Cine Workers Welfare Fund Act, 1981

£ For details on the subject, kindly refer to Chapter 6 of the Year Book.
* Chapter 5 and 7 also give detailed information on Welfare and Safety respectively.

8. WAGES AND BONUS

(a) The Payment of Wages Act, 1936

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

The Payment of Wages (Amendment) Bill, 2016 has been introduced in the Lok Sabha on 15th December 2016 to substitute section 6 of the Payment of Wages Act, 1936 so as to enable the employer to pay the wages to the employed person also by cheque or crediting it to their bank account and also to enable the appropriate Government to specify the industrial or other establishments, by notification in the Official Gazette, which shall pay to every employed person, the wages only by cheque or by crediting in his bank account. As the Bill could not be passed, the Payment of Wages (Amendment) Ordinance, 2016 has been promulgated on 28.12.2016.

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

(b) The Minimum Wages Act, 1948 $

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

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

$ Kindly also see Chapter 2 of this Indian Labour Year Book.

Table 9.09

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

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

#Plus food items at subsidized rates.

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

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

National Floor Level Minimum Wage

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

(c) The Payment of Bonus Act, 1965

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

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

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

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

9. SOCIAL SECURITY

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

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

1. The Employees' State Insurance Act, 1948
2. The Employees' Compensation Act, 1923
3. The Employees' Provident Funds & Miscellaneous Provisions Act, 1952
   (Separate provident fund legislations exist for workers employed in coal mines, tea plantations in the State of Assam and for seamen).
4. The Maternity Benefit Act, 1961
5. The Payment of Gratuity Act, 1972
6. The Unorganised Workers' Social Security Act, 2008

(a) The Employee's Compensation Act, 1923

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

The Act extends to the whole of India and applies to certain categories of railway servants and workers employed in any capacity specified in Schedule II of the Act which includes Factories, Mines, Plantations, Mechanically Propelled Vehicle, Construction Work etc.etc and certain other hazardous occupations. The Act does not, however, apply to (i) persons whose employment is of a

casual nature and who are employed for purposes other than the employers' trade or business; (ii) persons serving in Armed Forces and (iii) workers covered by the Employees' State Insurance Act.

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

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

The Act has further been amended to make it gender neutral and will now be called "the Employees' Compensation Act, 1923". Besides, the minimum compensation under the Act has been enhanced from Rs.80,000/- to Rs.1,20,000/- in case of death or amount equal to fifty percent of the monthly wages of the deceased multiplied by the relevant factor, which ever is more and from Rs.90,000/- to Rs.1,40,000/- in case of disablement, an mount equal to sixty percent of the monthly wages of the injured multiplied by the relevant factor, which ever is more and from Rs.2,500/- to 5,000/- towards funeral expenses. The employees shall be reimbursed the actual medical expenditure incurred by him for treatment of injuries caused during the course of employment without any ceiling. A new Section 25A has been added for the Commissioner to dispose the matter relating to compensation under this Act within a period of three months from the date of reference. The amendment was notified on 23.12.2009 and made effective from 18.01.2010. The wage ceiling limit for working out compensation has been increased from Rs.4,000/- to Rs.8,000/- per month vide Gazette notification No 1047 dated 31-05-2010.

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

The average daily number of workers covered, number of accidents resulting in death, permanent disablement, etc. and the amount of compensation paid during the years 2014-2018 are given in Table 9.10.

Table 9.10
Compensated Accidents and the Amount of Compensation paid by Establishments Submitting Returns during 2014 to 2018 under Employees' Compensation Act, 1923

Year	Average daily number of workers employed in establishments submitting returns	Number of Compensated Accidents Resulting in				Amount of Compensation paid for (Rs. in lakh)			
		Death	Permanent disablement	Temporary disablement	Total	Death	Permanent disablement	Temporary disablement	Total
1	2	3	4	5	6	7	8	9	10
2014	4156885	2542	1801	3244	7587	10647.05	3619.49	1132.38	15398.92
		(33.50)	(23.74)	(42.76)	(100.00)				
2015	4118630	2302	1981	1697	5980	12815.80	4394.34	564.24	17774.38
		(38.49)	(33.13)	(28.38)	(100.00)				
2016	3538053	2392	1651	1444	5487	11465.51	3446.83	1044.97	15957.31
		(43.59)	(30.09)	(26.32)	(100.00)				
2017	2939814	1894	1591	1498	4983	10745.73	3586.82	905.30	15237.85
		(38.01)	(31.93)	(30.06)	(100.00)				
2018	36733981	1754	1007	384	3145	8938.4	2603.71	584.09	12126.2
		(55.65)	(32.02)	(12.21)	(100.00)				

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

It may be stated that a strict comparison of the figures over the years may not be possible on account of (i) difference in area covered, (ii) variation in the number of undertakings furnishing returns and (iii) the extension of the Employees' State Insurance Act, 1948.

(b) The Employees' State Insurance Act, 1948

The Employees' State Insurance Act, 1948 is a pioneering measure in the field of social insurance in the country. It was enacted to provide for certain benefits to employees in case of sickness, maternity and employment injury and to make provisions for certain other related matters. The Act applies to factories employing 10 or more persons. The provisions of the Act are being brought into force area-wise in stages. The Act contains an enabling provision under which the "appropriate government" is empowered to extend the provisions of the Act to other classes of establishments; industrial, commercial, agricultural or otherwise. Under these provisions, the State Governments have extended the provisions of the Act to shops, hotels, restaurants, cinemas including preview theatres, road motor transport undertakings, newspaper establishments, educational and medical institutions employing 10 or more employees. Employees of factories and establishments covered under the Act drawing monthly wages upto Rs.21,000/- per month and Rs.25,000/- per month for persons with disabilities are covered under the Scheme. The ESI Scheme is now operated in 35 States/Union Territories. As on 01.12.2021, 3.39 crore insured persons and family units 13.15 crore beneficiaries are covered under the Scheme.

Administration– The ESI Scheme is administered by a statutory body called the Employees' State Insurance Corporation (ESIC), which has members representing Employers, Employees, Central and State Governments, Medical Profession and the Parliament. The Union Minister for Labour & Employment is the Chairman. A Standing Committee, constituted from among the members of the Corporation, acts as the executive body for administration of the Scheme and is chaired by the Secretary, Ministry of Labour & Employment. There are 26 Regional Boards and 244 Local Committees. The Director General is the Chief Executive Officer of the Corporation and is also an ex-officio member of the Corporation as well as its Standing Committee. The Hqrs. of the ESI Corporation is located at New Delhi, has a large no. of field offices through out the country.These include 24 Regional Offices, 39 Sub-Regional Offices, 593 Branch Offices and 80 Dispensary-cum-Branch Offices(DCBOs).

Contribution- The ESI Scheme is mainly financed by contributions from the employers and employees. The rates of the employer's and the employee's share of contribution are 3.25% and 0.75% respectively. The Corporation has prescribed per capita per annum ceiling on reimbursement of Medical care Expenditure of State Govt. At present the prescribed ceiling is Rs.3000/- per Insured Person Family Unit per annum. The expenditure on medical benefit is shared between ESI Corporation and State Government in the ratio of 7:1 with the ceiling. All capital expenditure on construction of ESI Hospitals and other buildings including their maintenance is borne exclusively by ESIC.

Investment– All contributions received under the ESI Act and all other money belonging to the fund which are not immediately required for defraying day to day expenses are invested in the manner prescribed under ESI (Central) Rules. As on 31.10.2021, the total investment of fund was Rs.120242.87 crore including Special Deposit Account (SDA).

Exemption from the Operation of the Act- Exemptions under Section 87 of the E.S.I. Act can be granted to any factory or establishment or class of factories or establishments who provide social security benefits to their employees, superior or similar to those available under the ESI Scheme.

Benefits- Two types of social security cover is provided under the scheme namely – (i) Medical Care and (ii) Cash Benefits.

(i) Medical Care- The Scheme provides reasonable medical facilities from primary health care to super specialty treatment in respect of the insured persons and their family members. The medical care under the scheme is administered by the State Governments, except in Delhi and Noida (UP). The Corporation also directly runs 160 Hospitals as on 31.03.2021.

(ii) Cash benefits are constituted of the followed benefits:

i. Sickness benefit (SB)
ii. Disablement benefit
iii. Dependents benefit
iv. Maternity benefit (MB)
v. Medical benefit
vi. Unemployment allowances (RGSKY)
vii. Other benefits

(c) The Employees' Provident Funds and Miscellaneous Provisions Act, 1952

The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 provides for institution of compulsory provident funds for employees in factories and other establishments. The purpose is to make some provisions for the future of the industrial workers after he retires or for his dependents in case of his early death. Initially, the Act covered only 6 major industries viz., (i) Cement, (ii) Cigarette, (iii) Iron and Steel, (iv) Electrical, Mechanical or General Engineering Products, (v) Paper and (vi) Textile (cotton, wool, silk and jute), which had completed 3 years of existence and employed 50 or more workers. However, with the extension of the Act more and more industries were covered from time to time. The Act is now applicable to industries/classes of establishments specified in Schedule I of the Act or any activity notified by the Central Government in the Official Gazette employing 20 or more persons. During 01.01.2021 to 31.12.2021, there were 2,65,126 establishments and 1,07,29,836 new joined Membership covered under the Act, both in the Exempted and Un-exempted sectors. During the period 01.01.2021 to 31.12.2021, Covid-19 Pandemic Period, 33,108 grievances related to COVID-19 advances were received and 32,425 were disposed with 98% of disposal.

The Act extends to whole of India including two Union Territories, Jammu & Kashmir and Ladakh. The Act applies to all factories and other establishments of any notified industry if they employ 20 or more persons. However, any newly started undertaking remains exempted for a period of five years if it employs less than 50 persons and for three years if it employs 50 or more persons. It has now been substituted by a uniform provision of three years infancy period with effect from 1.8.1988 by the Employees' Provident Fund (Amendment) Act, 1988. The Act does not apply to (i) establishments registered under the Co-operative Societies Act, 1912 (or under any other law relating to co-operative societies) if the establishments employ less than 50 persons and work without the aid of power; (ii) tea plantations and tea factories in the State of Assam, where the State Government have a separate scheme for these establishments. The wage ceiling for coverage under the EPF Scheme was enhanced from Rs. 5,000 to Rs. 6,500 per month with effect from 1.6.2001. With effect from 01.09.2014, an employee, on joining the employment in a covered establishment and getting wages upto Rs.15,000/- is required to become a member of the fund.

Rate of Contribution- The normal rate of contributions payable by the employers and employees prescribed under the Act is 10 per cent of the wages of the employees' w.e.f. 01.05.1997. The Act, also empowers the Central Government to enhance, if deemed fit, the rate of contribution to 12 per cent of wages in respect of any industry or class of establishments. The Central Government has enhanced the rate of contribution to 12 per cent in most of the establishments. Out of 12 per cent of employers' share, 3.67 per cent goes to Provident Fund and 8.33 per cent contributed to the Pension Fund. The minimum rate of Provident Fund Contribution of 10 per cent is applicable to the five industries only, i.e. brick, beedi, jute, coir and guargum.

Rate of Interest - The Government of India on the recommendation of the Central Board of Trustees of the Employees Provident Fund Organisation declares the rate of interest to be credited to the accounts of Provident Fund members annually.

The three schemes under the EPF & M.P. Act, 1952 are; (i) Employees Provident Fund Scheme, 1952; (ii) Employees Pension Scheme, 1995; and (iii) Employees Deposit Linked Insurance Scheme, 1976.

(i) The Employees' Provident Fund Scheme, 1952

The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 initially provided for framing of the Scheme – Employees' Provident Fund Scheme, 1952 which came into

force with effect from 1.11.1952. It aims at making provision for the future of the covered employees after they retire and also for their dependants in case unfortunate death. An employee with a pay upto Rs.15000/- per month is eligible for membership of the Fund from the very date of joining an establishment. The rate of Provident Fund contribution is 12 per cent (in case of general establishments) and 10 per cent (in case of notified establishments) of the monthly wages of the subscribers.

In order to provide prompt, time bound and trouble free service to the subscribers, para 72 of the EPF Scheme has been amended so as to fix 30 days statutory time limit for settlement of claims. Now the PF claims complete in all respects are required to be settled within 30 days. In respect of incomplete claims, the reasons for non-settlement are to be communicated to the applicant within 30 days. In case the Commissioner fails to settle a claim complete in all respects within 30 days he shall be held personally liable for the delay beyond the said period and penal interest @ 12 per cent p.a. on the benefit amount may be charged and recovered from the salary of the Commissioner.

(ii) The Employees Pension Scheme, 1995

The Employees' Pension Scheme is compulsory for all the persons who were members of the Family Pensions Scheme, 1971. It is also compulsory for the persons who became members of the Provident Fund from 16.11.1995 i.e. the date of introduction of the Scheme. The PF subscribers, who were not members of the Family Pension Scheme, have an option to join this pension scheme. Upon introduction of the new Pension Scheme, 1995, the erstwhile Family Pension Scheme, 1971 ceased to operate and all the assets and liabilities of the erstwhile Family Pension Fund were taken over and merged with the new Pension Fund. The benefits and entitlements to the member under the old Scheme shall remain protected and continued under the new Pension Scheme, 1995. A minimum 10 years contributory service is required for entitlement to Pension. Normal superannuation pension is payable on attaining the age of 58 years. Pension on a discounted rate is also payable on attaining the age of 50 years. Where pensionable service is less than 10 years, the member has an option to remain covered for pensionary benefits till 58 years of age or claim return of contribution/withdrawal benefits. The Government has notified a minimum pension of Rs.1000/- p.m. to pensioners under EPS, 1995 w.e.f. 01.09.2014.

Under the scheme, neither the employer nor the employee is required to make additional contribution. From 16.11.95, the employer's share of P.F. contribution representing 8.33 per cent of the wage is being diverted to the said fund. The Central Government is also contributing to the Pension Fund at the rate of 1.16 per cent of the wage of the employees. The Pension Fund is required to be evaluated through qualified Actuary on annual basis. Based on the valuation results, the benefit quantum is revised.

Benefits

The Scheme provides the following benefits to the members and their families:

(a) Monthly member pension
(b) Disablement pension
(c) Widow/ widower pension
(d) Children pension
(e) Disabled Children/Orphan pension
(f) Nominee pension
(g) Pension to dependent parents
(h) Withdrawal benefit

The amount of monthly pension varies from member to member depending upon his pensionable salary and pensionable service.

(iii) The Employees' Deposit-Linked Insurance Scheme, 1976

Employees Deposit-Linked Insurance Scheme came into force on 1st Augut, 1976 (EDLI) is applicable to all factories/ establishments with effect from 1st August, 1976. All the employees,

who are members of the Employees' Provident Fund Scheme, are required to become members of this Scheme. Employers are required to pay contributions to the Insurance Fund at the rate of 0.5 per cent of pay i.e., basic wages, dearness allowance including cash value of food concession and retaining allowance, if any. No contribution is payable by the employee for availing the benefits of the scheme. Only 0.005% Administrative charge was payable by the employer but this has also been discontinued w.e.f. 01.06.2018. However in case the establishment is exempted under EDLI Scheme, inspection charges @0.005% minimum rupee 1 is payable. During the year 2020-21, 34,459 EDLI claims were settled. As on date 31.03.2021, the EPFO had total investments of Rs.34,045.72 crore under this Scheme.

(d) The Maternity Benefit Act, 1961

The Act regulates the employment of women in factories, mines, the circus industry, plantation units and shops or establishments employing 10 or more persons except the employees covered under the Employees State Insurance (ESI) Act, 1948 for certain periods before and after birth and provides for maternity and other benefits. It extends to whole of India, except the State of Sikkim.

The Act was amended by the Maternity Benefit (Amendment) Act, 1988 which came into force from 10th January, 1989. The Amended Act provides, inter-alia, for extension of its provisions to Shops and Establishments employing 10 or more persons, reducing the qualifying period for grant of maternity benefit from 160 days of actual work to 80 days of actual work, enhancing the rate of medical bonus payable under the Act from Rs. 25 to Rs.250 (if no pre-natal confinement and post natal confinement and post natal care are provided by the employer free of charge) and fixing the rate of maternity benefit at average daily wages for three calendar months or minimum wages fixed/revised under the Minimum Wages Act,1948 or Rs. 10 per day, whichever is higher for a period of actual absence from duty up to 12 weeks, of which not more than 6 weeks may be availed before delivery and remaining period after delivery. With a view to encouraging planned parenthood, the Maternity Benefit Act, 1961 has been amended to provide six weeks leave with wages in cases of medical termination of pregnancy (MTP), grant of leave with wages for a maximum period of one month in cases of illness arising out of MTP or tubectomy and two weeks leave with wages to women workers who undergo tubectomy operation. These amendments have been enforced with effect from 1.2.1996. The Act was last amended by the Maternity Benefit (Amendment) Act, 2017 which came into force from 1st April, 2017. The amended Act provides Maternity leave entitlement to an entitled women employee has been increased from 12 weeks to 26 weeks. Further, the Act previously allowed pregnant women to avail benefit for only 6 weeks prior to the date of expected delivery, which now has been increased to 8 weeks.

The Central Government is responsible for administration of the provisions of the Act in Mines and in the Circus Industry, while the State Governments are responsible for administration of the Act in factories, plantations and other establishments. The Central Government has entrusted the Administration of the Act to the Chief Labour Commissioner in respect of the circus industry and to the Director General of Mines Safety in respect of mines.

The Act has been amended to enhance the medical bonus from Rs.250/- to Rs.1,000/- and also empowering the Central Government to increase it from time to time before every three years, by way of notification in the Official Gazette, subject to maximum of Rs.20,000/-. The amendment was notified on 15.04.2008 making it effective from the same date. The Medical Bonus has further been increased from Rs.1,000/- to Rs.2,500/- w.e.f. 11.08.2008 and Rs.2,500/- to Rs.3,500/- w.e.f. 19.12.2011.

The Labour Bureau compiles data pertaining to the number of women workers covered, number of claims made and amount paid, etc. contained in the reports of the State Governments. Table 9.11(i) and 9.11(ii) give details regarding the benefits obtained by the women workers during 2018 and 2019 respectively under the Maternity Benefit Act. Maternity benefits paid in different States under the Employees' State Insurance Act, 1948 during the year 2018 and 2019 are given in Table 9.12(i) & 9.12(ii).

Table- 9.11(i)
Maternity benefits paid in Factories, Plantations and Other establishments during the year 2018

	State/Union Territory	Number of establishments covered	Number of establish-ments submit-ting returns	Res-ponse Rate (%)	AggregateNo. of women workers employed daily	No. of women who claimed maternity benefit during the year		No. of claims accepted and paid either fully or partially		Number of cases where special bonus paid	Total amount of maternity benefits paid (in Rs.)
								Total	Current year Claims		
	1	2	3	4	5	6		7	8	9	10
I	**FACTORIES**										
1	Andhra Pradesh	9202	4282	46.53	85348	198	(0.23)	198	196	29	24993904
2	Bihar	6012	141	2.35	263	0	(0.00)	-	-	-	-
3	Chhatisgarh	4504	183	4.06	1727	13	(0.75)	7	7	4	2379816
4	Goa	57	57	100.00	1154	31	(2.69)	31	4	10	3962951
5	Gujarat	6153	4877	79.26	51669	277	(0.54)	277	277	277	13635456
6	Haryana	2669	1295	48.52	37097	1274	(3.43)	1274	1274	52	60839871
7	Himachal Pradesh	1628	701	43.06	9167	100	(1.09)	100	100	24	8464892
8	Jammu & Kashmir	241	182	75.52	1498	42	(2.80)	37	12	-	132000
9	Jharkhand	324	22	6.79	1573	59	(3.75)	59	59	-	-
10	Karnataka	1885	757	40.16	43996	704	(1.60)	436	411	297	60075743
12	Kerala	4461	1378	30.89	109998	275	(0.25)	268	102	22	12063544
12	Meghalaya	37	1	2.70	2	-	-	-	-	-	-
13	Nagaland	12	12	100.00	10	-	-	-	-	-	-
14	Odisha	677	24	3.55	2486	39	(1.57)	21	13	-	5671583
15	Punjab	603	33	5.47	375	-	-	-	-	-	-
16	Rajasthan	8296	330	3.98	33684	1	(0.00)	-	-	-	-
17	Tamilnadu	20322	13408	65.98	445247	92	(0.02)	91	85	82	7539419
18	Telangana	6777	465	6.86	12576	354	(2.81)	350	326	90	58535484
19	Uttar Pradesh	393	73	18.58	2248	58	(2.58)	56	56	52	7478416
20	Uttarakhand	3835	67	1.75	1920	34	(1.77)	34	34	1	3256649
21	West Bengal	67	55	82.09	675	12	(1.78)	12	7	6	2052554
22	Andman & Nicobar Islands	8	8	100.00	153	27	(17.65)	27	27	130	1769000
23	Chandigarh #	-	-	-	-	-	-	-	-	-	-
24	Puducherry	174	151	86.78	6918	45	(0.65)	45	-	-	1629994
	All India/ Total	**78337**	**28502**	**36.38**	**849784**	**3635**	**(0.43)**	**3323**	**2990**	**1076**	**274481276**
II	**MINES (Rajasthan)**	**352**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
III	**PLANTATIONS**										
1	Assam	990	610	61.62	178814	1054	(5.90)	9451	-	388	242747163
2	Himachal Pradesh	9	-	-	-	-	-	-	-	-	-
3	Karnataka	706	84	11.90	2042	108	(5.29)	54	54	54	488350
4	Kerala	534	253	47.38	13843	143	(1.03)	143	-	-	5682485
5	Odisha	2	-	-	-	-	-	-	-	-	-
6	Tamilnadu	602	472	78.41	32555	216	(0.66)	216	184	-	6685596
7	Telangana	1	1	100.00	-	-	-	-	-	-	-
8	Tripura	62	43	69.35	4410	80	(1.81)	80	37	21	435135
9	Uttarakhand	5	5	100.00	56	-	-	-	-	-	-
10	Andman & Nicobar Islands	4	4	100.00	147	19	(12.93)	19	19	147	1689000
	All India/ Total	**2915**	**1472**	**50.50**	**231867**	**1111**	**(4.79)**	**9963**	**294**	**610**	**257727729**
IV	**OTHER ESTABLISHMENTS**										
1	Goa	75	75	100.00	428	7	(1.64)	7	-	2	1250198
2	Jammu & Kashmir	315	115	36.51	587	51	(8.69)	51	19	51	426021
3	Karnataka	4441	266	5.99	14038	673	(4.79)	149	139	290	9552376
4	Meghalaya	232	-	-	-	-	-	-	-	-	-
5	Nagaland	56	56	100.00	45	-	-	-	-	-	-
6	Rajasthan	15730	218	1.39	25469	1	(0.00)	1	1	-	-
7	Tamilnadu	16910	12892	76.24	197295	268	(0.14)	133	133	-	1535123
8	Telangana	32030	666	2.08	6200	1	(0.02)	1	1	-	25000
9	Uttarakhand	194	42	21.65	1276	28	(2.19)	28	28	-	476106
10	Andman & Nicobar Islands	13	12	92.31	83	12	(14.46)	12	12	83	988000
	All India /Total	**69996**	**14342**	**20.49**	**245421**	**1041**	**(0.42)**	**382**	**333**	**426**	**14252824**
	All India/Grand Total	**151600**	**44316**	**29.23**	**1327072**	**15788**	**(1.19)**	**13668**	**3617**	**2112**	**546461829**

