

15.1 The Ministry had drawn an ambitious plan for the welfare and development of labour during the Tenth Plan and first year of the Eleventh Plan. Special emphasis was laid on the elimination of child labour, and abolition and rehabilitation of the bonded labourers, skill up-gradation etc. The important schemes being taken up were : up-gradation of existing ITIs into “Centres of Excellence”, establishment of New ITIs in North-Eastern States, Sikkim and Jammu and Kashmir ,National Child Labour Projects and Social Security for the unorganized sector workers.

15.2 As against the total plan outlay of Rs.1,500.00 crore (inclusive of CW of Rs. 85.71 Crore) during the Tenth Plan for Ministry of Labour & Employment, the year-wise outlay/BE/RE is given in **Table 15.1**

15.3 An outlay of Rs