Note : - = Nil, Figures in brackets under col. 6 are percentages with reference to column 5,
= Covered under ESIC Act, 1948,

Table- 9.11(ii)
Maternity benefits paid in Factories, Plantations and Other establishments during the year 2019

	State/Union Territory	Number of establish-ments covered	Number of establish-ments submit-ting returns	Res-ponse Rate (%)	Aggregat eNo. of women workers employed daily	No. of women who claimed maternity benefit during the year		No. of claims accepted and paid either fully or partially		Numbe r of cases where special bonus paid	Total amount of maternity benefits paid (in Rs.)
								Total	Current year Claims		
	1	2	3	4	5	6		7	8	9	10
I	**FACTORIES**										
1	Andhra Pradesh	9970	3708	37.19	72439	209	(0.29)	209	202	27	12169183
2	Bihar	6175	11	0.18	89	4	(4.49)	4	4	2	923748
3	Chhatisgarh	4790	178	3.72	1931	6	(0.31)	6	6	0	85827
4	Goa	161	159	98.76	5909	137	(2.32)	118	118	3	12582931
5	Gujarat	6627	6214	93.77	50742	323	(0.64)	323	323	323	17804991
6	Haryana	3121	785	25.15	38933	1372	(3.52)	1372	1372	45	349183676
7	Himachal Pradesh	1739	695	39.97	10312	63	(0.61)	63	63	27	6872912
8	Jammu & Kashmir	211	165	78.20	1407	82	(5.83)	82	47	24	336000
9	Jharkhand	324	11	3.40	1689	114	(6.75)	114	114	-	-
10	Karnataka	1946	786	40.39	57480	646	(1.12)	382	380	330	30639977
11	Kerala	4262	2075	48.69	153185	275	(0.18)	254	66	21	17105632
12	Meghalaya	46	1	2.17	2	-	-	-	-	-	-
13	Mizoram	4	2	50.00	0	-	-	-	-	-	-
14	Nagaland	12	12	100.0	10	-	-	-	-	-	-
15	Odisha	445	15	3.37	748	18	(2.41)	18	15	-	5280906
16	Punjab	612	29	4.74	371	0	-	-	-	-	-
17	Rajasthan	8418	334	3.97	34858	2	(0.01)	1	1	-	719089
18	Tamilnadu	20032	14379	71.78	425947	102	(0.02)	97	92	93	10088812
19	Telangana	2402	384	15.99	10819	436	(4.03)	449	436	400	78926019
20	Uttar Pradesh	475	72	15.16	2268	78	(3.44)	74	71	73	8380617
21	Uttarakhand	3818	12	0.31	231	14	(6.06)	14	11	8	2599780
22	West Bengal	123	98	79.67	2711	9	(0.33)	9	-	-	2576841
23	Andman & Nicobar Islands	8	8	100.0	151	21	(13.91)	20	20	-	2181036
24	NCT of Delhi	25	23	92.00	530	5	(0.94)	5	4	4	400243
25	Puducherry	156	132	84.62	5819	71	(1.22)	71	-	-	2132791
	All India/ Total	**75902**	**30288**	**39.90**	**878581**	**3987**	**(0.45)**	**3685**	**3345**	**1380**	**560991011**
II	**MINES (Rajasthan)**	**352**	-	-	-	-	-	-	-	-	-
III	**PLANTATIONS**										
1	Assam	861	572	66.43	204322	11556	(5.66)	11489	1322	656	99730126
2	Himachal Pradesh	10	-	-	-	-	-	-	-	-	-
3	Karnataka	1203	123	10.22	2977	75	(2.52)	30	30	30	271350
4	Kerala	535	154	28.79	19393	66	(0.34)	66	-	4	3332092
5	Tamilnadu	599	435	72.62	25143	190	(0.76)	190	148	-	7898762
6	Tripura	59	46	77.97	4100	72	(1.76)	72	49	23	453265
7	Uttarakhand	5	5	100	50	-	-	-	-	-	-
8	Andman & Nicobar Islands	4	4	100	105	12	(11.43)	12	12	-	1653366
	All India/ Total	**3276**	**1339**	**40.87**	**256090**	**11971**	**(4.67)**	**11859**	**1561**	**713**	**113338961**
IV	**OTHER ESTABLISHMENTS**										
1	Andhra Pradesh	10407	214	2.06	62	-	(0.00)	-	-	-	-
2	Bihar	6	6	100	2	2	(100.00)	2	-	-	-
3	Goa	35	35	100	859	46	(5.36)	39	39	-	15044515
4	Jammu & Kashmir	917	256	27.92	1001	2	(0.20)	29	12	-	2383162
5	Karnataka	4622	333	7.20	14904	546	(3.66)	154	134	154	9513658

6	Meghalaya	240	4	1.67	1	-	-	-	-	-	-
7	Mizoram	4	4	100	-	-	-	-	-	-	-
8	Nagaland	56	56	100	45	-	-	-	-	-	-
9	Odisha	240	9	3.75	401	-	-	-	-	-	-
10	Rajasthan	17018	265	1.56	32137	2	(0.01)	1	1	-	73716
11	Tamilnadu	19562	15663	80.07	46123	504	(1.09)	432	224	-	1285096
12	Telangana	16684	131	0.79	1998	1	(0.05)	1	1	-	18000
13	Uttarakhand	238	54	22.69	996	6	(0.60)	6	6	-	343464
14	Andman & Nicobar Islands	14	12	85.71	121	15	(12.40)	15	15	-	1946516
15	NCT of Delhi	315	315	100	5483	156	(2.85)	148	148	10	14906957
	All India /Total	**70358**	**17357**	**24.67**	**104133**	**1280**	**(1.23)**	**827**	**580**	**164**	**45515084**
	All India/Grand Total	**149888**	**48984**	**32.68**	**123880**	**17238**	**(1.39)**	**16371**	**5486**	**2257**	**719845056**

Note : - = Nil, Figures in brackets under col. 6 are percentages with reference to column 5,

Table 9.12(i)

Maternity benefits paid under the Employees' State Insurance Act, 1948 during the financial year 2018

Sl. No.	State/Union Territory	Number of insured women as on 2018	Number of maternity benefit case (confinement) during the year 2018		Amount paid during the year 2018
1	2	3	4		5
1	Andhra Pradesh	233299	1641	(4.68)	86702894
2	Assam	37935	201	(0.57)	7727864
3	Bihar	16404	49	(0.14)	4092966
4	Chhattisgarh	41317	144	(0.41)	7506973
5	Goa	29580	438	(1.25)	29204941
6	Gujarat	105394	698	(1.99)	34470092
7	Haryana	168545	1001	(2.86)	49743018
8	Himachal Pradesh	33256	261	(0.74)	8844885
9	Jammu & Kashmir	12212	69	(0.20)	2673601
10	Jharkhand	34139	144	(0.41)	5727850
11	Karnataka	789001	7032	(20.07)	321143725
12	Kerala	379879	7583	(21.64)	450399887
13	Madhya Pradesh	100215	414	(1.18)	20258701
14	Maharashtra	436651	2665	(7.61)	162294333
15	Odisha	51156	222	(0.63)	9689805
16	Punjab	128558	815	(2.33)	35315016
17	Rajasthan	114999	549	(1.57)	23042900
18	Tamil Nadu	968797	6734	(19.22)	342140206
19	Telangana	305728	2186	(6.24)	101909228
20	Uttar Pradesh	163948	500	(1.43)	19542606
21	Uttarakhand	62279	218	(0.62)	15080433
22	West Bengal	146272	535	(1.53)	27250092
23	Delhi NCT	134184	441	(1.26)	24524975
24	Chandigarh	16179	103	(0.29)	5502364
25	Puducherry	32102	398	(1.14)	25433419
	All India/ Total	**4542029**	**35041**	**(100.00)**	**1820222774**

Source: The Employees' State Insurance Corporation New Delhi
Note. Figures in brackets under col. 4 are percentages to all-India

Table 9.12(ii)

Maternity benefits paid under the Employees' State Insurance Act, 1948 during the financial year 2019

Sl. No.	State/Union Territory	Number of insured women as on 2019	Number of maternity benefit case (confinement) during the year 2019		Amount paid during the year 2019
1	2	3	4		5
1	Andhra Pradesh	270087	2649	(5.03)	177954124
2	Assam	42918	426	(0.81)	23342862
3	Bihar	20844	122	(0.23)	8313927
4	Chhattisgarh	43389	236	(0.45)	18125384
5	Goa	30988	560	(1.06)	49088120
6	Gujarat	141111	1106	(2.10)	72952151
7	Haryana	195135	1379	(2.62)	92868665
8	Himachal Pradesh	36204	411	(0.78)	19227189
9	Jammu & Kashmir	12413	119	(0.23)	5631020
10	Jharkhand	41852	211	(0.40)	12913192
11	Karnataka	834366	9400	(17.83)	648646409
12	Kerala	382542	10843	(20.57)	800661809
13	Madhya Pradesh	116934	776	(1.47)	41065016
14	Maharashtra	557919	5496	(10.43)	395532535
15	Odisha	58995	539	(1.02)	30948898
16	Punjab	146491	1428	(2.71)	85454956
17	Rajasthan	128237	959	(1.82)	59289199
18	Tamil Nadu	1059535	8939	(16.96)	619704113
19	Telangana	354986	3312	(6.28)	214653529
20	Uttar Pradesh	203725	720	(1.37)	65470600
21	Uttarakhand	69397	449	(0.85)	30779446
22	West Bengal	172392	781	(1.48)	57984171
23	Delhi NCT	146776	1010	(1.92)	99051217
24	Chandigarh	21052	244	(0.46)	18861355
25	Puducherry	31886	601	(1.14)	42282182
	All India/ Total	**5120174**	**52716**	**(100.00)**	**3690802069**

Source: The Employees' State Insurance Corporation New Delhi
Note. Figures in brackets under col. 4 are percentages to all-India

(e) The Payment of Gratuity Act, 1972

The Payment of Gratuity Act, 1972 provides for a scheme of compulsory payment of gratuity to employees engaged in factories, mines, oilfields, plantations, ports, railway companies, motor transport undertakings, shops or other establishments on the termination of his employment after he has rendered continuous service for not less than five years on his superannuation, or on his retirement or resignation, or on his death or disablement due to accident or disease. Provided the completion of continuous service of five years shall not be necessary where the termination of the employment of any employee is due to death or disablement. Payment of Gratuity is an employer's liability under the extant provisions of the PG Act.

Coverage

- Every factory, mine, oil-field, plantation, port and railway company.
- Every shop or establishment within the meaning of any law for the time being in force in relation to shops and establishments in a State, in which ten or more persons are employed or were employed on any day of the preceding twelve months.
- Every motor transport undertaking in which ten or more persons were employed on any day of the preceding twelve months.
- Such other establishments or class of establishments in which ten or more employees are employed or were employed on any day of the preceding twelve months as the Central government may, by notification, specify in this behalf.

A shop or establishment once covered shall continue to be covered notwithstanding that the number of persons employed therein at any time falls below ten.

Entitlement

Every employee, other than apprentice irrespective of his wages is entitled to receive gratuity after he has rendered continuous service for five years or more. Gratuity is payable at the time of termination of his service either (i) on superannuation or (ii) on retirement or resignation or (iii) on death or disablement due to accident or disease. Termination of services includes retrenchment. However, the condition of five years' continuous service is not necessary if services are terminated due to death or disablement. In case of death of the employee, the gratuity payable to him is to be paid to his nominee, and if no nomination has been made, then to his heirs.

Calculation of Benefits

For every completed year of service or part thereof in excess of six months, the employer pays gratuity to an employee at the rate of fifteen days' wages based on the rate of wages last drawn. As per section 4(3) of the Act, the amount of the gratuity payable to an employee shall not exceed Rs.10,00,000/-.

Administration

The Act is enforced both by the Central and State Governments. Section 3 authorizes the appropriate government to appoint any officer as a controlling authority for the administration of the Act. Mines, major ports, oilfields, railway companies and establishment owned or controlled by the Central Government and establishment having branches in more than one State are controlled by the Central Government. The remaining factories and/ establishments are looked after by the State Governments. The Central/State Governments appoint the Controlling Authorities and Inspectors for different areas, to ensure that the provisions of the Act are complied with. The Central/State Governments also frame rules for administration of the Act.

(f) The Unorganised Workers' Social Security Act, 2008

In order to ensure welfare of workers in the unorganized sector, the Ministry of Labour & Employment has enacted the Unorganised Workers' Social Security Act, 2008. The Act has come into force with effect from 16.05.2009. The Central Rules under the Act have been framed.

The Salient features of the Act are as under:

- Section (2) provides for the definitions, including those relating to unorganised worker, self-employed and wage worker.
- Section 3 (1) provides for formulation of schemes by the Central Government for different sections of unorganised workers on matters relating to (a) life and disability cover; (b) health and maternity benefits; (c) old age protection (d) any other benefit as may be determined by the Central Government.
- Section 3 (4) provides for formulation of schemes relating to provident fund, employment injury benefits, housing, educational schemes for children, skill upgradation, funeral assistance and old age homes by the State Governments.
- Section 4 relates to funding of the schemes formulated by Central Government.
- Section 5 envisages constitution of National Social Security Board under the chairmanship of Union Minister for Labour & Employment with Director General (Labour Welfare) as Member Secretary and 34 nominated members representing Members of Parliament, unorganised workers, employers of unorganised workers, civil society, Central Ministries and State Governments.
- Provision for adequate representation to persons belonging to the Scheduled Castes, the Scheduled Tribes, the Minorities and Women in the Board has been made.
- The National Board would recommend the Central Government suitable schemes for different sections of unorganised workers; monitor implementation of schemes and advise the Central Government on matters arising out of the administration of the Act.
- Section 6 has provision for constitution of similar Boards at the State level.
- Section 7 relates to funding pattern of the schemes formulated by the State Governments.
- Section 8 prescribes record keeping functions by the District Administration. For this purpose, the State Government may direct (a) the District Panchayat in rural areas; and (b) the Urban Local Bodies in urban areas to perform such functions.
- Section 9 provides for setting up of Workers' Facilitation Centre to (a) disseminate information on social security schemes available to them (b) facilitate registration of workers by the district administration and enrollment of unorganised workers.
- Section 10 provides for eligibility criteria for registration as also the procedure for registration under the Act.
- Sections 11-17 contain miscellaneous provisions for implementing the Act.

The Unorganised Workers' Social Security Rules, 2009 under the Act have been framed and the National Social Security Board was constituted on 18.08.2009. The National Board shall recommend social security schemes viz. life and disability cover, health and maternity benefits, old age protection and any other benefit as may be determined by the Government for unorganized workers.

In India approximately 93% of workers are in the unorganized sector. The various social security schemes are currently being run by different Ministries/Departments and agencies at the State Level under Schedule II of the "The Unorganized Workers Social Security Act, 2008" for welfare of the unorganized workers, with different eligibility criteria, enrolment processes and benefit thereunder.

10. INDUSTRIAL RELATIONS

(a) The Trade Unions Act, 1926

Object and Scope - The Act mainly seeks to confer a legal and corporate status on registered trade unions. The Act provides immunity from civil and criminal liability to trade union executives and members for bonafide trade union activities. The Act applies to the entire Indian Union.

Main Provisions- The main provisions of the Trade Unions Act, 1926 relate to (i) registration of unions; (ii) rights and privileges; and (iii) obligations and liabilities of registered trade unions. For registration, the Act provides that any seven or more members of a trade union can apply to the Registrar, appointed under the Act, for registration of the union. At least half the total number of office bearers of a registered union must be persons actually engaged in the industry to which the union belongs. Persons convicted of offences involving moral turpitude are debarred from becoming office bearers or members of the executive of a registered trade union. Under certain circumstances, the Registrar of Trade Unions is authorized to withdraw or cancel the registration. The Act stipulates that when once an application for registration has been entertained, it cannot be deemed to have become invalid, if at the time of registration some of the applicants not exceeding half of them cease to be members of the trade union or disassociate themselves from the application.

The Act protects the office bearers and members of registered trade unions against criminal proceedings in respect of any agreement for the purpose of furtherance of any legal object of the union. They are also protected from civil suits in respect of any act done in contemplation or furtherance of trade dispute.

The Act lays down the purpose for which the general funds of a registered trade union can be utilized. It is open to the unions to constitute a separate political fund for the promotion of civil and political interest of its members. The registered unions are also required to submit annual returns in the prescribed form to the Registrar alongwith an audited statement of income and expenditure. The Unions are required to submit annual returns on a calendar year basis. The account books of the unions and the list of members thereof are required to be kept open for inspection by an office bearer or member of the union. Under the Act, the Registrar or any other duly authorized officer is empowered to inspect or require production of the certificate of registration, account books, registers and other documents relating to trade unions for examining the returns submitted by them under Section 28 of the Act. Any changes in the name, constitution and rules of the union as well as the office bearers have to be notified to the Registrar. The Trade Unions Act, 1926 was last amended and enforced with effect from 9.1.2002 to ensure orderly growth of trade unions and reduce multiplicity of trade unions and promote internal democracy.

Administration and Enforcement - The Act is administered by the State Governments which are required to appoint Registrars of Trade Unions to look after the proper compliance of the provisions of the Act.

(b) The Industrial Employment (Standing Orders) Act, 1946

Scope and Objective

The Industrial Employment (Standing Orders) Act, 1946 came into force on April 23, 1946. The Standing Orders define with sufficient precision the conditions of employment for information of workmen. The Act applies to the whole of India. It was initially made applicable to only those industrial units/undertakings/establishments wherein 100 or more workers were employed on any day of the preceding 12 months. Subsequently the Act was amended in 1961, 1963 and 1982. The Act empowers the appropriate Governments to extend the provisions to establishments employing less than 100 workers after giving not less than two months notice, of its intention to do so in the official gazette. The Act applies to all the Industrial Establishments as defined in clause (II) of Section 2 of the Payment of Wages Act, 1936 and factories as defined in clause (II) of Section 2 of the Factories Act, 1948; the Railways as defined in the Indian Railways

Act, 1890 and establishment of a contractor who employs workmen for the purpose of fulfilling the contract with the owner of any Industrial Establishment. The Act does not, however, apply to workmen who are governed by the Fundamental and Supplementary Rules, Civil Service Temporary Service Regulations, Civilians in Defence Services (Classification, Control and Appeal) Rules or the Indian Railways Establishments Code or any other rules or regulations that may be notified in this behalf by the appropriate Government. The provisions of the Act also apply to newspaper establishments wherein 20 or more employees are employed by virtue of the enforcement of the Working Journalists (Conditions of Service and Miscellaneous Provisions) Act, 1955.

The main objectives of the Act, besides maintaining harmonious relationship between the employers and the employees, are to regulate the conditions of recruitment, discharge, disciplinary action, leave, holidays, etc. of the workers employed in industrial establishments. The Act amended in 1982 also provides for a payment of subsistence allowance to the workmen who are kept under suspension pending domestic enquiry. The rules regarding payment of subsistence allowance to the suspended workmen were further amended by a notification in 1984 facilitating payment during the suspension period, the subsistence allowance at the rate of 50 per cent of the wages, which he was entitled to immediately preceding the date of suspension, for the first 90 days, and 75 per cent of such wages subsequently for the remaining period of suspension, if the delay in completion of the disciplinary proceedings is not directly attributable to his conduct. The employer shall normally complete the enquiry within 10 days and the payment of subsistence allowance shall also be subject to the workman not taking any employment elsewhere during the period of suspension.

Certifying Officer- As per Section 2(c) of the Act, all the Regional Labour Commissioners are Certifying Officers in relation to industrial establishments throughout the country under the control of the Central Government. However, for administrative convenience, they exercise the powers of Certifying Officers within their respective territorial jurisdictions. The Regional Labour Commissioners in the Chief Labour Commissioner's Office function as Certifying Officers in relation to industrial establishments falling in the Central Sphere and having branches in more than one State. Besides, Deputy Chief Labour Commissioner, New Delhi has also been appointed Certifying Officer in relation to industrial establishment falling in the Central Sphere.

Procedure for Certification –Section 3 of the Act provides that within 6 months from the date on which the Act becomes applicable to an industrial establishment the employer shall submit to the Certifying Officer copies of the draft Standing Orders proposed by him for adoption in his industrial establishment. The Certifying Officer shall ensure that provision is made in the Standing Orders for every matter set out in the Schedule applicable to the industrial establishment and the Standing Orders are in conformity with the provisions of the Act. Certifying Officers and appellate authorities have been vested with powers of Civil Courts for the purposes of receiving evidence, administering oath, enforcing the attendance of witnesses. The progress of Certification of Standing Orders during the Calendar Year 2017, 2018 and 2019 is given in Table 9.13(i), 9.13(ii) and 9.13(iii) respectively.

Modification of Standing Orders – Section 10 of the Act makes provision for modification of the Certified Standing Orders. If the management and the workmen agree, the standing orders can be modified even before the expiry of the prescribed time limit.

Enforcement –The following offences are punishable under Section 18 of the Act and the Central Industrial Relations Machinery is to take action wherever infringements of the same come to their notice:

- Failure on the part of an employer to submit draft Standing Orders as required under Section 3.
- Modification by employer of the Certified Standing Orders otherwise than in accordance with the prescribed procedure.
- Any action of the employer in contravention of the provisions of the Certified Standing Orders.

Table 9.13(i)
State-wise Progress of Certification of Standing Orders during 2017 under Industrial Employment (Standing Orders) Act, 1946

State/Union Territory		Establishments covered under the Industrial Employment (Standing Orders) Act		Establishments having Certified Standing Orders in respect of all or only a group of employees at the beginning of the year 2017		Number of applications for certification either for all or any group of employees in respect of establishments (i) which had Standing Orders only for a group or groups of employees (ii) which had no certified Standing Orders				Establishments having certified Standing Orders in respect of all or only a group of employees at the end of the year 2017	
		Number of establishments	Number of employees covered	Number	Number of employees covered	Pending at the commencement of the year	Received during the year	Disposed of during the year	Pending at the end of the year	Number	Number of employees covered
1		2	3	4	5	6	7	8	9	10	11
1	Assam	2434	801063	1479	711034	260 (14.96)	52 (8.24)	86 (12.70)	226	1565 (7.30)	717040 (20.39)
2	Bihar	88	9833	45	9793	-	-	-	-	28 (0.13)	6384 (0.18)
3	Goa	1996	113606	238	24747	68 (3.91)	7 (1.11)	9 (1.33)	66	242 (1.13)	26243 (0.75)
4	Gujarat	22362	1496081	10078	27821	87 (5.01)	7 (1.11)	7 (1.03)	87	164 (0.76)	24002 (0.68)
5	Haryana	6344	793351	1858	286313	39 (2.24)	76 (12.04)	86 (12.70)	29	1941 (9.05)	297736 (8.47)
6	Himachal Pradesh	2429	293060	303	38218	268 (15.42)	18 (2.85)	28 (4.14)	258	331 (1.54)	41298 (1.17)
7	Karnataka	2023	674602	1174	303210	297 (17.09)	95 (12.06)	104 (15.36)	288	1279 (5.97)	316615 (9.00)
8	Kerala	2131	281282	856	93303	61 (3.51)	23 (3.65)	18 (2.66)	66	874 (4.08)	97719 (2.78)
9	Maharashtra	2612	644472	390	77735	68 (3.91)	16 (2.54)	12 (1.77)	72	423 (1.97)	85957 (2.44)
10	Meghalaya	5	671	5	671	-	-	-	-	5 (0.02)	671 (0.02)
11	Odisha	595	128455	296	81567	105 (6.04)	5 (0.79)	6 (0.89)	104	302 (1.41)	86085 (2.45)
12	Punjab	11440	570251	1688	284940	103 (5.93)	54 (8.56)	39 (5.76)	118	1727 (8.06)	291725 (8.30)
13	Rajasthan	4891	660469	1122	247601	32 (1.84)	20 (3.17)	21 (3.10)	31	1153 (5.38)	254624 (7.24)
14	Tamil Nadu	28189	1717955	9526	1025330	23 (1.32)	223 (35.34)	221 (32.64)	25	9747 (45.46)	1065060 (30.29)
15	Telangana	1878	150809	303	43427	46 (2.65)	15 (2.38)	11 (1.62)	50	314 (1.46)	48190 (1.37)
16	Tripura	162	20100	162	17000	-	-	-	-	162 (0.76)	20100 (0.57)
17	Uttarakhand	1167	95818	907	83197	229 (13.18)	15 (2.38)	16 (2.36)	228	924 (4.31)	86061 (2.45)
18	A & N Islands	15	3921	15	3871	-	-	-	-	15 (0.07)	3871 (0.11)
19	Chandigarh	230	14536	66	8315	-	-	-	-	66 (0.31)	8315 (0.24)
20	Puducherry	836	82406	165	36586	52 (2.99)	5 (0.79)	13 (1.92)	44	178 (0.83)	38836 (1.10)
	Total	**91827**	**8552741**	**30676 (33.41)**	**3404679 (39.81)**	**1738 (100.00)**	**631 (100.00)**	**677 (100.00)**	**1692**	**21440 (100.00) (23.35)**	**3516532 (100.00) (41.12)**

- = Nil

NOTE: 1. Figures in brackets are percentages to total.
2. Percentages in brackets of Grand Total in cols. 4 and 5 as well as cols. 10 and 11 are with reference to cols. 2 and 3.
3. Figures under Col.6 are not strictly comparable over the years as the responding States/UTs vary year to year.

Table 9.13 (ii)
State-wise progress of Certification of Standing Orders during 2018

State/Union Territory		Establishments covered under the Industrial Employment (Standing Orders) Act		Establishments having Certified Standing Orders in respect of all or only a group of employees at the beginning of the year 2018		Number of applications for certification either for all or any group of employees in respect of establishments (i) which had Standing Orders only for a group or groups of employees (ii) which had no certified Standing Orders				Establishments having certified Standing Orders in respect of all or only a group of employees at the end of the year 2018	
		Number Of establishment	Number of employees covered	Number	Number of employees covered	Pending at the commencement of the year	Received during the year	Disposed of during the year	Pending at the end of the year	Number	Number of employees covered
1		2	3	4	5	6	7	8	9	10	11
1	Andhra Pradesh	1581	239688	1102	199974	12 (0.61)	18 (1.64)	18 (1.51)	12	949 (3.25)	161891 (3.73)
2	Assam	2434	801063	1565	717040	226 (11.58)	30 (2.74)	61 (5.10)	195	1626 (5.58)	718657 (16.56)
3	Bihar	42	5948	40	5908	- (0.00)	- (0.00)	- (0.00)	-	13 (0.04)	1336 (0.03)
4	Goa	2005	119102	242	26243	66 (3.38)	3 (0.27)	1 (0.08)	68	244 (0.84)	27077 (0.62)
5	Gujarat	24621	1311633	164	24002	87 (4.46)	2 (0.18)	2 (0.17)	87	138 (0.47)	22912 (0.53)
6	Haryana	6525	818281	1941	297736	29 (1.49)	79 (7.21)	57 (4.77)	-	1998 (6.85)	319638 (7.37)
7	Himachal Pradesh	2487	303380	331	41298	258 (13.22)	37 (3.38)	13 (1.09)	282	344 (1.18)	42728 (0.98)
8	Jammu & Kashmir	84	16469	80	16102	4 (0.20)	6 (0.55)	6 (0.50)	4	80 (0.27)	16102 (0.37)
9	Karnataka	1247	706278	1279	316615	288 (14.75)	57 (5.21)	256 (21.40)	89	1535 (5.26)	397833 (9.17)
10	Kerala	2143	283032	874	97719	52 (2.66)	20 (1.83)	9 (0.75)	63	853 (2.92)	96693 (2.23)
11	Meghalaya	5	675	5	675	- (0.00)	- (0.00)	- (0.00)	-	5 (0.02)	675 (0.02)
12	Orissa	630	134006	302	86085	104 (5.33)	36 (3.29)	33 (2.76)	107	335 (1.15)	90997 (2.10)
13	Punjab	11843	592500	1727	291725	115 (5.89)	49 (4.47)	39 (3.26)	125	1756 (6.02)	297149 (6.85)
14	Rajasthan	5128	689412	1143	251402	31 (1.59)	57 (5.21)	38 (3.18)	50	1181 (4.05)	261128 (6.02)
15	Tamil Nadu	28417	1770503	9747	1065060	25 (1.28)	335 (30.59)	324 (27.09)	36	10071 (34.53)	1092146 (25.17)
16	Telangana	1892	151754	314	48190	50 (2.56)	4 (0.37)	5 (0.42)	49	319 (1.09)	49096 (1.13)
17	Tripura	162	19500	162	16500	- (0.00)	- (0.00)	- (0.00)	-	162 (0.56)	19500 (0.45)
18	Uttar Pradesh	10448	664887	6037	554865	333 (17.06)	325 (29.68)	304 (25.42)	354	6341 (21.74)	575340 (13.26)
19	Uttarakhand	1214	98036	924	86061	228 (11.68)	28 (2.56)	22 (1.84)	234	946 (3.24)	97283 (2.24)
20	Chandigarh	230	14536	66	8315	- (0.00)	- (0.00)	- (0.00)	-	67 (0.23)	8395 (0.19)
21	Delhi	@	@	15	2111	- (0.00)	5 (0.46)	5 (0.42)	-	20 (0.07)	2634 (0.06)
22	Puducherry	818	78642	178	38836	44 (2.25)	4 (0.37)	3 (0.25)	45	181 (0.62)	39736 (0.92)
	Total	**103956**	**8819325**	**28238 (27.16)**	**4192462 (47.54)**	**1952 (100.00)**	**1095 (100.00)**	**1196 (100.00)**	**1800**	**29164 (28.05)**	**4338946 (49.20)**

- = Nil @ = Data not reported.

NOTE: 1. Figures in brackets are percentages to total.

2. Percentages in brackets of Grand Total in cols. 4 and 5 as well as cols. 10 and 11 are with reference to cols. 2 and 3.

3. Figures under Col.6 are not strictly comparable over the years as the responding States/UTs vary year to year.

Table 9.13 (iii)
State-wise progress of Certification of Standing Orders during 2019

State/Union Territory		Establishments covered under the Industrial Employment (Standing Orders) Act		Establishments having Certified Standing Orders in respect of all or only a group of employees at the beginning of the year 2019		Number of applications for certification either for all or any group of employees in respect of establishments (i) which had Standing Orders only for a group or groups of employees (ii) which had no certified Standing Orders				Establishments having certified Standing Orders in respect of all or only a group of employees at the end of the year 2019	
		Number Of establishment	Number of employees covered	Number	Number of employees covered	Pending at the commencement of the year	Received during the year	Disposed of during the year	Pending at the end of the year	Number	Number of employees covered
1		2	3	4	5	6	7	8	9	10	11
1	Andhra Pradesh	1602	244388	1120	208061	15 (0.90)	26 (2.72)	29 (3.28)	12	1137 (3.91)	215010 (4.94)
2	Assam	2434	801063	1626	718657	195 (11.75)	20 (2.09)	51 (5.76)	164	1677 (5.76)	721787 (16.58)
3	Bihar	42	5920	40	5880	0 (0.00)	0 (0.00)	0 (0.00)	0	40 (0.14)	5880 (0.14)
4	Goa	2009	119296	244	27077	68 (4.10)	4 (0.42)	3 (0.34)	69	247 (0.85)	27077 (0.62)
5	Gujarat	25158	1833374	164	24002	99 (5.97	23 (2.41)	18 (2.03)	104	174 (0.60)	15803 (0.360
6	Haryana	9765	1486005	1998	319638	51 (3.07	98 (10.25	93 (10.51	56	2091 (7.19)	338609 (7.78)
7	Himachal Pradesh	2571	315850	344	42728	282 (17.00)	22 (2.30)	21 (2.37)	283	365 (1.25)	45038 (1.03)
8	Karnataka	2185	518963	1812	484515	0 (0.00)	0 (0.00)	0 (0.00)	0	1812 (6.23)	484515 (11.13)
9	Kerala	2146	280404	890	99666	77 (4.64)	19 (1.99)	15 (1.69)	81	904 (3.11)	101253 (2.33)
10	Maharashtra	2638	653812	406	83921	0 (0.00)	0 (0.00)	0 (0.00)	0	406 (1.40)	83921 (1.93)
11	Meghalaya	5	702	5	702	0 (0.00)	0 (0.00)	0 (0.00)	0	5 (0.02)	702 (0.02)
12	Orissa	647	143036	335	90997	106 (6.39)	22 (2.30)	17 (1.92)	111	352 (1.21)	96413 (2.22)
13	Rajasthan	5412	724571	1191	264350	50 (3.01)	33 (3.45)	29 (3.28)	54	1220 (4.19)	272278 (6.26)
14	Tamil Nadu	28776	1696983	10071	1092146	34 (2.05)	350 (36.61)	341 (38.53)	43	10412 (35.78)	1108902 (25.48)
15	Telangana	1900	155350	319	49096	49 (2.95)	9 (0.94)	3 (0.34)	55	322 (1.11)	50428 (1.16)
16	Tripura	50	10379	21	3704	0 (0.00)	0 (0.00)	0 (0.00)	0	21 (0.07)	3704 (0.09)
17	Uttar Pradesh	10916	825052	6341	575340	354 (21.34)	258 (26.99)	202 (22.82)	410	6543 (22.48)	604587 (13.89)
18	Uttarakhand	1235	100903	946	97283	234 (14.10)	55 (5.75)	49 (5.54)	240	995 (3.42)	100428 (2.31)
19	A & N Islands	15	3984	15	3984	0 (0.00)	0 (0.00)	0 (0.00)	0	15 (0.05)	3984 (0.09)
20	Chandigarh	230	14536	66	8315	0 (0.00)	0 (0.00)	0 (0.00)	0	66 (0.23)	8315 (0.19)
21	Delhi	@	@	20	2634	0 (0.00)	11 (1.15)	11 (1.24)	0	31 (0.11)	6479 (0.15)
22	Puducherry	828	78952	181	39736	45 (2.71)	6 (0.63)	3 0.34)	48	184 (0.63)	40586 (0.93)
23	Jammu & Kashmir	91	17366	83	16783	0 (0.00)	0 (0.00)	0 (0.00)	0	83 (0.29)	16783 (0.39)
	Total	**100655**	**10030889**	**28238** **(28.05)**	**4259215** **(42.46)**	**1659** **(100.00)**	**956** **(100.00)**	**885** **(100.00)**	**1730**	**29102** **(28.91)**	**4352482** **(43.39)**

- = Nil @ = Data not reported.

NOTE: 1. Figures in brackets (col no.6 & 7) are percentages to total.
2. Percentages in brackets of Grand Total in cols. 4 and 5 as well as cols. 10 and 11 are with reference to cols. 2 and 3.
3. Figures under Col.6 are not strictly comparable over the years as the responding States/UTs vary year to year.

(c) The Industrial Disputes Act, 1947£

Object and Scope-The Industrial Disputes Act was passed in March, 1947 repealing the Trade Disputes Act, 1929. The Act extends to the whole of India. The Act of 1947 was a comprehensive measure adopted by the Central Government with a view to improving industrial relations. The Act introduced the principle of compulsory arbitration and prohibited strikes without notice in public utility services. It also provided, for the first time two new institutions, viz. (i) Works Committees consisting of representatives of employers and employees in undertakings employing 100 or more workers, and (ii) Industrial Tribunal for the adjudication of industrial disputes. The main provisions of the Act relate to (i) works committees, (ii) conciliation and adjudication machinery, (iii) strikes and lockouts and (iv) lay-off, retrenchment and closure.

The Act has been amended to amplify the term 'appropriate government' defined under Section 2(a) of the Act, enhance the wage ceiling from Rs.1,600/- to Rs.10,000/- per month to cover workmen working in supervising capacity, provide direct access for the workman to the Labour Court or Tribunal in case of disputes arising out of Section 2A of the Act, expand the scope of qualifications of Presiding Officers of Labour Courts or Tribunals, establish Grievance Redressal Machinery and empowering the Labour Court or Tribunal to execute the awards etc. The amendment has been notified on 19.08.2010 and made effective from 15.09.2010.

11. MISCELLANEOUS

(a) The Child Labour (Prohibition and Regulation) Act, 1986

Child Labour (Prohibition & Regulation) Act, 1986, was enacted to prohibit employment of children below the age of 14 years in notified hazardous occupations and processes like carpet weaving; building and construction work; brick kilns; production of hosiery goods etc. and to regulate the working conditions of children in other occupations / processes. A corollary to this would be that if a child is in the work place, he would miss school. In order to align with the objective of mandatorily providing education up to the age of 14 years under RTE Act, Government has amended the Child Labour (Prohibition & Regulation) Act, 1986 with enactment of Child Labour (Prohibition & Regulation) Amendment Act, 2016 which provides for the complete ban on the employment or work of children below 14 years in all occupations and processes. The Amendment Act also prohibits the employment or work of adolescents, in the age of 14-18 years, in the scheduled hazardous occupations and processes. The Amendment Act came into force w.e.f. 01.09.2016.

The Act provides for constitution of a Technical Advisory Committee (TAC), which is a body of experts, to advise the Central Government to add or omit the occupations and processes in the Schedule of the Act. The Committee consists of a Chairman and such other members, not exceeding 10, as may be appointed by the Central Government. The Government has constituted TAC on 01.09.2016 for review of the present Schedule of the Act. Section 2 (i) of the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986, defines the jurisdiction of both Central and State Governments in implementing the Act. The Central Government is the "appropriate Government" in relation to establishments under the control of the Central Government or a railway administration or a major port or a mine or oilfield. In all other cases, the State Government is the "appropriate Government".

£ *For data on Strikes and Lockouts kindly see Chapter 4 (2).*

(b) The Collection of Statistics Act, 2008

The Collection of Statistics Act, 2008 was enacted by the Parliament on 7th January 2009. It was brought into force on 11th June 2010. The Act repealed the Collection of Statistics Act, 1953. Rules under the Act, namely, the Collection of Statistics Rules, 2011 were notified on 16th May 2011.

Some of the salient features of the Collection of Statistics Act, 2008 and the Rules made thereunder are as follows: -

- The Act provides for collecting statistics on economic, demographic, social, scientific and environmental aspects not only from industrial and commercial concerns but also from individuals and households.
- The Central/State Governments, UT Administrations and the local governments such as Panchayats and Municipalities have been empowered to collect any statistics. Any of them may appoint a statistics officer for each subject of data collection and/ or for each geographical unit.
- Duplication of surveys has been a matter of concern, as it not only leads to wastage of resources on survey work, but also may give rise to conflicting statistics. The Act empowers the Central Government to make rules for avoiding duplication. The Rules made under the Act provide for designating a nodal officer at the Centre and in each State/ UT who would advice the concerned line Ministries on steps to be taken to avoid unnecessary duplication.
- The Act provides for all methods of data collection including oral interviews and filing of returns electronically.
- The information collected from any informant under the Act cannot be made use of for any purpose other than for prosecution under the Act or for statistical purposes. In other words, the information collected cannot be used as evidence for prosecution under any other law.
- The Act provides penalties for neglect or refusal to furnish information. The penalty is up to Rs.1,000/- for individuals (Rs.5,000/- in case of a company).
- More importantly, the obligation to furnish information under the Act will not cease after conviction for an offence. If the concerned person continues to neglect or refuse to furnish information after the expiry of fourteen days from the date of conviction, then he may be punished with a further fine up to Rs.1,000/- (Rs.5,000/- in case of a company) for each day after the first during which the failure continues.
- The Act provides for stringent penalties for furnishing false information and for other serious offences in the form of simple imprisonment up to six months or with a fine or with both.
- The Act and the Rules made thereunder provide for adequate confidentiality for the data collected and for appropriate safeguards when data collection is outsourced. Disclosure of information collected from any person without suppressing the identification particulars of that person is not permitted under the Act.
- Prosecution for offences committed under the Act would be by way of a summary trial.

(c) The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959

The Act came into force with effect from the 1st May, 1960 and has been implemented in all the States in the country. It covers all establishments in Public Sector and non-agricultural establishments employing 25 or more workers in the Private Sector. It is not applicable in relation to vacancies (a) in any agriculture (including horticulture) establishments in private sector other than employment as agricultural or farm machinery operatives, (b) in any employment in domestic service, (c) in any employment, the total duration of which is less than 3 months, (d) in any employment to do unskilled office work e.g., daftary, jamadar, orderly, peon, dusting man, record

lifter, process server, watchman, sweeper and any other employee doing any routine or unskilled work which the Central Government by notification, may declare to be unskilled office work, and (e) any employment connected with the staff of the Parliament. Unless the Central Government otherwise directs by notification in the Official Gazette in this behalf, the Act is not applicable in relation to (a) vacancies which are proposed to be filled through promotion or by absorption of surplus staff of any branch or department of the same establishment or on the result of any examination or interview held by, or on the recommendations of any independent agency, such as, the Union or State Public Service Commission and the like and (b) vacancies in any employment which carry a remuneration of less than Rs. 60 in a month.

The Act requires that in any State or area thereof the employer in every establishment in public or private sector shall, before filling up any vacancy, notify them to employment exchanges. It also enjoins upon the Employers to furnish information about the number and type of vacancies occurred and filled during each quarter and the occupational and educational pattern of employees with them every alternate year. State Employment Market Information Units have been set up at each State Headquarter and Employment Market Information units have been set up at more than 500 districts in the country to maintain close liaison with employers. The Employment Officers of these units are provided extensive training by the State as well as Central Government in the field. Special stress is laid on using persuasive rather than coercive methods in collection of information under the Act. In case of Government Establishments liaison is maintained even at the level of the Head Quarter of the organization so that the field units do not lag behind in providing information. In case of Private Sector employers' personal contact through telephone, internet, fax and finally personal visits is the key to collection of information. The utility of the information in National Planning is stressed and employers are assured that the information provided by them would not put them in any disadvantageous position. The legal provisions in the Act, of prosecution of the employers, for non-rendering of information are used only in rare cases where all persuasion fails.

(d) The Apprentices Act, 1961

The Apprentices Act, 1961 came into force on March 1, 1962. The main object of the Act is to provide for the regulation and control of training of apprentices in trades and for matters connected therewith. The Act extends to the whole of India. The Act makes it obligatory on the part of employers both in Public and Private Sector establishments having requisite training infrastructure as laid down in the Act, to engage apprentices in industries and establishments covered under the Act.

(e) The Beedi and Cigar Workers (Conditions of Employment) Act, 1966

The object of the Act is to regulate the conditions of work in beedi and cigar manufacturing establishments and to provide for the welfare of workers employed therein. It extends to the whole of India except the State of Jammu and Kashmir but all or any of its provisions becomes operative in any State or part of it only from such date as notified by the State Government. Under the Act, an industrial premises is defined as a place or premises including precincts thereof in which or in any part of which an industry or manufacturing process connected with the making of beedi or cigar or both is carried on with or without the aid of power.

The Main provisions of the Act relate to (i) health and welfare, (ii) hours of work and wages for overtime, (iii) employment of young persons and women, and (iv) leave and holidays. The administration of the Act rests with the State Governments.

(f) The Contract Labour (Regulation and Abolition) Act, 1970

The Contract Labour (Regulation & Abolition) Act aims at regulating employment of contract labour so as to place it at par with labour employed directly, with regard to the working conditions and certain other benefits. Contract labour refers to the workers engaged by a contractor

for the user enterprises. These workers are generally engaged in agricultural operations, plantation, construction industry, ports & docks, oil fields, factories, railways, shipping, airlines, road transport, etc. The Act applies to every establishment/ contractor in which twenty or more workmen are employed or were employed on any day of the preceding twelve months as contract labour. Every establishment and contractor, to whom the Act applies, has to register themselves or obtain a license for execution of the contract work.

The interests of contract workers are protected in terms of wages, hours of work, welfare, health and social security. The amenities to be provided to contract labour include canteen, rest rooms, first aid facilities and other basic necessities at the work place like drinking water etc. The liability to ensure payment of wages and other benefits is primarily that of the contractor, and in case of default, that of the principal employer. The Act is implemented both by the Centre and the State Governments. The Central Government has jurisdiction over establishments like railways, banks, mines etc. and the State Governments have jurisdiction over units located in that state. In the Central sphere, the Central Industrial Relations Machinery (CIRM) headed by Chief Labour Commissioner (Central) and his officers have been entrusted with the responsibility of enforcing the provisions of the Act and the rules made thereunder. Apart from the regulatory measures provided under the Act for the benefit of the contract labour, the 'appropriate government' under the Act is authorised, as the case may be, to prohibit, by notification in the official gazette, employment of contract labour in any establishment in any process, operation or other work.

(g) The Equal Remuneration Act, 1976

Consequent upon the ratification of ILO Convention No.100, the Equal Remuneration Act, 1976 was passed by the Parliament. The main object of this Act is to provide for the payment of equal remuneration to men and women workers and for the prevention of discrimination on the ground of sex, against women in the matter of employment and for matters connected therewith or incidental thereto. The Act extends to the whole of India. Under this Act, no employer shall pay to any worker, employed by him in an establishment or employment, remuneration, whether payable in cash or in kind at rates less favorable than those at which remuneration is paid by him to the workers of the opposite sex in such establishment or employment for performing the same work or work of similar nature. “Same work or work of a similar nature” has been defined as work in respect of which the skill, effort and responsibility required are the same, when performed under similar working conditions, by a man or a woman and the differences, if any, between the skill, effort and responsibility required of a man and those required of a woman are not of practical importance in relation to the terms and conditions of employment. In case, before the commencement of this Act, the remuneration for men and women were being paid differently, then the higher (in cases where there were two rates) or the highest (in cases where there were more than two rates) of such rates would be the rate at which remuneration would be payable, on and from such commencement, to such men and women workers as may be prescribed. No discrimination is to be made while recruiting men and women workers for the same or a similar nature of work except where the employment of women in such work is prohibited or restricted by or under any law for the time being.

(h) The Bonded Labour System (Abolition) Act, 1976

The practice of bonded labour system stands abolished throughout the country with the enactment of Bonded Labour System (Abolition) Act, 1976 and made the practice of bondage cognizable offence punishable by law. Though the responsibility of implementing the Act lies with the State Government, with a view to supplementing the efforts of the State Governments a Centrally Sponsored Plan Scheme for rehabilitation of bonded labour was launched by the Ministry of Labour and Employment in May, 1978. The Scheme was drastically modified in May 2000. Under the modified scheme since May, 2000, rehabilitation assistance @ 20,000 per bonded labour was provided which was equally borne by the Central and State Governments. In the case of the

North Eastern States, 100% central assistance was provided, if they expressed their inability to provide their share.

The Government has revamped the Centrally Sponsored Plan Scheme for Rehabilitation of Bonded Labourers with effect from 17th May, 2016. The revamped scheme is known as the 'Central Sector Scheme for Rehabilitation of Bonded Labourers, 2016'. The revised scheme is a Central Sector Scheme. The State Government is not required to pay any matching contribution for the purpose of cash rehabilitation assistance. Financial assistance has been increased from Rs. 20,000/- to one lakh per adult male beneficiary, Rs. 2 lakh for special category beneficiaries such as children including orphans or those rescued from organized & forced begging rings or other forms of forced child labour, and women and Rs. 3 lakh in cases of bonded or forced labour involving extreme cases of deprivation or marginalization such as trans-genders, or woman or children rescued from ostensible sexual exploitation such as brothels, massage parlours, placement agencies etc., or trafficking, or in cases of differently abled persons, or in situations where the District Magistrate deems fit.

(i) The Sales Promotion Employees' (Conditions of Services) Act, 1976

The main object of this Act is to regulate certain conditions of service of sales promotion employees in certain establishments. The Central Government is responsible for the framing of the rules concerning this Act.

The Act in the first instance applies to every establishment engaged in pharmaceutical industry. However, the Central Government, by notification, can apply the provisions of the Act to any other establishment engaged in the notified industry. The provisions of the Workmen's Compensation Act, 1923, the Industrial Disputes Act, 1947, the Minimum Wages Act, 1948, the Maternity Benefit Act, 1961, the Payment of Bonus Act 1965 and the Payment of Gratuity Act, 1972 have been made applicable to sales promotion employees.

In addition to casual leave or other kinds of leave, as may be prescribed, every sales promotion employee will be entitled to earned leave on full wages for not less than one-eleventh of the period spent on duty and leave on medical certificate on one half of the wages for not less than one eighteenth of the period of service.

(j) The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979

The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Central Rules, 1980 came into force with effect from the 2nd October, 1980. The Act is intended to safeguard the interests of the workmen who are recruited by contractors from one State for service in an establishment situated in another State and to guard against the exploitation of such workmen by the contractors.

The Act regulates the employment of inter-state migrant workmen and also provides for their conditions of service and for matters connected therewith. It extends to the whole of India and applies to every establishment in which five or more inter-State migrant workmen (whether or not in addition to other workmen) are employed or who were employed on any day of the preceding twelve months. It also applies to every contractor who employs or who employed five or more inter-State migrant workmen on any day of the preceding twelve months.

The Act provides for registration of certain establishments, prohibition against employment of inter-State migrant workmen, registration, licensing of contractors, duties and obligations of contractors, wages and other conditions of service of such workmen, appointment of Inspection staff, etc.

(k) The Emigration Act, 1983

The Emigration Act, 1983, which came into effect from 30th December, 1983 embodies the guidelines enunciated by the Supreme Court of India in its judgement and order dated 20-03-1979 (Kanga Vs. Union of India and Others) and provides a regulatory framework in respect of emigration of Indian workers for overseas employment and seeks to safeguard their interests, and ensure their protection and welfare. Procedural safeguards have been provided under the law for protection of emigrants. The Act regulates recruitment for overseas employment and departure of the intending emigrants from India. It provides for penalties against offences.

Operational matters relating to emigration, the provision of emigration services to emigrants and the enforcement of the Emigration Act, 1983 are under the Protector General of Emigrants (PGE). The PGE is the statutory authority under the Emigration Act and responsible for the welfare and protection of emigrant workers.

(l) The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and the Building and Other Construction Workers Welfare Cess Act, 1996

Two Acts viz., the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and the Building and Other Construction Workers Welfare Cess Act, 1996 have been brought on the Statute Book w.e.f. 20.8.1996. These legislations provide for regulating the employment and conditions of service, safety and health and welfare measures for the construction workers through State Welfare Boards constituted at the State level. Welfare measures are financed by levy of cess on all construction works at rates between 1 to 2% of the construction cost incurred by an employer (the Government has notified the cess @ 1%). The funds so collected are to be used for providing financial assistance to the families of registered workers in case of accident, old age pension, housing loans, payment of insurance premia, children's education, medical and maternity benefits, etc.

CHAPTER 10

AGRICULTURAL/RURAL LABOUR

Agricultural labour, which constitutes a major part of the rural labour in the country, is the most disadvantageous section of the society as they are very less benefited from the social-economic development witnessed after independence. They are unorganised and hence deprived of the benefits of most of the labour enactments.

The total population, total number of main workers and the number of agricultural workers (including agricultural labourers) for the Census years 1951 to 2011 are given in Table 10.01.

Table 10.01

Total Population, Total Workers and Agricultural Workers for the Census years 1951 to 2011 All-India (in millions)

Census year	Total Population	Total Workers	Agricultural Workers				Agricultural Labourers	
		All Occupations (Main workers)	Agricultural Labourers	Cultivators	Total	As percentage to total workers (Col.3)	As percentage to total workers (Col.3)	As percentage to Agricultural workers (Col.6)
1	2	3	4	5	6	7	8	9
1951@	356.86	139.42	27.50	69.74	97.24 (27.3)	69.75	19.72	28.28
1961@	439.24	188.68	31.52	99.62	131.14 (29.9)	69.51	16.71	24.04
1971	548.16	180.48	47.49	78.27	125.76 (22.9)	69.68	26.31	37.76
1981*	665.29	222.52	55.50	92.52	148.02 (22.2)	66.52	24.94	37.49
1991@	838.58	285.93	74.60	110.70	185.30 (22.1)	64.81	26.09	40.26
2001	1025.25	313.17	107.45	127.63	235.08 (22.9)	75.06	34.31	45.71
2011	1210.57	362.45	144.33	118.69	263.02 (21.7)	72.57	39.82	54.87

Note: - Figures in brackets in Col.6 are percentages to those in Col.2.
@ Exclusive of figures for Jammu & Kashmir as no Census was conducted in that State
* Exclusive of figures for Assam.
S*ource*: Website of the Ministry of Home Affairs, Office of the Registrar General of India.

The table reveals a fluctuating trend in the proportion of agricultural workers to total population during the period 1951 to 2011. It increased from 27.3 per cent in 1951 to 29.9 percent in 1961 and thereafter noticed a declining trend to reach at 22.1 per cent in 1991. It however depicted a marginal increase in 2001 and subsequent decrease in 2011. However, in absolute terms, it continued increasing during this period, except during the decade 1961-71. Similarly, during this period, there has been a steady increase in the number of agricultural labourers. The number of agricultural workers increased by about 170 per cent whereas the agricultural labourers increased by about 425 per cent during this period.

State-wise distribution of total population, working force and agricultural labourers as revealed by 2011 Census has been presented in Table 10.02.

Table 10.02

Population, Working Force, Main Workers and Agricultural Labourers by Sex and by States/Union Territories (as per 2011 Census)

(in Millions)

All India/State/ Union Territories	Population	Working Force	Agricultural Workers	Agricultural Labourers				
		(Main Workers)	(Cultivators & Agricultural Labourers)	Males	Females	Total	As % age to main workers	As % age to Agricultural Workers
1 2	3	4	5	6	7	8	9	10
India/ States	1210.57	362.45	263.02	82.74	61.59	144.33	39.82	54.87
1. Andhra Pradesh	84.58	33.04	23.46	8.13	8.84	16.97	51.36	72.34
2. Arunachal Pradesh	1.38	0.48	0.33	0.02	0.02	0.03	6.25	9.09
3. Assam	31.21	8.69	5.91	1.13	0.72	1.85	21.29	31.30
4. Chhattisgarh	25.55	8.24	9.09	2.34	2.75	5.09	61.77	56.00
5. Bihar	104.10	21.36	25.54	12.57	5.77	18.34	85.86	71.81
6. Goa	1.46	0.48	0.06	0.01	0.01	0.03	6.25	50.00
7. Gujarat	60.44	20.37	12.29	3.65	3.19	6.84	33.58	55.66
8. Haryana	25.35	7.02	4.01	1.04	0.49	1.53	21.79	38.15
9. Himachal Pradesh	6.86	2.06	2.24	0.10	0.07	0.18	8.74	8.04
10. Jammu & Kashmir	12.54	2.64	1.8	0.41	0.13	0.55	20.83	30.56
11. Jharkhand	32.99	6.82	8.25	2.34	2.09	4.44	65.10	53.82
12. Karnataka	61.10	23.40	13.74	3.28	3.87	7.16	30.60	52.11
13. Kerala	33.41	9.33	1.99	0.86	0.46	1.32	14.15	66.33
14. Madhya Pradesh	72.63	22.70	22.03	6.31	5.88	12.19	53.70	55.33
15. Maharashtra	112.37	43.76	26.06	6.77	6.71	13.49	30.83	51.77
16. Manipur	2.57	0.86	0.57	0.04	0.07	0.11	12.79	19.30
17. Meghalaya	2.97	0.92	0.69	0.11	0.09	0.20	21.74	28.99
18. Mizoram	1.10	0.42	0.27	0.02	0.02	0.04	9.52	14.81
19. Nagaland	1.98	0.74	0.6	0.03	0.03	0.06	8.11	10.00
20. Odisha	41.97	10.71	10.84	3.48	3.26	6.74	62.93	62.18
21. Punjab	27.74	8.45	3.52	1.24	0.35	1.59	18.82	45.17
22. Rajasthan	68.55	21.06	18.56	2.13	2.81	4.94	23.46	26.62
23. Sikkim	0.61	0.23	0.15	0.01	0.01	0.03	13.04	20.00
24. Tamil Nadu	72.15	27.94	13.86	4.84	4.76	9.61	34.40	69.34
25. Tripura	3.67	1.08	0.65	0.21	0.14	0.35	32.41	53.85
26. Uttar Pradesh	199.81	44.64	39	13.80	6.14	19.94	44.67	51.13
27. Uttarakhand	10.09	2.87	1.98	0.29	0.12	0.40	13.94	20.20
28. West Bengal	91.28	25.69	15.31	7.45	2.74	10.19	39.67	66.56
Union Territories								
1. A & N Islands	0.38	0.13	0.02	*	*	*	3.80	22.40
2. Chandigarh	1.06	0.39	*	*	*	*	0.44	39.55
3. D & N Haveli	0.34	0.13	0.05	0.01	0.01	0.02	15.38	40.00
4. Daman & Diu	0.24	0.12	*	*	*	*	0.66	25.00
5. Delhi	16.79	5.31	0.07	0.03	0.01	0.04	0.75	57.14
6. Lakshadweep	0.06	0.01	-	-	-	-	-	-
7. Puducherry	1.25	0.40	0.08	0.04	0.03	0.07	17.50	87.50

N.B. : The Totals may not tally due to rounding off. * = Less than 5000 - = Nil

Source: Ministry of Home Affairs, Office of the Registrar General of India.

2. RURAL LABOUR ENQUIRIES (RLE)

Introduction: It has always been main objective of the Government of India to ensure maximum opportunities for work and better living to the rural labourers as they constitute the major part of the labour force in the country. With this objective in view, Labour Bureau was entrusted with the work of conducting Rural Labour Enquiries (RLE). Under RLE, data on various socio-economic aspects of rural and agricultural labour are collected and analysed on quinquennial basis. The First Rural Labour Enquiry, preceded by two Agricultural Labour Enquiries, was conducted in the year 1963-65. The RLE was integrated with the General Employment & Unemployment Survey of the NSSO in the year 1977-78 so as to narrow down the gap between the successive rounds of the Enquiries. The latest RLE (2009-10) has already been completed and the results have also been generated.

The data pertaining to Agricultural and Rural Labour Households collected under each of the quinquennial surveys conducted by the NSSO are processed by the Labour Bureau and reports on different aspects of Agricultural/Rural Labour Households viz; Indebtedness, Consumption Expenditure, Wages & Earnings, Employment & Unemployment and General Characteristics of Rural Labour Households are brought out for each round of the NSSO. RLE Reports based on 66th NSS (2009-10) Round have been compiled and released by the Bureau.

The concepts and definitions over successive enquiries have been refined to generate better estimates. These changes affected the comparability of data to some extent for different enquiries. During the First Agricultural Labour Enquiry, the Agricultural Labour Household was defined on the basis of employment criteria, whereas with effect from the second Agricultural Labour Enquiry, the basis was changed to income. While only households engaged in crop production were covered for the first enquiry, all households engaged in activities like dairy farming, horticulture, raising of livestock etc. were also included in second Agricultural Labour Enquiry. The concepts and definitions adopted for first and second Rural Labour Enquiries were identical but some additional information regarding educational standards, trade unionism and awareness of the Minimum Wages Act was also collected during second Rural Labour Enquiry. Data on employment and unemployment were collected adopting the usual activity status, current weekly status and current day activity status as recommended by the Committee of Experts on Unemployment Estimates (1970). During the 32nd, 38th, 43rd, 50th, 55th, 61st and 66th rounds of N.S.S., some additional information on subsidiary occupations etc. of the members of the households was also collected.

Wages & Earnings of Rural Labour Households: Many socio-economic factors affect the wage structure in rural India. Despite the beneficial provision of the Minimum Wages Act, 1948 for agricultural labourers, the wages are not consistent. Seasonal phenomenon in agriculture also plays a pivotal role in the wage structure. During the peak agricultural season, the increased demand for labour pushes up the wages whereas during the agricultural lean season there is hardly any work for a large number of workers and the application of even the statutory minimum wages becomes difficult. The details on earnings for the reference week were collected during the Rural Labour Enquiry for each of the activities engaging the household members on wage paid labour. The number of days to which the earnings related were recorded in terms of defined intensities. The time-intensity of an activity was measured in half-day unit. The details of the average daily earnings in respect of agricultural and non-agricultural operations are presented in table 10.03.

Table 10.03
Average Daily Earnings in Agricultural and Non-Agricultural Operations in Agricultural/Rural Labour Households

All-India (in Rs.)

Operations		Agricultural Labour Households			Rural Labour Households		
		1999-2000	2004-05	2009-10	1999-2000	2004-05	2009-10
1		2	3	4	5	6	7
I All Agricultural Operations							
(i)	Men	40.15	47.53	87.16	40.58	48.07	87.41
(ii)	Women	28.38	33.41	64.32	28.57	33.77	64.76
(iii)	Children	24.23	29.55	64.95	24.32	29.93	64.17
Principal Agricultural Operations							
Men							
(i)	Ploughing	42.36	52.19	88.87	42.40	52.58	88.70
(ii)	Sowing	38.75	45.03	91.51	39.30	45.20	91.86
(iii)	Weeding	34.99	41.58	78.79	34.99	41.70	78.76
(iv)	Transplanting	39.53	50.85	90.44	39.68	50.71	89.40
(v)	Harvesting	38.44	46.42	85.11	38.69	46.73	85.65
(vi)	Cultivation	39.31	47.10	86.68	39.50	47.20	86.57
(vii)	Forestry	46.03	46.38	154.31	50.41	52.12	141.41
(viii)	Plantation	58.27	67.72	125.65	55.93	66.15	126.16
(ix)	Animal Husbandry	32.25	36.34	73.38	32.84	36.70	75.85
(x)	Fisheries	54.11	63.54	164.00	60.93	92.33	135.37
(xi)	Others (Agr.)	43.30	47.71	-	44.63	48.21	-
Women							
(i)	Ploughing	33.21	36.86	70.83	32.16	35.91	70.94
(ii)	Sowing	28.30	32.09	60.26	28.40	31.94	58.76
(iii)	Weeding	25.41	29.86	58.43	25.55	30.13	59.02
(iv)	Transplanting	28.59	36.58	63.58	28.83	36.97	64.14
(v)	Harvesting	29.30	33.79	66.96	29.33	33.99	68.55
(vi)	Cultivation	27.72	32.86	65.38	27.81	33.09	65.34
(vii)	Forestry	33.41	31.76	334.27	32.99	32.22	143.05
(viii)	Plantation	43.99	53.63	86.40	43.09	52.38	86.01
(ix)	Animal Husbandry	22.68	30.29	44.84	24.25	31.65	50.70
(x)	Fisheries	34.33	25.00	-	60.95	43.57	93.12
(xi)	Others (Agr.)	27.97	34.77	-	28.58	35.00	-
Children							
(i)	Ploughing	27.86	34.22	97.60	27.37	36.58	91.00
(ii)	Sowing	25.09	38.30	116.10	25.09	38.01	116.15
(iii)	Weeding	22.88	27.53	55.57	23.18	27.61	57.74
(iv)	Transplanting	24.56	40.94	61.87	24.87	39.60	60.92
(v)	Harvesting	27.28	27.88	60.20	27.19	29.04	62.30
(vi)	Cultivation	24.78	31.37	56.42	24.92	31.49	55.12
(vii)	Forestry	41.08	25.00	-	40.95	32.26	-
(viii)	Plantation	18.06	56.89	68.58	19.03	46.73	68.58
(ix)	Animal Husbandry	19.74	20.83	83.09	19.72	20.76	65.56
(x)	Fisheries	41.55	-	-	41.55	25.00	-
(xi)	Others (Agr.)	21.77	27.33	-	21.86	27.33	-
II Non-Agricultural Operations							
(i)	Men	54.09	55.62	98.58	64.92	74.88	129.96
(ii)	Women	34.08	35.50	78.63	56.13	42.59	85.06
(iii)	Children	24.14	25.24	38.58	28.65	32.05	59.21

Source: Rural Labour Enquiry Report on Wages and Earnings of Rural Labour Households

Table 10.03 reveals that average daily earnings of all the labourers (men, women, and children) engaged in agricultural and non-agricultural operations recorded significant changes during 2009-10 as compared to 2004-05. The average daily earnings of men for all agricultural operations in Agricultural Labour Households increased by 83.38 percent whereas in non-agricultural operations it increased by 77.24 percent during 2009-10 over 2004-05. It is also evident from the table that daily earnings of men and women belonging to Rural Labour Households engaged in non-agricultural operations was higher than those engaged in agricultural operations.

Indebtedness among Rural Labour Households

During 2009-10, the proportion of indebted households revealed an overall decrease as compared to 2004-05 in respect of rural as well as agricultural labour households. Table 10.04 gives details of indebtedness among rural as well as agricultural labour households.

Table 10.04

Indebtedness among Agricultural/Rural Labour Households

All-India

Items of Information	Agricultural Labour Households				All Rural Labour Households			
	1993-94	1999-2000	2004-05	2009-10	1993-94	1999-2000	2004-05	2009-10
1	2	3	4	5	6	7	8	9
1. Percentage of households in debt	35.5	25.1	48.4	36.2	35.1	25.0	47.3	34.0
2. Average debt per household (Rs.)	1031	1312	3946	4737	1113	1515	4852	5533
3.Average debt per indebted household (Rs.)	2901	5230	8145	13090	3169	6049	10259	16265
(a) Average debt per indebted household by source of borrowing (Rs.)								
(i) Government	238	215	300	151	262	325	325	256
(ii) Employers	355	416	591	1189	360	415	549	1148
(iii) Shop Keepers	199	362	533	576	232	431	622	653
(iv) Money Lenders	852	1777	3622	4752	875	1918	4539	5378
(v) Co-operative Societies	202	539	722	1655	251	792	951	2214
(vi) Banks	600	871	1145	2174	598	1040	1690	3483
(vii) Relatives & Friends	373	841	1048	2251	395	916	1311	2670
(viii) Others	82	209	184	341	195	212	273	463
(b) Average debt per indebted household by purpose of borrowing (Rs.)								
(i) Productive purpose	821	1124	1689	2280	804	1120	2253	2195
(ii) Consumption	937	1621	2698	7111	946	1673	3021	8292
(iii) Marriage and other ceremonies	496	1260	1867	*	564	1450	2214	*
(iv) Purchase of land and construction of building	290	764	1219	2828	476	1269	1888	4618
(v) Repayment of Debt	50	50	205	227	58	58	284	335
(vi) Others @	308	411	467	639	322	479	600	822

N.B @ - It includes debts for more than one purpose. * included in consumption purpose

Source: Rural Labour Enquiry Report on Indebtedness among Rural Labour Households

The average debt per indebted household recorded a rise of about 61 and 59 percent in respect of agricultural and rural labour households respectively during 2009-10 in comparison to that of 2004-05. As in earlier rounds, the 'Money lenders' assumed the most dominant source for borrowing funds followed by 'Banks' and 'Relatives & Friends'. Amongst the various purposes for which the debt has been raised by both the types of households, a major proportion was accounted for 'Household Consumption'. The amount of debt raised by the indebted Agricultural Labour Household and Rural Labour Household for 'Household Consumption' during 2009-10 was

to the tune of Rs.7711/- and Rs.8292/- respectively which accounted for about 54 per cent and 51 per cent of the total debt .

General Characteristics of Rural Labour Households:

During 2009-10, the total number of Rural Households (RHs) was estimated at 162.8 million of which 36.2 million were Scheduled Castes; 17.7 million Scheduled Tribes; 68.7 million Other Backward Classes, and 40.2 million Other Classes of Households. As compared to previous survey, the estimated number of rural households during 2009-10 registered an increase of 8.44 percent. Amongst various classes of households, the Scheduled Caste Households showed the highest growth of 11.15 percent followed by the Scheduled Tribe Households (10.28 percent), Other Backward Classes (8.91 percent) and Other Households (4.60 percent).

During this survey, out of the 162.8 million estimated numbers of rural households, 65.7 million were Rural Labour Households and 41.7 million were Agricultural Labour Households (ALHs). The survey also revealed that majority of the members of ALHs as well as RLHs were without occupations during 2009-10. Of the average household size of 4.24 persons (ALHs) and 4.36 persons (RLHs), 2.38 persons and 2.58 persons respectively were without occupation.

At all-India level, the average size of land cultivated per cultivating household during 2009-10 was 0.28 hectare for agriculture labour households & 0.16 hectare for rural labour households which was 0.16 hectare and 0.12 hectare respectively during 2004-05.

Table 10.05 gives the General Characteristics of Rural Households as thrown up by last five enquiries.

Table 10.05

General Characteristics of Rural Households

Items		1987-88	1993-94	1999-2000	2004-05	2009-10
1		2	3	4	5	6
Estimated no. of Rural households (in Millions)		108.4	119.5	137.1	150.2	162.8
Scheduled Castes (in Millions)		22.3	25.5	30.4	32.6	36.2
Scheduled Tribes (in Millions)		11.8	12.8	15.1	16.1	17.7
Other Backward Classes (in Millions)		-	-	50.06	63.0	68.7
Others		74.3	81.3	41.0	38.5	40.2
Percentage of Rural Labour Households to Rural Households		39.7	38.3	40.2	36.7	40.4
Percentage of Agricultural Labour Households to Rural Households		30.7	30.3	32.2	25.8	25.6
Average Size of land cultivated per cultivating household (in Hectare)	(R)	0.32	0.23	0.18	0.12	0.16
	(A)	0.31	0.23	0.18	0.16	0.28
Average No. of persons per household by occupation:						
1. Agricultural Labourers	(R)	1.07	1.41	1.44	1.32	1.11
	(A)	1.32	1.63	1.74	1.78	1.67
2. Non-Agricultural Labourers	(R)	0.24	0.15	0.30	0.41	0.47
	(A)	0.06	0.04	0.10	0.06	0.06
3. Other Occupations	(R)	0.67	0.40	0.24	0.24	0.20
	(A)	0.63	0.31	0.20	0.19	0.13
4. No Occupation	(R)	2.66	2.52	2.69	2.59	2.58
	(A)	2.59	2.46	2.61	2.47	2.38

R = Rural Labour Households

A = Agricultural Labour Households

Source: Rural Labour Enquiry Report on Indebtedness among Rural Labour Households

Employment (Number of days in a year)

The measurement of employment in rural/agricultural sector in India is very complex. The rate and level of employment of rural labour force vary from region to region because of diverse climatic conditions, cropping pattern, level of mechanisation, irrigation facility and viability of dry farming. Further, overall employment and unemployment in rural sector also depend upon the nature and the extent of other economic activities. Labour intensity and employment elasticity of output of these economic activities on the one hand and the work force participation rate of rural population on the other, determine the rate and level of employment.

Table 10.06 gives information on the usual principal status Labour Force Participation Rate (LFPR). During the period 2009-10 to 2011-12 the usual principle status LFPRs for males & females decreased by 4.1 and 2.7 percentages point respectively in rural areas.

Table 10.06
Labour Force Participation Rate (1983 to 2011-12) in Rural India

Year	Labour Force Participation Rate Principal Status (PS) RURAL	
	Male	Female
1	2	3
38th Round (1983)	54.0	25.2
43rd Round (1987-88)	53.2	25.4
50th Round (1993-94)	54.9	23.7
55thRound (1999-2000)	53.3	23.5
61st Round (2004-05)	54.6	24.9
66th Round (2009-10)	58.8	20.8
68th Round (2011-12)	54.7	18.1

Source: National Sample Survey Office.

Some modifications were made in the concept of employment over successive enquiries with a view to generating better estimates. During the First Agricultural Labour Enquiry, Wage Employment for half a day or more was counted as full day's occupation and less than half a day was ignored. The reference period for recording was a month and all those who worked even for a day during this period were taken to have been gainfully employed. In respect of unemployment, firm data were collected only from those adult male labourers who reported wage employment in each month. Thus, for those labourers who did not report wage paid employment, it was assumed that they were self-employed for that period. No independent estimate of days of self-employment was attempted. The days by which the total number of days of wage paid employment and un-employment fell short of 365 days were treated as the estimated days of self employment.

During the second Agricultural Labour Enquiry, the number of days spent in different type of activities was recorded separately under defined intensities of employment. The days of work put in were calculated by adding up the days of employment reported with suitable weight. In Rural Labour Enquiries, the concept of employment was the same as in Second Agricultural Enquiry.

The data on the duration of employment in terms of equivalent full days as thrown up by different Agricultural/Rural Enquiries is presented in Table 10.07.

Table 10.07
Employment of usually occupied workers (in estimated number of full days in a year) of Agricultural and Rural Labour Households in India

	Agricultural Labour Households				All Rural Labour Households			
Nature of Employment	1993-94	1999-2000	2004-05	2009-10	1993-94	1999-2000	2004-05	2009-10
1	2	3	4	5	6	7	8	9
Men								
(a) Wage Employment	240	226	192	245	235	222	215	226
(b) Self Employment	57	56	42	65	55	52	51	63
(c) Employment on Salary Basis	6	14	62	7	15	24	25	30
Total	303	296	296	317	305	298	291	319
Women								
(a) Wage Employment	212	199	141	211	203	192	177	193
(b) Self Employment	48	49	88	70	55	55	64	80
(c) Employment on Salary Basis	4	5	29	6	7	9	9	12
Total	264	253	258	287	265	256	250	285
Children								
(a) Wage Employment	184	198	136	231	178	185	164	180
(b) Self Employment	109	80	121	49	120	93	104	102
(c) Employment on Salary Basis	7	7	46	32	8	12	18	37
Total	300	285	303	312	306	290	286	319

Source : Rural Labour Enquiry Report on Employment and Unemployment of Rural Labour Households.

Average Annual Consumption Expenditure of Rural Labour Households

Table 10.08 gives the average Annual Consumption Expenditure of Agricultural/Rural Labour Households as thrown up by the different enquiries.

Table 10.08
Consumption Expenditure of Agricultural/Rural Labour Households

All-India

	Agricultural Labour Households				All Rural Labour Households			
Details of Households	1993-94	1999-2000	2004-05	2009-10	1993-94	1999-2000	2004-05	2009-10
1	2	3	4	5	6	7	8	9
1. Average size of the Households	4.4	4.6	4.5	4.4	4.5	4.7	4.6	4.5
2. Average Annual Consumption Expenditure of the Households (Rs.)	11759	21928	22995	38318	12448	23152	25032	41850
3. Percentage of Expenditure On:-								
(a) Food	66.3	62.3	59.1	57.2	65.3	61.4	57.7	56.2
(b) Clothing, Bedding & Footwear	4.9	7.6	4.2	5.5	5.0	7.6	4.3	5.5
(c) Fuel & Light	8.3	8.1	11.5	10.8	8.1	8.1	11.2	10.5
(d) Stimulants & Intoxicants	3.9	3.6	3.5	2.9	4.0	3.6	3.5	2.9
(e) House Rent	0.1	0.2	0.2	0.2	0.3	0.3	0.4	0.4
(f) Services and Miscellaneous Items	16.5	18.2	21.5	23.4	17.3	19.0	22.9	24.5

Note: Due to rounding, some of the percentages may not add up to 100. – Nil

Source : Rural Labour Enquiry Report on Consumption Expenditure of Rural Labour Households.

It is revealed that average annual expenditure of rural labour households in 2009-10 showed an increase of 67% over the level of 2004-05. The expenditure on food items declined from 57.7% of the total expenditure of rural labour households in 2004-05 to 56.2% in 2009-10. An upward trend was observed in Clothing, Bedding & Footwear and Services & Miscellaneous group items.

3. SOCIO-ECONOMIC WELFARE OF RURAL LABOUR

India has been a welfare state ever since it's Independence and the primary objective of all governmental endeavors has been the welfare of its millions. As about two third of the population of the country lives in villages, main objective of the governmental endeavors has been alleviating rural poverty and ensuring improved quality of life for the rural population especially those below the poverty line. The Ministry of Rural Development has been given the mandate for undertaking interventions for integrated and sustainable rural development. With the main focus on skilling of rural youth, increasing livelihood opportunities, empowering rural women and expanding livelihood opportunities providing social safety net and infrastructure development, MoRD palys a vital role in the welfare and development of rural citizens. MoRDs primary objective is the sustainable and resilient development of rural areas, by adopting multi-pronged strategies to address rural poverty and improve the economic well-being of the people. The following major programmes are being operated by the Ministry of Rural Development in rural areas, (i) Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) (ii) Deendayal Antyodaya Yojana - National Rural Livelihoods Mission (DAY-NRLM) (iii) Deen Dayal Upadhyaya Grameen Kaushal Yojana (DDU-GKY) (iv) Pradhan Mantri Gram Sadak Yojana (PMGSY) (v) Pradhan Matri Awas Yojana – Gramin (PMAY-G) (vi) National Social Assistance Programme (NSAP) (vii) Saansad Adarsh Gram Yojana (SAGY) (viii) Shyama Prasad Mukherji Rurban Mission (SPMRM) etc. The programmes/schemes aim at:

- Providing livelihood opportunities to those in need including women and other vulnerable sections with focus on Below Poverty Line (BPL) households.
- Providing for the enhancement of livelihood security of households in rural areas by providing at least 100 days of guaranteed wage employment in every financial year to every household demanding it.
- Provision of all weather rural connectivity to unconnected rural habitations and upgradation of existing roads to provide market access.
- Providing basic housing and homestead to all household in rural areas.
- Providing social assistance to the elderly, widow and disabled persons.
- Providing urban amenities in rural areas for improvement of quality of rural life.
- Capacity development and training of rural development functionaries.
- Promoting involvement of voluntary agencies and individuals for Rural Development.

Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS): It provides for enhancement of livelihood security of rural households by providing at least one hundred days of guaranteed wage employment in a financial year to every household whose adult members volunteer to do unskilled manual work. The scheme covers the entire country except for districts that have a hundred percent urban population. In the financial year 2021-22, so far (till 31st December 2021) 6.49 crore households were provided employment and in the process 272.13 crore person-days of employment has been generated. Women have accounted for an average of 54.25% of the total person-days generated in Mahatma Gandhi NREGA, while SC/ST households have contributed to a total of 37.66%.

Deendayal Antyodaya Yojana - National Rural Livelihoods Mission (DAY-NRLM): It continued to register significant progress in all components during 2021-22. Intensive activities of the Mission were initiated in 261 new blocks, taking the cumulative footprint to 6,782 blocks. Cumulatively up to December 2021, the Mission has mobilized about 8.08 crore households into 73.93 lakh SHGs. The total number of promoted VOs is 7.28 lakh, while the number of Cluster Level Federations (CLFs) stood at 32899. Till December, 2021 cumulatively total capitalization support is of Rs.16,189.10 crore was provided to the community institutions.

Deen Dayal Upadhyaya Grameen Kaushal Yojana (DDU-GKY): With an ambitious agenda to benchmark wage placement-linked programs to global standards, Ministry of Rural Development (MoRD) revamped the placement-linked skill training programme under National Rural Livelihood

Mission as Deendayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) on 25th September, 2014. DDU-GKY is a critical component of the National Skill Development Policy with a unique focus on the rural poor youth. It is now a demand driven placement-linked skilling initiative of Government of India. It seeks to enable poor rural youth to benefit from international opportunities arising due to a global deficit in the working population, thereby making rural India, the preferred skilled resource pool for the world. DDU-GKY is critical to the national skill agenda and to the 430 million (Census 2011) young people in the country in the age group of 15-35 years, close to 70% of whom live in rural areas. DDU-GKY has great potential to transforming the nation's demographic surplus to the much needed "demographic dividend" through building the productive capabilities of the rural youth.

Pradhan Mantri Gram Sadak Yojana (PMGSY): It was launched on 25th December, 2000 for providing connectivity by way of all-weather road to the eligible unconnected habitations as per core-network with a population of 500+ persons in plain areas. In respect of special category States/UTs (i.e. Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim, Tripura, Himachal Pradesh, Jammu & Kashmir, Ladakh and Uttarakhand), the Desert Areas (as identified in the Desert Development Programme), the Tribal (Schedule-V) areas and Selected Tribal and Backward Districts (as identified by the Ministry of Home Affairs and Planning Commission), the objective is to connect eligible unconnected habitations with a population of 250+ persons (Census 2001). Against 1,78,184 eligible habitations of 250+ and 500+ population size identified for coverage under the scheme, 16,085 habitations have been provided connectivity by the States out of their own resources and 4,723 habitations have either been dropped or have not been found feasible. Out of the balance 1,57,376 habitations sanctioned for providing connectivity under the PMGSy, 1,55,552 have already been covered. Thus, as on 31st December 2021, 1,824 habitations remain to be saturated. Under 100-249 population category (LWE areas), 6,260 habitations have been sanctioned for providing all-weather road connectivity, out of which 5, 823 habitations have been saturated till 31st December, 2021. A total of 50,000 km road length has been targeted for upgradation under PMGSY-II. A total of 49,885 Km road length has been sanctioned under the Scheme and 45, 875 km completed as on 31st December, 2021. The GOI has targeted to cover 1.25 lakh kms with an expenditure of about Rs. 80,250 crore for the country under PMGSY-III. A total of 72,881 km road length has already been sanctioned to 17 States and 21,490 km road length completed till 31st December 2021.

Pradhan Matri Awas Yojana–Gramin (PMAY-G): The erstwhile rural housing scheme, Indira Awaas Yojana (IAY) had been re-structureed into Pradhan Mantri Awaas Yojana – Gramin (PMAY-g) in view of Government's commitment to provide "Housing for All" by 2024 and to address the gaps in the previous housing schemes. The re-structured scheme Pradhan Mantri Awaas Yojana – Gramin (PMAY-G) came into effect from 1st April 2016. The aim of PMAY-G is to provide a pucca house with basic amentities to all houseless and households living in Kutcha/dilapidated houses in rural areas of the country. Under PMAY-G, assistance of Rs.1,20,000/- in plains and Rs. 1,30,000/- in hilly states, difficult areas and IAP districts is provided for construction of house. The assistance includes Rs. 12,000/- for construction of toilet under Swachh Bharat Mission. One of the main objectives and focus areas of PMAY-G is construction of durable and disaster resilient house. Accordingly, special emphasis had been made under PMAY-G for Rural Mason Training and certification. As on 2nd January 2022 a total of 2,17,972 candidates have been enrolled for mason training out of which 1,85,190 have been assessed and 1,36,633 have been certified under Rural Mason Training (RMT) programme.

National Social Assistance Programme (NSAP): The Directive Principles of State Policy of the Constitution of India enjoin upon the State to undertake within its means a number of welfare measures, targerting the poor and destitute in particular. Article 41 of the Constitution of India directs the State to provide public assistance to its citizens in the case of unemployment, old age, sickness and disablement as well as in other cases of undeserved wants, within the limit of State's economic capacity and development. Social security, invalid and old age pensions figure as Items 23 and 24 of the 7th Schedule of the Constitution of India in the Concurrent List. It is in compliance

of these guilding principles, that the Government of India introduced on Independence Day, 1995 the National Social Assistance Programme (NSAP) as a fully Centrally Sponsored Scheme targeting the destitute, defined as any person who has little or no regular mean of subsistence from his/her own source of income or though financial support from family members or other sources, to be identified by the States and UTs, with the objective of providing a basic level of financial support.

Saansad Adarsh Gram Yojana (SAGY): The Hon'ble Prime Minister launched the Saansad Adarsh Gram Yojana (SAGY) on 11 October 2014. This was aimed at holistic development of selected Gram Panchayats (GPs) through the convergence of programmes under the overall guidance of Hon'ble Members of Parliament. The Yojana is about improving access to public services and community action for social and economic development so that these villages become role models worthy of emulation by neighbouring Gram Panchayats. The Hon'ble MPs adopted 1,836 Gram Panchayats under Saansad Adarsh Gram Yojana (SAGY) across the country till 11th November 2021. Towards holistic development, the Gram Panchayats under the guidance of Hon'ble MPs, follow a structured process of environment creation, social mobilisation, resource mapping and participatory development planning. They prepare Village Development Plans (VDP) containing prioritized time-bound projects to achieve holisitic progress of the village, through the convergence of resources. So far, VDPs have been prepared by 1,836 Gram Panchayats containing 85,716 activities of which implantation of 55,027 (64%) activities have already been completed.

Shyama Prasad Mukherji Rurban Mission (SPMRM): It is a unique programme, designed to deliver catalystic interventions to rural areas, on the threshold of growth. The Mission is an attempt to make the selected rural and tribal areas socially, economically and physically sustainable regions and strives to strengthen by providing economic, social, basic and digital amenities, thus leading to sustainable and balanced regional development in the country. 300 Rurban Clusters with thematic economic growth points are being developed across the country under this innovative Mission. Out of mandated 300 clusters under SPMRM, 299 clusters have been identified across 28 States and 6 Union Territories. Further, through intense engagements with the States/UTs, 291 Integrated Cluster Action Plans (ICAPs) and subsequently 283 cluster Detaild Pojects Reports (DPRs) are approved by respective Empowered committees till date. In these 291 clusters under three phases of the Mission, Rs. 27, 714 crore of investment has been proposed to be invested under Convergence and Critical Gap Funding (CGF) activities. Under SPMRM, Spatial Plans are being prepared which intends to bring in well planned development to stimulate economic growth and enhance basic services of the clusters.

CHAPTER 11

INDIA AND THE INTERNATIONAL LABOUR ORGANISATION

INTRODUCTION:

The International Labour Organisation (ILO) was created in 1919, as part of the Treaty of Versailles that ended World War I, to reflect the belief that universal and lasting peace can be accomplished only if it is based on social justice.

The Constitution was drafted during January and April, 1919, by the Labour Commission set up by the Peace Conference, which first met in Paris and then in Versailles. It resulted in a Tripartite Organization, the only one of its kind bringing together representatives of Governments, employers and workers in its executive bodies.

The driving forces for ILO's creation arose from security, humanitarian, political and economic considerations. Summarizing them, the ILO Constitution's Preamble says the High Contracting Parties were 'moved by sentiments of justice and humanity as well as by the desire to secure the permanent peace of the world.'

There was keen appreciation of the importance of social justice in securing peace, against a background of exploitation of workers in the industrializing nations of that time. There was also increasing understanding of the world's economic interdependence and the need for co-operation to obtain similarity of working conditions in countries competing for markets. Reflecting these ideas, the Preamble States:

- Whereas universal and lasting peace can be established only if it is based upon social justice;
- And whereas conditions of labour exist involving such injustice, hardship and privation to large numbers of people as to produce unrest so great that the peace and harmony of the world are imperiled; and an improvement of those conditions is urgently required;
- Whereas also the failure of any nation to adopt humane conditions of labour is an obstacle in the way of other nations which desire to improve the conditions in their own countries:

The areas of improvement listed in the Preamble remain relevant today, for example:

- Regulation of the hours of work including the establishment of a maximum working day and week;
- Regulation of labour supply, prevention of unemployment and provision of an adequate living wage;
- Protection of the worker against sickness, disease and injury arising out of his employment;
- Protection of children, young persons and women;
- Provision for old age and injury, protection of the interests of workers when employed in countries other than their own;
- Recognition of the principle of equal remuneration for work of equal value;
- Recognition of the principle of freedom of association;
- Organization of vocational and technical education, and other measures.

Membership, Conventions & Recommendations

At present, ILO has 187 member states. The ILO has so far, adopted a total of 190 Conventions, 6 Protocols and 206 Recommendations (Appendix-2) out of which India has ratified 47 conventions and one protocol of the ILO.

Working of ILO

The ILO accomplishes its work through three main bodies, all of which comprise government, employer and worker representatives.

International Labour Conference (ILC)

The member States of the ILO meet at the International Labour Conference in June of each year, in Geneva. Two government delegates, an employer delegate and a worker delegate represent each Member State. Technical advisors assist the delegations, which are usually headed by Cabinet Ministers who take the floor on behalf of their governments.

Employer and worker delegates can freely express themselves and vote according to instructions received from their organizations. They sometimes vote against each other or even against their government representatives.

The Conference establishes and adopts International Labour Standards and is a forum for discussion of key social and labour questions. It also adopts the Organization's budget and elects the Governing Body.

The Governing Body

The Governing Body is the executive body of the ILO and meets three times a year, in March, June and November in Geneva. It takes decisions on ILO policy and establishes the programme and the budget, which it then submits to the Conference for adoption. It also elects the Director-General.

The ILO Governing Body is composed of 56 titular members (28 Governments, 14 Employers and 14 Workers) and 66 Deputy Members (28 Governments, 19 Employers and 19 Workers). Ten of the titular government seats are permanently held by States of Chief Industrial Importance (Brazil, China, France, Germany, India, Italy, Japan, the Russian Federation, the United Kingdom and the United States). The other Government members are elected by the Conference every three years (the last elections were held in June 2014). The employer and worker members are elected in their individual capacity.

The International Labour Office

The International Labour Office is the permanent secretariat of the International Labour Organization. It is the focal point for ILO's overall activities, which it prepares under the scrutiny of the Governing Body and under the leadership of a Director-General.

The office employs some 2,700 officials of over 150 nations at its headquarters in Geneva and in around 40 field offices around the world. Among these officials, 900 work in technical cooperation programmes and projects. The office also contains a research and documentation centre.

INDIA AND INTERNATIONAL LABOUR ORGANISATION (ILO)

India is one of the founder members of International Labour Organisation since its existence in 1919 and has been a permanent member of the ILO Governing Body since 1922. At present the ILO has 187 members. A unique feature of the ILO is its tripartite character. At every level in the organization, Governments are associated with the social partners, namely, the workers and the employers. The three organs of the ILO are (1) International Labour Conference - General Assembly of the ILO that meets every year in the month of June, (2) Governing Body - Executive Council of the ILO that meets three times in a year in the months of March, June and November and (3) International Labour Office - a Permanent Secretariat.

Finance and India's assistance to ILO

ILO is financed mainly by contribution received from the member states. The total Budget of ILO is SF 368823609. The ILO follows the calendar year for Budget purpose and annual contributions are paid by the Governments of the member states according to a scale, which the International Labour Conference on year-to-year basis fixes, in line with the U.N scale of assessment. For the year 2022, India's share of contribution is SF 3043635 and work out of Rs. 25,04,17,505/-. India has always made timely payment of annual contribution to ILO.

ILO's Centenary (1919-2019) celebration

India and ILO have an enduring and vibrant relationship which is marked by close and dynamic cooperation over the years. Ministry of Labour and Employment in collaboration with ILO celebrated the ILO's Centenary (1919-2019) and 100 years of close partnership of India and ILO on 22.01.2020 under the chairmanship of ShriSantosh Kumar Gangwar, Hon' ble Minister of State (Independent Charge) for Labour and Employment. Mr. MoussaOumarou, Deputy Director General, ILO, Geneva was also present during the ILO Centenary celebrations. On this occasion, Ministry brought out a book titled "100 years of India's Partnership with ILO", compiling copies of ILO instruments ratified by India over the course of 100 years of India and ILO's symbiotic relationship.

Another book on 'Indian and the ILO- the Chronicles of shared journey 1919 – 2019' was released by ILO at this event. An ILO Postage stamp was also released by Shri Santosh Kumar Gangwar, Hon'ble Minister of State (Independent Charge) for Labour and Employment. India has significantly contributed to the achievement of ILO's objectives, thought processes, deliberations and style of functioning.

Latest Ratifications by India

India has ratified 47 Conventions and one protocol which includes six core or fundamental Conventions, namely, Forced Labour Convention (C-29), Equal Remuneration Convention (C-100), Abolition of Forced Labour Convention (C-105), Discrimination (Employment & Occupation) Convention (C-111), Minimum Wage Convention 1973 (C-138) and Worst Forms of Child Labour Convention, 1999 (C-182) and three priority / governance conventions, namely, Labour Inspection Convention (No. 81), Employment and Social Policy Convention (No. 122) and Tripartite Consultations (International Labour Standards).

The 340th Session of the Governing Body:

The 340 Session of the Governing Body (GB) of the International Labour Organisation was held virtually from 2-14 November, 2020. Shri Apurva Chandra, Secretary (L&E) chaired the sittings of the Governing Body and the meetings of the Officers of the Governing Body. Indian Delegation comprising of Shri Ram Kumar Gupta, Joint Secretary, Ms. Vibha Bhalla, Joint Secretary, Shri S V Ramana, Under Secretary, Ms. Kamini Tandekar, Deputy Director, Ms. Priya Sarraf, Deputy Director and officials from PMI, Geneva participated in the meeting.

Policy Development Section:

GB.340/POL/1: The Role of the ILO in addressing climate change and a just transition for all:

Ms. Vibha Bhalla, Joint Secretary, in her intervention emphasized that the level of development across countries is different; therefore job loss and job creation due to transition to low carbon economy would differ across countries and regions. She stressed that that ILO must engage in region specific quantitative research on the impact of the transition to a low carbon economy on the labour markets; clearly identifying the nature and the scale of changes.

Implementation support in the form of finance, technology and capacity building as agreed under UNFCCC must be encouraged to maintain and achieve the commitments under Nationally Determined Contributions and ensure adapting to adverse impacts of climate change. India has favored an appropriate international response to deal with the issue of climate change, for both pre-2020 and post-2020 climate actions based on the principles of equity and Common but Di fferent iated Responsibilities and Respective Capabilities.

GB.340/POL/2: Renewing commitment to youth employment by endorsing a follow-up plan of action on youth employment for the period 2020–30.

India in its intervention supported ILO's follow-up action on youth employment through knowledge development and dissemination strategy. It was suggested that ILO may take research on informal labour market conditions and ways to enhance formality of workers. Research on core causes of widespread informal employment of youth in developing countries can help the constituents in framing policies to overcome these problems and increase formal employment among young workers.

There is a need to focus on the new forms of work in particular the gig and the platform economy that mostly engages the youth. Adequate social protection should be provided to such workers. We have enacted the Code on Social Security, 2020 that envisages the extension of social security to all workers including gig and platform workers. In order to accelerate the process of inclusion of gig and platform workers, we have defined gig workers, platform workers and created an overarching national level tripartite body to formulate policies for medical, pension, sickness benefits, etc. for gig and platform workers.

Institutional Section

GB.340/INS/11: Progress report on the technical cooperation programme agreed between the Government of Qatar and the ILO:

The intervention on this agenda item was delivered by Mr Vimarsh Aryan, First Secretary, and PMI. India welcomed the recent legislation Law no. 17 enacted by the Qatar government that fixes a non-discriminatory minimum wage and appreciated the efforts of the government taken to strengthen theWage Payment System (WPS).

The government of Qatar has demonstrated a strong commitment for supporting and improving the labour market by adopting Law No. 19 of 2020 that ends the requirement for workers to obtain their employer's permission to change jobs thereby facilitating the worker's mobility in the local labour market. The achievements of Qatari government conspicuously exemplify the benefits of a constructive dialogue and effective collaboration between Governments, workers and employers together with the ILO.

GB.340/INS/12: Progress report on the follow- up to the resolution concerning remaining measures on the subject of Myanmar adopted by the Conference at its 102nd Session (2013):

First Secretary, PMI in the intervention welcomed the efforts made by the government of Myanmar on labour related issues in recent years, as is also reflected in the DG's report. The government of Myanmar has demonstrated a strong commitment for eliminating forced labour and promoting and protecting labour rights in the country including through a new Action Plan on the Elimination of Forced Labour and encourage the ILO to continue to provide technical assistance to Myanmar.

ILO and the international community should continue to support the government of Myanmar in its efforts to strengthen employment and labour market policies, especially in addressing Covid- 19 challenges that workers are facing at present.

GB.340/INS/14: Complaint concerning non- observance by Bangladesh of the Labour Inspection Convention, 1947 (No. 81), the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), and the Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

The statement on this agenda item was delivered by PMI, Geneva. India in its intervention appreciated the comprehensive response filed by the government of Bangladesh against all the allegations made in the complaint.

In the last decade the labour and employment sector of Bangladesh has gone through massive legal and administrative reforms, supported by numerous concrete actions, including those relating to trade union activities, workplace safety, wages, skills development and labour welfare.

Government of Bangladesh should be given additional time so that the intended consequences of these reforms percolate to the beneficiaries, especially in wake of the complications that have arisen due to the COVID19. Appreciating the government of Bangladesh's strong commitment to working closely with the social partners in further promoting labour rights in the country; it was recommended that government of Bangladesh should be given sufficient opportunity to resolve all the issues through regular supervisory mechanisms of the ILO.

High Level Section

GB.340/HL/2: COVID-19 and the World of Work

Ms. Vibha Bhalla, Joint Secretary, in her intervention emphasized that moving beyond the crisis is essential and an approach of building back better needs to be adopted. Health and welfare of our workers has remained our priority. Government of India introduced financial support and other relief measures for the most affected and the vulnerable sections in our country. The poor, the women, the migrant workers, the small enterprises and the farmers have remained our focus.

There is a need to think of a sustainable strategy that involves a more direct and human centered approach for improving levels of economic act ivi ty, household income, productivity, employment, social protection, skilling and decent working conditions. Government of India's strategy has been to focus on five pillars namely economy, infrastructure, technology driven arrangements; vibrant demography, and demand.

India supported the focus on sustainable social protection systems, infrastructure and enterprise and stressed that the focus should also be on the micro, medium and small enterprises and the Cooperative Sector. ILO should also engage in research to understand the relative employment effects of different infrastructure and industrial financing options forSDGimplementation. These research outcomes would help ILO and member countries in shaping the social dialogue and the policy discourse.

With the world of work witnessing tremendous changes and COVID-19 creating uncertainties, the challenge is to ensure decent work in respect of working conditions and protection in sectors such as the care economy, digital economy and informal economy, where largely women are employed. ILO should focus on creating a knowledge sharing center that records the best practices and experiences of member countries in these sectors.

Chairpersonship of Governing Body of International Labour Organization:

The Chairperson of the Governing Body of International Labour Organisation is a prestigious position. India held the position of Governing Body Chairperson only on four occasions earlier during the 100 years of existence of ILO. During his chairmanship, Shri Apurva Chandra as chair of the Governing Body of ILO, new and innovative procedures were developed for

conducting meetings of the Governing Body of ILOin virtual mode. He chaired the 340th and 341st sessions of the Governing Body of ILO virtually during 2-14 November 2020 and in hybrid format during 15-27 March 2021. He also chaired the 342nd session of the Governing Body of ILO on 25 June 2021 at ILO, Geneva.

The 341st Session of the Governing Body of the ILO:

The 341st Session of the Governing Body (GB) of the International Labour Organisation was held virtually from 15-27 March, 2021. ShriApurva Chandra, Secretary (L&E), who was also the chairperson of Governing Body of ILO, chaired the sittings of the Governing Body and the meetings of the Officers of the Governing Body virtually in New Delhi from 15-17 March, 2021. ShriApurva Chandra, Secretary (L&E) visited Geneva, Switzerland from 19-27 March, 2021 to chair the remaining period of the session of Governing Body. The Indian Delegation comprising of Shri R. K. Gupta, Joint Secretary; Shri Rupesh Kumar Thakur, Director; ShriShailesh Kumar Singh, Under Secretary; Ms.ShrutimalaRajbongsi, Deputy Director; and Ms.PriyaSarraf, Deputy Director from Ministry of Labour and Employment participated in the 341st Session of the Governing Body (GB) of the International Labour Organisation virtually from 15-27 March, 2021.

The 342nd Session of Governing Body of ILO

The 342nd Session of Governing Body of ILO was held on 25 June 2021 in Geneva, Switzerland. ShriApurva Chandra, Secretary, L&E and Chairperson of the Governing Body of ILO visited Geneva and chaired the 342nd GB Meeting. A delegation led by Shri R.K Gupta, Joint Secretary, comprising of other officers from Ministry of Labour and Employment attended the 342nd Governing Body meeting of ILO on 25 June 2021 in virtual mode.

The 343rd Session of Governing Body of ILO

The 343rd Session of the Governing Body of International Labour Organization (ILO) was held from 01-13 November 2021 through virtual mode. A delegation led by Shri Sunil Barthwal, Secretary, L&E comprising of Shri R. K. Gupta, Joint Secretary, Shri Rupesh Kumar Thakur, Director and Ms. Priya Sarraf, Deputy Director from Ministry of Labour and Employment attended the Governing Body meeting through virtual mode.

The 109th Session of International Labour Conference (ILC) of ILO:

The first part of 109th Session of International Labour Conference (ILC) of International Labour Organization (ILO) was held from 3-19 June, 2021 through virtual mode. ShriApurva Chandra, Secretary, Labour and Employment chaired the 109th Session of ILC held virtually. The second part of 109th Session of International labour Conference of International Labour Organization was held from 25th November, 2021 to 11th December, 2021 in virtual format. A delegation led by Shri Sunil Barthwal, Secretary, L&E comprising of Shri R. K. Gupta, Joint Secretary, Shri Rupesh Kumar Thakur, Director, Ms. Priya Sarraf, Deputy Director and Sh. Satyam Bharti, Assistant Director from Ministry of Labour and Employment attended the meeting in virtual format.

Non-Aligned Movement (NAM) Labour Ministers meeting in the side lines of 109th ILC of ILO

Shri Santosh Kumar Gangwar, Hon'ble Minister of State (Independent Charge) for Labour and Employment addressed virtual Non-Aligned Movement (NAM) Labour Ministers meeting of Geneva Chapter held on 4th June, 2021 on the side-lines of the 109th ILC of ILO. Shri R.K Gupta, Joint Secretary, Ms.PriyaSarraf, Deputy Director and Shri Shailesh Kumar Singh, Under Secretary were also present in the virtual meeting.

BRICS Labour and Employment Ministerial Meeting held on 9th October 2020 under the Russian Presidency

An Indian delegation led by Shri Santosh Kumar Gangwar, Minister of State for Labour and Employment (Independent Charge) attended the BRICS Labour and Employment Ministers' meeting held virtually under the Russian Presidency on 9 October, 2020. The BRICS Labour and Employment Ministerial Declaration was adopted by the BRICS Labour and Employment Ministers. The priority areas for discussion included: (i) Development of a preventative safety and healthy work culture (ii) Poverty alleviation through social and economic transformations (iii) Future of work in the digital economy.

Other BRICS Meetings:

- Consultations through video consultation were held to discuss the BRICS LEMM declarat ion under the Russian Presidency were held on 1st June and 18th June, 2020. The Secretary, (L&E) headed the delegation that participated in these consultations.
- The virtual Consultation on BRICS LEMM, 3rd round, was held on 16 July 2020. The delegation led by Shri R.K Gupta, Joint Secretary participated in the virtual meeting.
- The 4th and 5th round of virtual discussion on BRICS LEMM declaration was held on 24th & 31st August, 2020, respectively. Shri J.K Singh, Deputy Secretary headed the virtual discussion from Ministry of Labour and Employment.

BRICS Labour & Employment Meeting under Indian Presidency (2021).

1st BRICS Employment Working Group (EWG) Meeting:

India held the BRICS Presidency for the year 2021. Shri Apurva Chandra, Secretary, Labour and Employment, Government of India chaired the 1st BRICS Employment Working Group (EWG) Meeting held on 11-12 May 2021 in Sushma Swaraj Bhawan, New Delhi in virtual format. The prime agenda for the discussions were Promoting Social Security Agreements amongst BRICS Nations; Formalization of labour markets; Participation of Women in Labour force; and Gig and Platform Workers – Role in Labour Market. Apart from representatives of member nations i.e., Brazil, Russia, India, China and South Africa, the representatives of International Labour Organization (ILO) and International Social Security Association (ISSA) also made valuable interventions and suggestions on the agenda issues. The Indian delegation also included Ms.Anuradha Prasad, Special Secretary, Sh. R.K. Gupta, Joint Secretary, Sh. Ajay Tewari, JS & DGLW, Ms.Kalpana Rajsinghot, Joint Secretary and Sh.Rupesh Kumar Thakur, Director from Ministry of Labour and Employment.

2nd BRICS Employment Working Group (EWG) Meeting

Ms.Anuradha Prasad, Special Secretary, Labour and Employment chaired the 2nd BRICS Employment Working Group (EWG) Meeting held on 8-9 July 2021 in Sushma Swaraj Bhawan, New Delhi in virtual format. The agenda of the 2nd BRICS EWG meeting was finalization of the draft Ministerial Declaration, which was adopted in the BRICS Labour and Employment Ministers' meeting on 15th July, 2021.

BRICS Labour & Employment Ministers' Meeting

Shri Bhupender Yadav, Hon'ble Minister of Labour & Employment chaired the BRICSLabour & Employment Ministers' Meeting (LEMM) held on 15th July, 2021 under India's Presidency. Ministers of the member countries viz. Brazil, Russia, India, China and South Africa participated virtually in the meeting. India organized the BRICS labour & Employment Ministers'

Meeting to exchange views on the impact of COVID-19 on global labour market, enhance information sharing, discuss and agree upon specific areas of cooperation between BRICS Member countries. Discussion on four priority areas of cooperation took place namely, Promoting Social Security Agreements amongst BRICS Nations; Formalisation of Labour Markets; Participation of Women in the Labour Force; and Gig and Platform Workers: Role in the Labour Market. The significant aspect of the meeting was the adoption of the BRICS Labour & Employment Ministers' Declaration. The Ministerial Declaration recognized that the COVID-19 pandemic has negatively impacted the efforts made to address unemployment, decent work deficits and inequality. It also illustrated the strong determination of BRICS Member countries to recover with stronger national economies, inclusive labour markets and social protection systems.

Pre-meeting between India and China for the 2022 BRICS Employment Working Group

An online pre-meeting for the 2022 BRICS Employment Working Group between India and China was held on 24th November, 2021 to discuss the modalities, preparation of issue notes and setting up of the agenda for BRICS EWG 2022 under the Chinese Presidency. Adelegation led by Shri R. K. Gupta, Joint Secretary and comprising of Shri Rupesh Kumar Thakur, Director and Ms. Priya Sarraf, Deputy Director from Ministry of Labour and Employment attended the meeting through virtual mode.

G-20 Labour and Employment Ministries' Meeting held on 10 September, 2020 under the Saudi Arabian Presidency

Indian delegation led by Shri SantoshKumar Gangwar, Minister of State for Labour andEmployment (Independent Charge) attended theG-20 Labour and Employment Ministers' meetingheld virtually under the Saudi Arabian Presidencyon 10th September 2020. The G20 Labour andEmployment Ministerial Declaration was adoptedby the G20 Labour and Employment Ministers.The priority areas for discussion included: (i)Adapting Social Protection to Reflect theChanging Patterns of Work (ii) Better PreparingYouth for the Transitions to Work (iii) AchievingGender Equality in the World of Work (iv)Exploring Behavioral Insights Application forRobust Labor Market Policies.

Other G-20 Meetings

- Shri Heeralal Samariya, Secretary and Shri Ram Kumar Gupta, Joint Secretary, M/o Labour and Employment attended the First G20 Employment Working Group Meeting (EWG) from 4-6 February, 2020 at Jeddah, Kingdom of Saudi Arabia.
- G20 Extraordinary Labour and Employment Ministers' Meeting was held virtually on 23.04.2020 wherein the Ministry appraised the steps taken by the country for dealing with the crisis due to Covid -19.
- The second G20 Employment Working Group Meeting was held virtually on 8th April, 2020. Ms. Anuradha Prasad, Additional Secretary, Labour and Employment and Ms. Kamini Tandekar, Deputy Director attended the virtual Second G20 EWG meeting.
- The G20 Third Employment Working Group (EWG) Virtual meeting was heldon 19-20 August, 2020 under the presidency of Saudi Arabia. Shri. J.K.Singh, Deputy Secretary headed the virtual meeting from Ministry of Labour and Employment.
- The G20 Fourth Employment Working Group (EWG) Virtual Meeting was held on 7-8 September, 2020. Shri. J.K Singh, Deputy Secretary headed the virtual meeting from Ministry of Labour and Employment.

Informal G20 EWG Meeting

An informal virtual G20 EWG meeting was held on 04.11.2020 on the sidelines of the Governing Body Meeting Italy would be the next chair of the G20. The meeting was attended by

Ms. Vibha Bhalla, Joint Secretary and Ms. Kamini Tandekar, Deputy Director, Ministry of Labour and Employment. Italy discussed the priorities of the EWG, the meetings of which are scheduled to begin from February 2020. The labour and employment issues proposed to be discussed under the Italian Presidency are

(a) More better and equally paid jobs for women: stepping up efforts towards Brisbane target (The Presidency propose to introduce G20 Brisbane Roadmap 2025 for achieving the target that would include a set of indicators to measure the progress).

(b) Social Protection Systems in a changing world of work (reflect on the social protection gaps; expand insurancebased scheme and design effective minimum income scheme; come out with a set of policy options).

(c) Working patterns, business organization and product ion process in the Digitalization era (reflect on platform jobs building upon the policy principles for promoting decent work in the platform economy agreed under Argentinian's Presidency; reflect on the role of Artificial Intelligence in shaping businesses' organisation and employment relationships; agree on a set of guiding principles on platform jobs and remote working, including through exchange of views with Social Partners. Discussion relating to Covid-19 and its impact would be included across all the three priorities. The first G20 EWG meeting is scheduled to take place in last week of February 2021. The G20 LEMM would be held in last week of June, 2021.

The G20 Employment Working Group Meetings under Italian Presidency

The Italian Presidency had identified the following three main priority areas for deliberations during the Employment Working Group meetings:-

a. More better and equally paid jobs for women.
b. Social protection systems in a changing world of work.
c. Working patterns, business organisation and production process in the digitalisation era.

G-20 1st Employment Working Group (EWG) Meeting under Italian Presidency through virtual setting was held from 15-17 February, 2021. A delegation led by Shri R.K Gupta, Joint Secretary, Ministry of Labour and Employment attended G20-1st EWG Meeting. The Italian Presidency had identified the following two priority areas on labour and employment for discussion during the 1st Employment Working group meetingsviz. (a) More better and equally paid jobs for women and (b) Social protection systems in a changing world of work. The Indian delegation made its interventions during the meeting highlighting the introduction of four new Labour Codes and major schemes for welfare of women and social protection of organised and unorganised sector workers.

G20 2nd Employment Working Group (EWG) meeting under Italian Presidency was held from 14-16 April, 2021 on virtual mode. The priority area for discussion during the 2nd EWG meeting was 'Working patterns, business organisation and production process in the digitalisation era'. Ms. Priya Sarraf, Deputy Director and Ms. Shrutimala Rajbongshi, Deputy Director from Ministry of Labour and Employment participated in this virtual meeting. A presentation was made by Indian delegation on the priority area, highlighting that digitalisation has led to proliferation of digital platforms and Artificial Intelligence in the world of work and the initiatives taken by the Government of India such as providing statutory definitions of gig worker, platform worker, home based worker and aggregator in Code on Social Security, 2020, passed by the Parliament of India in September, 2020. The mechanism envisaged for providing social security to unorganised and gig and platform workers involved in these new forms of work were also highlighted.

3rd G20 Employment Working Group (EWG) meeting under the Italian Presidency was held from 20-21 May, 2021 through virtual format to discuss about the draft G20 Labour and Employment Ministers' Declaration (LEMD), 2021.

The 4th, 5th & 6th EWG of G20 under the Italian Presidency were held on 1-6-2021, 8-6-2021 and on 17-18 June, 2021 respectively through virtual mode to finalise the draft G20 LEMD, 2021 to be adopted by the G20 Labour and Employment Ministers. A delegation led by Shri R.K. Gupta, Joint Secretary, and comprising of offiecrs from Ministry of Labour and Employment attended these meetings.

The G20 Joint Education and Labour and Employment Ministers' Meeting under Italian Presidency

The G-20 Joint Education and Labour and Employment Ministers' Meeting under Italian Presidency was held on 22ndJune, 2021 in hybrid mode, at Catania, Italy to discuss on the topic 'transition from school to work'. A delegation led by Shri Santosh Kumar Gangwar, Hon'ble Minister of State (Independent Charge) for Labour and Employment comprising of Shri Ram Kumar Gupta, Joint Secretary, Shri Rupesh Kumar Thakur, Director, Ms. Priya Sarraf, Deputy Director, Ms. Shrutimala Rajbongshi, Deputy Director and Shri Shailesh Kumar Singh, Under Secretary from Ministry of Labour and Employment attended meeting virtually. Delegation from the Ministry of Education led at the Ministerial level also participated virtually in the meeting. After deliberations among Education and Labour Ministers of G20 countries, the G-20 Joint Education and Labour and Employment Ministers' Declaration on 'Transition from School to Work' was adopted.

The G20 Labour and Employment Ministers' Meeting (LEMM) under Italian Presidency

The G-20 Labour and Employment Ministers' Meeting (LEMM) under Italian Presidency was held on 23rd June, 2021 in hybrid mode at Catania, Italy. A delegation led by ShriSantosh Kumar Gangwar, Hon'ble Minister of State (Independent Charge) for Labour and Employment comprising of Shri R. K. Gupta, Joint Secretary, Shri Rupesh Kumar Thakur, Director, Ms.Priya Sarraf, Deputy Director, Ms.ShrutimalaRajbongshi, Deputy Director and Shri Shailesh Kumar Singh, Under Secretary from Ministry of Labour and Employment attended G20 LEM Meeting in virtual mode.

The Labour and Employment Ministers from G20 countries exchanged views on EWG priorities on (i) how to progress on path toward more better and equally paid jobs for women, (ii) how to adapt Social protection systems in a changing world of work and (iii) how to assure that platform and remote working be human centered way of work.

The Hon'ble Minister for Labour & Employment acknowledged that COVID-19 has changed the world of work and highlighted the efforts made by the Indian Government in respect of the Employment Working Group (EWG) priorities, including women employment, social security and remote working. It was emphasized that collective efforts are being made to reduce gender gaps in labour force participation and towards ensuring education, training, entrepreneurship development etc.

After detailed deliberations among the G20 Labour and Employment Ministers, the G20 Labour and Employment Ministerial Declaration on 'Fostering an inclusive, sustainable, and resilient recovery of labour markets and societies' was adopted under the Italian Presidency.

A tripartite National Dialogue on Global Call for a human–centered recovery from COVID-19 crisis in the context of India:

A Tripartite National Dialogue on Global Call to Action for a human-centered recovery from COVID-19 crisis in the context of India was organized by International Labour

Organization (ILO) in collaboration with Ministry of Labour & Employment on 10th December, 2021. The objective of the tripartite conference was to discuss the four priority areas of the Global Call to Action a) Inclusive economic growth and employment; b) Protection of all workers; c) Universal social protection; d) Social Dialogue; in the context of India. The conference was envisaged to foster convergence and tripartite action contributing to the implementation of the ILO Centenary Declaration for the Future of Work and Sustainable Development Goals in India.

Hon'ble Minister for Labour & Employment, Shri BhupendraYadav, delivered the keynote address during the inaugural session of the conference. In his keynote address on the occasion, ShriBhupenderYadav, Union Minister for Labour and Employment emphasized on the importance of tripartite social dialogue and futuristic approach for Policy making and implementation in the country. Two panel discussions were also organized. The first panel discussion on "Universal Social Protection and protection of all workers for a human centered sustainable and resilient recovery from COVID-19 in the world of work in India" was chaired by Shri Sunil Barthwal, Secretary, MoLE, in which Ms. Vinita Singhal, Principal Secretary, Govt. of Maharashtra, Prof.Pravin Kumar Sinha, Senior Expert, Mr.ArunChawla, Director General, FICCI & Executive Director, AIOE (Employers' representative) and Ms.Manali Shah, National Secretary, SEWA (Workers' representative) participated as panelists.

The second panel discussion on "Inclusive economic growth, employment and Social Dialogue for a human centered sustainable and resilient recovery from COVID-19 in the world of work in India" was chaired by Ms. Dagmar Walter, Director, ILO Country Office, New Delhi.

Some of the prominent International meetings/training programmes where India participated actively are as under:-

- Dr. H.Srinivas, Director General, VV Giri National Labour Institute and Sri S.V. Ramana, Under Secretary, M/o Labour & Employment (25-28 February, 2020), attended the ILO's Technical Meeting on Achieving Decent Work in Global Supply Chains, Geneva, Switzerland.
- The 83rd Session of the Board of the International Training Centre of the ILO by virtual setting was held on 26-27 October, 2020. Shri Mahendra Kumar, Director, Ministry of Labour and Employment attended the virtual session.
- The virtual meeting to discuss the project "EU-India Common Agenda for Migration and Mobility (CAMM) was held on 18.08.2020. Ms. Shrutimala Rajbongshi, Deputy Director attended the virtual meeting from Ministry of Labour and Employment.
- 6th KOSTAT- ILO Workshop on "International Migration Statistics (ILMS) in the Asia-Pacific Region" on October was held on 12-15 October, 2020. Ms. Shailja Singh, Deputy Di rector (Employment), Ministry of Labour and Employment participated th e virtual workshop
- The meetings among Shri Apurva Chandra, Secretary, L&E and H.E. Mr. Muhammad Imran, High Commissioner o f Bangladesh to India and Mr.Shafiul Alam, Consular were held on 8th & 17th March, 2021 in Ministry of Labour and Employment to discuss the labour related issues.
- Shri R. K. Gupta, Joint Secretary and Shri Manoj Kumar Gupta, Director from Ministry of Labour attended sixth All- Russian Week of Occupational Safety and Health in Sochi, Russia from 06-09 September, 2021.
- A meeting under the chairmanship of Shri R.K Gupta, Joint Secretary with Ms.Renita Bhasker, Minister Counsellor and Head of Trade & Economic Section and Ms. Maria Fladl, Counsellor, Trade & Economic Affairs Section in the European Union Delegation in New Delhi was held on 27th September, 2021 in New Delhi.

- A meeting between Shri Sunil Barthwal, Secretary (L&E) and Mr Greg Vines, DDG, ILO along with Mr Hugh Boylan, Consellor (Economic) and Mr Jack Taylor, Second Secretary from Australian High Commission was held on 25.10.2021 in connection with Candidacy of Mr. Greg Vines for the post of Director General-International Labour Organization (ILO) for the term 2022-27.
- The first meeting of the Joint Working Group (JWG) between Ministry of Labour & Employment (MoLE) and National AIDS Control Organisation (NACO),Ministry of Health & Family Welfare chaired by ShriRupesh Kumar Thakur, Director, MoLE on 25.10.2021 at New Delhi. The discussions included the objectives under the MoUbetween MoLE and NACO so as to reach out to the large number of working population both in organized and unorganized sectors with information on HIV and AIDS prevention activities, services related to counselling, testing and treatment, reducing stigma and discrimination and mitigating the impact of HIV among infected and affected person through provision of social protection.
- A meeting between Shri Sunil Barthwal, Secretary (L&E) and Dr Kevin Frey, Director and CEO of Generation Unlimited with UNICEF HQ along with Ms Urmila Sarkar, UNICEF and their officials from UNICEF was held on 29.10.2021 in Ministry of Labour and Employment to discuss about UNICEF Yuwaah's support to strengthen the employment ecosystem in India through innovative public partnerships. Shri Ram Kumar Gupta, Joint Secretary, Shri Gopal Prasad, EA & DDG (E) and Ms. Shikha Anand, Director (E) from Ministry of Labour and Employment were also present in the meeting.
- A courtesy call between Shri R. K. Gupta, Joint Secretary, Ministry of Labour and Employment and Mr. Yoshio Akaishi, First Secretary, Embassy of Japan in India was held on 08-12-2021 to discuss on the agenda of New Labour Codes. Shri J. K. Singh, Deputy Secretary, Shri Sanjeev Nanda, Under Secretary and Ms. Priya Sarraf, Deputy Director, Ministry of Labour and Employment and Shri Ranjan R. Shinoy, Under Secretary, M/o External Affairs were also present during the meeting.
- An introductory meeting from ILO Geneva was held on 10th December, 2021 to discuss social security for Migrant Workers. A delegation led by Shri R. K. Gupta, Joint Secretary with officers from Ministry of Labour and Employment and the Ministry of External Affairs participated in the meeting through virtual mode. Ms. Barkha Tamrakar, First Secretary, PMI, Geneva was also present in the meeting virtually.
- Shri Rupesh Kumar Thakur, Director, Ministry of Labour & Employment attended International Labour Organisation's technical meeting on the furure of work in aquaculture in the context of the rural economy in Geneva, Switzerlandfrom 13-17 December, 2021.

CONCLUSION

India has always had a positive approach towards International Labour Standards. The basis principles set out in the International Labour Standards are by and large reflected in our national laws and regulations especially for free exercise of and for protection of rights of our workforce. We have so far ratified forty-seven Conventions and one Protocol of the ILO as given in Box 11.1.

BOX 11.1
LIST OF CONVENTIONS AND PROTOCOL RATIFIED BY INDIA

S. No.	No. and Title of Convention	Date of ratification
1.	C001 - Hours of Work (Industry) Convention, 1919	14 Jul 1921
2.*	C002 - Unemployment Convention, 1919	14 Jul 1921
3.	C004 - Night Work (Women) Convention, 1919	14 Jul 1921
4.	C005 - Minimum Age (Industry) Convention, 1919	09 Sep 1955
5.	C006 - Night Work of Young Persons (Industry) Convention, 1919	14 Jul 1921
6.	C011 - Right of Association (Agriculture) Convention, 1921	11 May 1923
7.	C014 - Weekly Rest (Industry) Convention, 1921	11 May 1923
8.	C015 - Minimum Age (Trimmers and Stokers) Convention, 1921	20 Nov 1922
9.	C016 - Medical Examination of Young Persons (Sea) Convention, 1921	20 Nov 1922
10.	C018 - Workmen's Compensation (Occupational Diseases) Convention, 1925	30 Sep 1927
11.	C019 - Equality of Treatment (Accident Compensation) Convention, 1925	30 Sep 1927
12.	C021 - Inspection of Emigrants Convention, 1926	14 Jan 1928
13.	C022 - Seamen's Articles of Agreement Convention, 1926	31 Oct 1932
14.	C026 - Minimum Wage-Fixing Machinery Convention, 1928	10 Jan 1955
15.	C027 - Marking of Weight (Packages Transported by Vessels) Convention, 1929	07 Sep 1931
16.	C029 - Forced Labour Convention, 1930	30 Nov 1954
17.	C032 - Protection against Accidents (Dockers) Convention (Revised), 1932	10 Feb 1947
18.@	C041 - Night Work (Women) Convention (Revised), 1934	22 Nov 1935
19.	C042 - Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934	13 Jan 1964
20.	C045 - Underground Work (Women) Convention, 1935	25 Mar 1938
21.	C080 - Final Articles Revision Convention, 1946	17 Nov 1947
22.	C081 - Labour Inspection Convention, 1947	07 Apr 1949
23.	C088 - Employment Service Convention, 1948	24 Jun 1959
24.	C089 - Night Work (Women) Convention (Revised), 1948	27 Feb 1950
25.	C090 - Night Work of Young Persons (Industry) Convention (Revised), 1948	27 Feb 1950
26.	C100 - Equal Remuneration Convention, 1951	25 Sep 1958
27.	C105 - Abolition of Forced Labour Convention, 1957	18 May 2000
28.	C107 - Indigenous and Tribal Populations Convention, 1957	29 Sep 1958
29.**	C108 - Seafarers' Identity Documents Convention, 1958	17 Jan 2005
30.	C111 - Discrimination (Employment and Occupation) Convention, 1958	03 Jun 1960
31.	C115 - Radiation Protection Convention, 1960	17 Nov 1975
32.	C116 - Final Articles Revision Convention, 1961	21 Jun 1962
33.	C118 - Equality of Treatment (Social Security) Convention, 1962	19 Aug 1964
34.	C122 - Employment Policy Convention, 1964	17 Nov 1998
35.	C123 - Minimum Age (Underground Work) Convention, 1965	20 Mar 1975
36.	C127 - Maximum Weight Convention, 1967	26 Mar 2010
37.	C136 - Benzene Convention, 1971	11 Jun 1991
38.	C138 - Minimum Age Convention, 1973 (Minimum age specified: 14 years)	13 Jun 2017
39.	C141 - Rural Workers' Organisations Convention, 1975	18 Aug 1977
40.	C142 - Human Resources Development Convention, 1975	25 Mar 2009
41.	C144 - Tripartite Consultation (International Labour Standards) Convention, 1976	27 Feb 1978
42. #	C147 - Merchant Shipping (Minimum Standards) Convent ion, 1976	26 Sep 1996
43.	C160 - Labour Statistics Convention, 1985	01 Apr 1992
44.	C174 - Prevention of Major Industrial Accidents Convention, 1993	06 Jun 2008
45.	C182 - Worst Forms of Child Labour Convention, 1999	13 Jun 2017
46.	C185 - Seafarers' Identity Documents Convention (Revised), 2003	09 Oct 2015
47.	MLC, 2006 – Maritime Labour Convention, 2006	09 Oct 2015
Protocol 1 : P89	- Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948	

* Denounced on 16 April 1938, the Convention requires internal furnishing of statistics concerning unemployment every three months which is considered not practicable.

@ Convention denounced on 27 Feb 1951 as a result of ratification of Convention No.C089.

** Automatic denunciation on 09 April 2016 by Convention C185.

Automatic denunciation on 08 October, 2016, by Convention MLC, 2006.

Automatic denunciation on 08 October, 2016, by Convention MLC, 2006.

CHAPTER 12

LABOUR BUREAU PUBLICATIONS

Apart from its few regular publications, the Labour Bureau brings out a number of publications based on statistical research work, studies and surveys, which are of great relevance to the policy makers, Govt./Non-Governmental agencies and researchers.

A brief account of the various publications of the Labour Bureau is presented in this chapter.

LABOUR BUREAU PUBLICATIONS AND THEIR CONTENTS

Sl. No.	Title	Latest edition available	Periodicity	Contents
1	2	3	4	5
A	**REGULAR PUBLICATIONS**			
1	Indian Labour Journal	Regular monthly publication	Monthly	Contains special articles on subjects of labour interest, reports, enquiries and studies, labour news, labour situation, industrial disputes, closures, retrenchments and lay-off; important labour decisions, summaries of important awards and agreements, labour literature and also statistical information on consumer price index numbers, employment, employment exchanges, employment potential, wages and earnings, absenteeism, etc.
2	Indian Labour Year Book	2018-19	Annual	Provides in a compact volume a general description of various topics in the field of labour such as employment and training, wages, levels of living and consumer price index numbers, industrial relations, welfare, housing, health, labour legislation, labour administration, etc. and relevant supporting statistics.
3	Indian Labour Statistics (bilingual)	2020	Annual	A bilingual publication containing serial statistics relating to labour. It presents data on employment in Factories, Mines, Plantation, Railways, Employment Service and Training, Wages and Earnings, Price Indices, Trade Unions, Industrial Injuries, Absenteeism and Labour Turnover, Social Security, Industrial Disputes and International statistics pertaining to Labour.
4	Pocket Book of Labour Statistics (bilingual)	2020	Annual	Present a summary of principal labour statistics in the country.
5	Statistics of Factories	2019	Annual	Contains comprehensive statistical information on factories registered under the Factories Act, 1948. Important statistics presented in this publication related to the number of registered factories and employment by states, industries, age and sex, by specified normal weekly hours of work, injuries by states, industries, age, sex and causes, mandays lost due to injuries, welfare facilities, inspection of factories, inspectorate staff, convictions, etc.

Sl. No.	Title	Latest edition available	Periodicity	Contents
1	2	3	4	5
6	Industrial Disputes, Closures, Retrenchments and Lay-offs in India	2018	Annual	Contains statistics of industrial disputes resulting in work-stoppages, viz., strikes, lockouts, gheraos, etc. by various combinations such as sector, sphere, cause etc. and also industry-wise and state-wise statistics on closure, retrenchment and lay-off.
7	Review on the Working of the Industrial Employment (Standing Orders) Act,1946 £	2019	Annual	Contains statistical information on progress of certification of standing orders by spheres, modification of standing orders and disposal of appeals.
8	Review on the Working of the Workmen's Compensation Act, 1923 £	2018	Annual	Contains information in respect of number of compensated accidents and amount of compensation paid, number of cases of accidents coming up before the Workmen's Compensation Commissioners involving adult workers in respect of whom compensation was awarded or disbursed, number of cases handled by the Commissioners for Workmen's Compensation, deposits and disbursements under Section 8 of the Workmen's Compensation Act, 1923 and disposal of appeals.
9	Review on the Working of the Maternity Benefit Act,1961£	2019	Annual	The statistics presented in this publication relate to the number of women workers claiming maternity benefits and amount paid as maternity benefits in the factories, plantations and mines.
10	Review on the Working of the Legislation Governing Conditions of Employment in Shops, Commercial Establishments, Cinemas, Theaters, Hotels and Restaurants £	2019	Annual	Contains statistical information relating to the number of shops, commercial establishments, cinemas, theaters, hotels restaurants, etc., and total number of persons employed therein, ownership of shops and employment therein, inspections made, prosecutions launched, cases disposed off by courts and amount of fines realised.
11	Review on the Working of the Plantations Labour Act,1951£	2019	Annual	Contains information on number of plantation estates, annual average daily employment by age and sex, normal weekly hours, leave with wages, welfare facilities like canteens, crèches, drinking water, etc. Maternity benefits and Sickness benefits in respect of plantations submitting returns.
12	Review on the Working of the Motor Transport Workers' Act, 1961£	2018	Annual	Contains statistical information relating to number of registered motor transport undertakings and employment therein, normal daily hours of work, rest intervals, the facilities of canteens and rest rooms including medical facilities provided, inspections made, prosecutions launched, convictions obtained and amount of fines realised.
13	Report on the Working of the Payment of Wages Act, 1936	2018	Annual	The report contains information like Mandays worked, Average Daily Employment, Gross Wage Bill, Per Capita Daily Earnings and Per Capita Annual Earnings etc.

Sl. No.	Title	Latest edition available	Periodicity	Contents
1	2	3	4	5
14	Report on the Working of the Minimum Wages Act, 1948	2019	Annual	Presents information on employments covered under the Minimum Wages Act, 1948, fixation and revision of minimum rates of wages, principles evolved in fixation of minimum wages. Committees, enforcement and implementation of the Act.
15	Labour Statistics under the Annual Survey of Industries	2019-20	Annual	Labour statistics are collected alongwith the annual survey of industries being conducted under the collection of statistics Act, 1953. These reports present serial and comparable data on important labour aspects, viz., absenteeism, labour turnover, earnings, labour cost, salaries & wages and bonus paid, etc.
B	**OTHER PUBLICATIONS**			
16	Wage Rates in Rural India	2020-21 (Agricul-tural year)	Annual	Contains monthly wage rate statistics relating to 25 agricultural and non-agricultural occupations in the country.
17	Consumer Price Index Numbers for Agricultural and Rural Labourers (1986-87=100)	2020-21	Annual	Contains detailed information on Consumer Price Index Numbers for Agricultural/Rural Labourers.
18	Consumer Price Index Numbers for Industrial Workers (2001=100 & 2016=100)	2020	Annual	Contains group-wise and sub-group wise indices for 88 centres with linking factors.
19	Trade Unions in India	2018	Annual	Presents data relating to number, membership and finances of trade unions registered under the Trade Union Act, 1926.
20	Rural Labour Enquiry-Reports	2009-10	Quinqu-ennial	Contains data relating to structure of rural/agricultural labour households, their wages and earnings, indebtedness, consumption pattern, employment and general characteristics.
21	Family Living Survey of Industrial Workers: Reports for different Centres	1999-2000	Ad-hoc	Family living surveys aim at collecting data on consumption expenditure, levels of living covering aspects such as demographic particulars, sickness and medical treatments, education, conditions of work, social security, employment, housing conditions, indebtedness etc. Family income and expenditure surveys were conducted at 78 industrial centres in the country during 1999-2000. Based on the results thrown up by these surveys, the weighting diagrams for building up the Labour Bureau's Series of Working Class Consumer Price Index Numbers on base: 2001=100 which replaced the earlier series of 1982=100 base, w.e.f, January, 2006 was up-dated. Reports pertaining to the period 1999-2000 were released in the year 2008.

Sl. No.	Title	Latest edition available	Periodicity	Contents
1	2	3	4	5
22	Occupational Wage Survey Reports	7th Round	Ad-hoc	Present occupation-wise information on employment, minimum and maximum wage rates, earnings by components, dearness allowance, overtime allowance etc. The break-up of figures relating to these items by age and sex and system of payment, wherever possible, has also been given in the reports.
23	Socio-economic Conditions of Women Workers in Match Industry	2014-15	Ad-hoc	Presents a broad picture of the characteristics of women's employment, their working and service conditions, wages and earnings, welfare facilities, living conditions, etc.
24	Statistical Profile on Women Labour	2014-15	Ad-hoc	Contains up-to-date statistics on important aspects of women workers, population, employment, employment service and training, wages and earnings, trade unions, industrial injuries, social security, crèches, etc.
25	Contract Labour Surveys: Reports on Various Industries	2016-17 (Air Transport a-tion Sector)	Ad-hoc	Labour Bureau has been conducting Contract Labour Surveys to ascertain the extent, the nature and working conditions of contract labour employed in different industries. The reports contains data on employment, jobs on which contract labour is employed, systems of recruitment, advances, wages and earnings, working conditions, leave and holidays with pay, welfare and other facilities, housing, social security, industrial relations, etc.
26	Consumer Price Index Numbers-India (Reference Book)	1989	Ad-hoc	The Concept of Consumer Price Index Numbers, coverage, consumption, consistency, recommendations /criticisms, etc. have been discussed.
27	Evaluation Studies on the Implementation of the Minimum Wages Act,1948 in Certain Employments	2015 (Beedi Making Industry in Madhya Pradesh)	Ad-hoc	Contains a detailed account of the classifications of industry, characteristics of the work force, wages and earnings, enforcement of the Minimum Wages Act, 1948, responsibilities of the enforcement machinery as well as the difficulties faced in the implementation of the provisions of the Act.
C	**MISCELLANEOUS**			
28	Wage Fixation in Industry and Agriculture in India	1993	Ad-hoc	Present an objective view on regulation of wages, principles of wage fixation and machinery of wage fixation in India. It also includes latest developments in wage fixation.
29	Tenth Digest of Indian Labour Research (2008-2011)	2008-2011	Ad-hoc	Contains labour research, details of surveys and studies done in India in the field of labour by Research Scholars/Institutions.
30	Report on Working and Living Conditions of Scheduled Castes Workers in Selected Occupations at Selected Centres	2005	Ad-hoc	The Surveys study the working and living conditions of scheduled caste workers in occupations likes sweeping and scavenging, tanning and flaying, bone crushing and shoe making in selected centres.

Sl. No.	Title	Latest edition available	Periodicity	Contents
1	2	3	4	5
31	Report on the Socio-Economic Conditions of Scheduled Tribes Workers in KBK belt - Orissa	2008-09	Ad-hoc	Contains information relating to employment, training, earnings, working conditions, social security, industrial relations, income and consumption, indebtedness, housing conditions, social customs and faiths, etc., of Scheduled Tribes Labour.
32	Labour Bureau's Master Reference Book on Labour Statistics	1989	Ad-hoc	Presents all important data and information on different facets of labour in a comprehensive and consolidated form.
33.	Report on the Survey on Socio-Economic Conditions of Licensed Railway Porters at Five Selected Centres.	2004	Ad-hoc	The report contains data on demographic particulars, earnings, expenditure, assets, consumption habits, indebtedness, health, availability of welfare facilities and industrial relations etc. in respect of Licensed Railway Porters working at the five selected centres.
34	Report on Child Labour in Indian Industries	1981	Ad-hoc	Contains findings of a quick survey undertaken into the problems of Child Labour
35	Reports on Employment & Unemployment Survey	2015-16	Ad-hoc	Provides an assessment of employment-unemployment situation experienced by the economy over the years, range of demographic particulars of the population and various labour force estimates at state and overall level. Various parameters of employment by types of enterprise and working conditions of labour force based on the survey results.
36	Quarterly Reports on Employment Scenario in selected sectors	2021 (3rd Round)	Ad-hoc	Contains findings of quarterly surveys undertaken to assess employment situation in respect of selected sectors of Non-farm Industrial economy of India over successive quarters.

£ With effect from the review for the year 2000, they are now being published in the Indian Labour Journal.

APPENDICES

APPENDIX 1
LIST OF IMPORTANT LABOUR ACTS

Under the Constitution of India, Labour is a subject in the concurrent list where both the Central and State Governments are competent to enact legislations. The Labour related legislations can be categorized as follows:

1) Labour laws enacted by the Central Government, where the Central Government has the sole responsibility for enforcement.
2) Labour laws enacted by Central Government and enforced both by Central and State Governments.
3) Labour laws enacted by Central Government and enforced by the State Governments.
4) Labour laws enacted and enforced by the various State Governments which apply to respective States.

(a) Labour laws enacted by the Central Government, where the Central Government has the sole responsibility for enforcement

1. The Employees' State Insurance Act, 1948
2. The Employees' Provident Fund and Miscellaneous Provisions Act, 1952
3. The Dock Workers (Safety, Health and Welfare) Act, 1986
4. The Mines Act, 1952
5. The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare (Cess) Act, 1976
6. The Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labor Welfare Fund Act, 1976
7. The Mica Mines Labour Welfare Fund Act, 1946
8. The Beedi Workers Welfare Cess Act, 1976
9. The Limestone and Dolomite Mines Labour Welfare Fund Act, 1972
10. The Cine Workers Welfare (Cess) Act, 1981
11. The Beedi Workers Welfare Fund Act, 1976
12. The Cine Workers Welfare Fund Act, 1981

(b) Labour laws enacted by Central Government and enforced both by Central and State Governments

13. The Child Labour (Prohibition and Regulation) Act, 1986
14. The Building and Other Constructions Workers' (Regulation of Employment and Conditions of Service) Act, 1996
15. The Contract Labour (Regulation and Abolition) Act, 1970
16. The Equal Remuneration Act, 1976
17. The Industrial Disputes Act, 1947
18. The Industrial Employment (Standing Orders) Act, 1946
19. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
20. The Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988
21. The Maternity Benefit Act, 1961
22. The Minimum Wages Act, 1948
23. The Payment of Bonus Act, 1965
24. The Payment of Gratuity Act, 1972
25. The Payment of Wages Act, 1936
26. The Cine Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981
27. The Building and Other Construction Workers Cess Act, 1996

28. Unorganized Workers Social Security Act, 2008
29. Working Journalists (Fixation of Rates of Wages) Act, 1958

(c) Labour laws enacted by Central Government and enforced by the State Governments

30. The Employers' Liability Act, 1938 (Repealed)
31. The Factories Act, 1948
32. The Motor Transport Workers Act, 1961
33. The Personal Injuries (Compensation Insurance) Act, 1963 (Repealed)
34. The Personal Injuries (Emergency Provisions) Act, 1962 (Repealed)
35. The Plantation Labour Act, 1951
36. The Sales Promotion Employees (Conditions of Service) Act, 1976
37. The Trade Unions Act, 1926
38. The Weekly Holidays Act, 1942 (Under Repeal)
39. The Working Journalists and Other Newspapers Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955
40. The Workmen's Compensation Act, 1923 (now renamed as the Employee's Compensation Act, 1923)
41. The Employment Exchange (Compulsory Notification of Vacancies) Act, 1959
42. The Children (Pledging of Labour) Act 1938 (Repealed)
43. The Bonded Labour System (Abolition) Act, 1976
44. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966

Also, we may classify labour laws under the following heads:

I. Laws related to Industrial Relations such as:

1. Trade Unions Act, 1926
2. Industrial Employment Standing Order Act, 1946
3. Industrial Disputes Act, 1947

II. Laws related to Wages such as:

4. Payment of Wages Act, 1936
5. Minimum Wages Act, 1948
6. Payment of Bonus Act, 1965
7. Working Journalists (Fixation of Rates of Wages) Act, 1958

III. Laws related to Working Hours, Conditions of Service and Employment such as:

8. Factories Act, 1948
9. Plantation Labour Act, 1951
10. Mines Act, 1952
11. Working Journalists and other Newspaper Employees' (Conditions of Service and Misc. Provisions) Act, 1955
12. Motor Transport Workers Act, 1961
13. Beedi & Cigar Workers (Conditions of Employment) Act, 1966
14. Contract Labour (Regulation & Abolition) Act, 1970
15. Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
16. Dock Workers (Safety, Health & Welfare) Act, 1986
17. Building & Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996
18. Building and Other Construction Workers Welfare Cess Act, 1996
19. Cine-Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981
20. The Weekly Holidays Act, 1942 (Under Repeal)

21. The Labour Laws (Exemption from Furnishing Returns and Maintaining Registers by Certain Establishments) Act, 1988
22. The Sales Promotion Employees (Conditions of Service) Act, 1976
23. The Employment Exchange (Compulsory Notification of Vacancies) Act, 1959

IV. Laws related to Equality and Empowerment of Women such as:

24. Maternity Benefit Act, 1961
25. Equal Remuneration Act, 1976

V. Laws related to Deprived and Disadvantaged Sections of the Society such as:

26. Bonded Labour System (Abolition) Act, 1976
27. Child Labour (Prohibition & Regulation) Act, 1986
28. Children (Pledging of Labour) Act, 1933 (Repealed)

VI. Laws related to Social Security such as:

29. Workmen's Compensation Act, 1923 (now renamed as the Employee's Compensation Act, 1923)
30. Employees' State Insurance Act, 1948
31. Employees' Provident Fund & Miscellaneous Provisions Act, 1952
32. Payment of Gratuity Act, 1972
33. Employers' Liability Act, 1938 (Repealed)
34. Beedi Workers Welfare Cess Act, 1976
35. Beedi Workers Welfare Fund Act, 1976
36. Cine workers Welfare Cess Act, 1981
37. Cine Workers Welfare Fund Act, 1981
38. Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Cess Act, 1976
39. Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Fund Act, 1976
40. Limestone and Dolomite Mines Labour Welfare Fund Act, 1972
41. Mica Mines Labour Welfare Fund Act, 1946
42. Personal Injuries (Compensation Insurance) Act, 1963 (Repealed)
43. Personal Injuries (Emergency Provisions) Act, 1962 (Repealed)
44. Unorganised Workers' Social Security Act, 2008

APPENDIX 2

LIST OF CONVENTIONS, PROTOCOLS AND RECOMMENDATIONS ADOPTED BY THE INTERNATIONAL LABOUR CONFERENCE 1919-2019

CONVENTIONS

1. Hours of Work (Industry) Convention, 1919
2. Unemployment Convention, 1919
3. Maternity Protection Convention, 1919
4. Night Work (Women) Convention, 1919
5. Minimum Age (Industry) Convention, 1919
6. Night Work of Young Persons (Industry) Convention, 1919
7. Minimum Age (Sea) Convention, 1920
8. Unemployment Indemnity (Shipwreck) Convention, 1920
9. Placing of Seamen Convention, 1920
10. Minimum Age (Agriculture) Convention, 1921
11. Right of Association (Agriculture) Convention, 1921
12. Workmen's Compensation (Agriculture) Convention, 1921
13. White Lead (Painting) Convention, 1921
14. Weekly Rest (Industry) Convention, 1921
15. Minimum Age (Trimmers and Stokers) Convention, 1921
16. Medical Examination of Young Persons (Sea) Convention, 1921
17. Workmen's Compensation (Accidents) Convention, 1925
18. Workmen's Compensation (Occupational Diseases) Convention, 1925
19. Equality of Treatment (Accident Compensation) Convention, 1925
20. Night Work (Bakeries) Convention, 1925
21. Inspection of Emigrants Convention, 1926
22. Seamen's Articles of Agreement Convention, 1926
23. Repatriation of Seamen Convention, 1926
24. Sickness Insurance (Industry) Convention, 1927
25. Sickness Insurance (Agriculture) Convention, 1927
26. Minimum Wage-Fixing Machinery Convention, 1928
27. Marking of Weight (Packages Transported by Vessels) Convention, 1929
28. Protection against Accidents (Dockers) Convention, 1929
29. Forced Labour Convention, 1930
30. Hours of Work (Commerce and Offices) Convention, 1930
31. Hours of Work (Coal Mines) Convention, 1931
32. Protection against Accidents (Dockers) Convention (Revised), 1932
33. Minimum Age (Non-Industrial Employment) Convention, 1932
34. Fee-Charging Employment Agencies Convention, 1933
35. Old-Age Insurance (Industry, etc.) Convention, 1933
36. Old-Age Insurance (Agriculture) Convention, 1933
37. Invalidity Insurance (Industry, etc.) Convention, 1933
38. Invalidity Insurance (Agriculture) Convention, 1933
39. Survivors' Insurance (Industry, etc.) Convention, 1933
40. Survivors' Insurance (Agriculture) Convention, 1933
41. Night Work (Women) Convention (Revised), 1934
42. Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934
43. Sheet-Glass Works Convention, 1934
44. Unemployment Provision Convention, 1934
45. Underground Work (Women) Convention, 1935

46. Hours of Work (Coal Mines) Convention (Revised), 1935
47. Forty-Hour Week Convention, 1935
48. Maintenance of Migrants' Pension Rights Convention, 1935
49. Reduction of Hours of Work (Glass-Bottle Works) Convention, 1935
50. Recruiting of Indigenous Workers Convention, 1936
51. Reduction of Hours of Work (Public Works) Convention, 1936
52. Holidays with Pay Convention, 1936
53. Officers' Competency Certificates Convention, 1936
54. Holidays with Pay (Sea) Convention, 1936
55. Shipowners' Liability (Sick and Injured Seamen) Convention, 1936
56. Sickness Insurance (Sea) Convention, 1936
57. Hours of Work and Manning (Sea) Convention, 1936
58. Minimum Age (Sea) Convention (Revised), 1936
59. Minimum Age (Industry) Convention (Revised), 1937
60. Minimum Age (Non-Industrial Employment) Convention (Revised), 1937
61. Reduction of Hours of Work (Textiles) Convention, 1937
62. Safety Provisions (Building) Convention, 1937
63. Convention concerning Statistics of Wages and Hours of Work, 1938
64. Contracts of Employment (Indigenous Workers) Convention, 1939
65. Penal Sanctions (Indigenous Workers) Convention, 1939
66. Migration for Employment Convention, 1939
67. Hours of Work and Rest Periods (Road Transport) Convention, 1939
68. Food and Catering (Ships' Crews) Convention, 1946
69. Certification of Ships' Cooks Convention, 1946
70. Social Security (Seafarers) Convention, 1946
71. Seafarers' Pensions Convention, 1946
72. Paid Vacations (Seafarers) Convention, 1946
73. Medical Examination (Seafarers) Convention, 1946
74. Certification of Able Seamen Convention, 1946
75. Accommodation of Crews Convention, 1946
76. Wages, Hours of Work and Manning (Sea) Convention, 1946
77. Medical Examination of Young Persons (Industry) Convention, 1946
78. Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946
79. Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946
80. Final Articles Revision Convention, 1946
81. Labour Inspection Convention, 1947
82. Social Policy (Non-Metropolitan Territories) Convention, 1947
83. Labour Standards (Non-Metropolitan Territories) Convention, 1947
84. Right of Association (Non-Metropolitan Territories) Convention, 1947
85. Labour Inspectorates (Non-Metropolitan Territories) Convention, 1947
86. Contracts of Employment (Indigenous Workers) Convention, 1947
87. Freedom of Association and Protection of the Right to Organise Convention, 1948
88. Employment Service Convention, 1948
89. Night Work (Women) Convention (Revised), 1948
90. Night Work of Young Persons (Industry) Convention (Revised), 1948
91. Paid Vacations (Seafarers) Convention (Revised), 1949
92. Accommodation of Crews Convention (Revised), 1949
93. Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949
94. Labour Clauses (Public Contracts) Convention, 1949
95. Protection of Wages Convention, 1949
96. Fee-Charging Employment Agencies Convention (Revised), 1949
97. Migration for Employment Convention (Revised), 1949

98. Right to Organise and Collective Bargaining Convention, 1949
99. Minimum Wage Fixing Machinery (Agriculture) Convention, 1951
100. Equal Remuneration Convention, 1951
101. Holidays with Pay (Agriculture) Convention, 1952
102. Social Security (Minimum Standards) Convention, 1952
103. Maternity Protection Convention (Revised), 1952
104. Abolition of Penal Sanctions (Indigenous Workers) Convention, 1955
105. Abolition of Forced Labour Convention, 1957
106. Weekly Rest (Commerce and Offices) Convention, 1957
107. Indigenous and Tribal Populations Convention, 1957
108. Seafarers' Identity Documents Convention, 1958
109. Wages, Hours of Work and Manning (Sea) Convention (Revised), 1958
110. Plantations Convention, 1958
111. Discrimination (Employment and Occupation) Convention, 1958
112. Minimum Age (Fishermen) Convention, 1959
113. Medical Examination (Fishermen) Convention, 1959
114. Fishermen's Articles of Agreement Convention, 1959
115. Radiation Protection Convention, 1960
116. Final Articles Revision Convention, 1961
117. Social Policy (Basic Aims and Standards) Convention, 1962
118. Equality of Treatment (Social Security) Convention, 1962
119. Guarding of Machinery Convention, 1963
120. Hygiene (Commerce and Offices) Convention, 1964
121. Employment Injury Benefits Convention, 1964
122. Employment Policy Convention, 1964
123. Minimum Age (Underground Work) Convention, 1965
124. Medical Examination of Young Persons (Underground Work) Convention, 1965
125. Fishermen's Competency Certificates Convention, 1966
126. Accommodation of Crews (Fishermen) Convention, 1966
127. Maximum Weight Convention, 1967
128. Invalidity, Old-Age and Survivors' Benefits Convention, 1967
129. Labour Inspection (Agriculture) Convention, 1969
130. Medical Care and Sickness Benefits Convention, 1969
131. Minimum Wage Fixing Convention, 1970
132. Holidays with Pay Convention (Revised), 1970
133. Accommodation of Crews (Supplementary Provisions) Convention, 1970
134. Prevention of Accidents (Seafarers) Convention, 1970
135. Workers' Representatives Convention, 1971
136. Benzene Convention, 1971
137. Dock Work Convention, 1973
138. Minimum Age Convention, 1973
139. Occupational Cancer Convention, 1974
140. Paid Educational Leave Convention, 1974
141. Rural Workers' Organisations Convention, 1975
142. Human Resources Development Convention, 1975
143. Migrant Workers (Supplementary Provisions) Convention, 1975
144. Tripartite Consultation (International Labour Standards) Convention, 1976
145. Continuity of Employment (Seafarers) Convention, 1976
146. Seafarers' Annual Leave with Pay Convention, 1976
147. Merchant Shipping (Minimum Standards) Convention, 1976
148. Working Environment (Air Pollution, Noise and Vibration) Convention, 1977
149. Nursing Personnel Convention, 1977

150. Labour Administration Convention, 1978
151. Labour Relations (Public Service) Convention, 1978
152. Occupational Safety and Health (Dock Work) Convention, 1979
153. Hours of Work and Rest Periods (Road Transport) Convention, 1979
154. Collective Bargaining Convention, 1981
155. Occupational Safety and Health Convention, 1981
156. Workers with Family Responsibilities Convention, 1981
157. Maintenance of Social Security Rights Convention, 1982
158. Termination of Employment Convention, 1982
159. Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983
160. Labour Statistics Convention, 1985
161. Occupational Health Services Convention, 1985
162. Asbestos Convention, 1986
163. Seafarers' Welfare Convention, 1987
164. Health Protection and Medical Care (Seafarers) Convention, 1987
165. Social Security (Seafarers) Convention (Revised), 1987
166. Repatriation of Seafarers Convention (Revised), 1987
167. Safety and Health in Construction Convention, 1988
168. Employment Promotion and Protection against Unemployment Convention, 1988
169. Indigenous and Tribal Peoples Convention, 1989
170. Chemicals Convention, 1990
171. Night Work Convention, 1990
172. Working Conditions (Hotels and Restaurants) Convention, 1991
173. Protection of Workers' Claims (Employer's Insolvency) Convention, 1992
174. Prevention of Major Industrial Accidents Convention, 1993
175. Part-Time Work Convention, 1994
176. Safety and Health in Mines Convention, 1995
177. Home Work Convention, 1996
178. Labour Inspection (Seafarers) Convention, 1996
179. Recruitment and Placement of Seafarers Convention, 1996
180. Seafarers' Hours of Work and the Manning of Ships Convention, 1996
181. Private Employment Agencies Convention, 1997
182. Worst Forms of Child Labour Convention, 1999
183. Maternity Protection Convention, 2000
184. Safety and Health in Agriculture Convention, 2001
185. Seafarers' Identity Documents Convention (Revised), 2003
186. Maritime Labour Convention, 2006
187. Promotional Framework for Occupational Safety and Health Convention, 2006
188. Work in Fishing Convention, 2007
189. Domestic Workers Convention, 2011
190. Violence and Harassment Convention, 2019

PROTOCOLS

1. Protocol of 1995 to the Labour Inspection Convention, 1947
2. Protocol of 1990 to the Night Work (Women) Convention (Revised), 1948
3. Protocol of 1982 to the Plantations Convention, 1958
4. Protocol of 1996 to the Merchant Shipping (Minimum Standards) Convention, 1976
5. Protocol of 2002 to the Occupational Safety and Health Convention, 1981
6. Protocol of 2014 to the Forced Labour Convention, 1930.

RECOMMENDATIONS

1. Unemployment Recommendation, 1919
2. Reciprocity of Treatment Recommendation, 1919
3. Anthrax Prevention Recommendation, 1919
4. Lead Poisoning (Women and Children) Recommendation, 1919
5. Labour Inspection (Health Services) Recommendation, 1919
6. White Phosphorus Recommendation, 1919
7. Hours of Work (Fishing) Recommendation, 1920
8. Hours of Work (Inland Navigation) Recommendation, 1920
9. National Seamen's Codes Recommendation, 1920
10. Unemployment Insurance (Seamen) Recommendation, 1920
11. Unemployment (Agriculture) Recommendation, 1921
12. Maternity Protection (Agriculture) Recommendation, 1921
13. Night Work of Women (Agriculture) Recommendation, 1921
14. Night Work of Children and Young Persons (Agriculture) Recommendation, 1921
15. Vocational Education (Agriculture) Recommendation, 1921
16. Living-in Conditions (Agriculture) Recommendation, 1921
17. Social Insurance (Agriculture) Recommendation, 1921
18. Weekly Rest (Commerce) Recommendation, 1921
19. Migration Statistics Recommendation, 1922
20. Labour Inspection Recommendation, 1923
21. Utilisation of Spare Time Recommendation, 1924
22. Workmen's Compensation (Minimum Scale) Recommendation, 1925
23. Workmen's Compensation (Jurisdiction) Recommendation, 1925
24. Workmen's Compensation (Occupational Diseases) Recommendation, 1925
25. Equality of Treatment (Accident Compensation) Recommendation, 1925
26. Migration (Protection of Females at Sea) Recommendation, 1926
27. Repatriation (Ship Masters and Apprentices) Recommendation, 1926
28. Labour Inspection (Seamen) Recommendation, 1926
29. Sickness Insurance Recommendation, 1927
30. Minimum Wage-Fixing Machinery Recommendation, 1928
31. Prevention of Industrial Accidents Recommendation, 1929
32. Power-driven Machinery Recommendation, 1929
33. Protection against Accidents (Dockers) Reciprocity Recommendation, 1929
34. Protection against Accidents (Dockers) Consultation of Organisations Recommendation, 1929
35. Forced Labour (Indirect Compulsion) Recommendation, 1930
36. Forced Labour (Regulation) Recommendation, 1930
37. Hours of Work (Hotels, etc.) Recommendation, 1930
38. Hours of Work (Theatres, etc.) Recommendation, 1930
39. Hours of Work (Hospitals, etc.) Recommendation, 1930
40. Protection against Accidents (Dockers) Reciprocity Recommendation, 1932
41. Minimum Age (Non-Industrial Employment) Recommendation, 1932
42. Employment Agencies Recommendation, 1933
43. Invalidity, Old-Age and Survivors' Insurance Recommendation, 1933
44. Unemployment Provision Recommendation, 1934
45. Unemployment (Young Persons) Recommendation, 1935
46. Elimination of Recruiting Recommendation, 1936
47. Holidays with Pay Recommendation, 1936
48. Seamen's Welfare in Ports Recommendation, 1936
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APPENDIX 3

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In order to keep the readers well informed of the latest available literature on labour matters, the first 'Select Bibliography' was included in the 1948-49 edition of the Year Book. Since then it is being updated and published in the successive editions. In this issue of the Year Book an effort has been made to include as much bibliographical information pertaining to the Year 2020-21 as possible. For a list of previous publications, earlier editions of the Year Book may be consulted.

1. PUBLICATIONS, REPORTS, ETC, OF THE CENTRAL GOVERNMENT AND ILO

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3. LIST OF SELECTED JOURNALS OF LABOUR INTEREST PUBLISHED IN INDIA

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Indian Labour Journal	Monthly	Chandigarh	English & Hindi-Bilingual	Labour Bureau, Ministry of Labour and Employment, Chandigarh
Monthly Coal Bulletin	-do-	Dhanbad	English	Director General Mines, Safety, Dhanbad
Haryana Labour Journal	Quarterly	Chandigarh	Hindi /English	Government of Haryana, Labour Department
Quarterly Bulletin of Economics and Statistics	Quarterly	Ahmeda-bad	-do-	Government of Gujarat
Thozhil Rangam	Bi-Monthly	-do-	Malayalam	Commissioner of Labour, Govt. of Kerala
Karnataka Labour Journal	-do-	Bangalore	English/ Kannada	Government of Karnataka, Department of Labour
Industrial Court Reporter	Monthly	Mumbai	English	Commissioner of Labour, Govt. of Maharashtra
Rajasthan Shram Patrika	-do-	Jaipur	English/Hindi	Labour Commissioner Govt. of Rajasthan
Quarterly Bulletin of Economics and Statistics	Quarterly	Mumbai	English	Commissioner of Labour, Director of Employment, Government of Maharashtra
Quarterly Bulletin of Economics and Statistics	Quarterly	Bhubaneshwar	English	Government of Orissa
Uzhaippavar Ulagam	Monthly	Chennai	Tamil	Secretary, Tamil Nadu Labour Board
Labour Bulletin	Monthly	Kanpur	English	Commissioner of Labour, Government of U.P
West Bengal Labour Gazette	Monthly	Kolkata	-do-	Labour Department, Govt. of West Bengal
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CBWE Samachar	Monthly	-do-	Hindi	-do-
Apna Port	Quarterly	Mumbai	Hindi/Marathi	Mumbai Port Trust
Hindi Samachar	Monthly	-do-	Hindi	-do-
Goenchim	Monthly	Mormugao	Hindi/Marathi/ English	Mormugao Port Trust
CRISP	Weekly	Burnpur	English	Burnpur Steel Plant
IISCO Samachar	Weekly	Burnpur	Hindi/Bengali	Burnpur Steel Plant

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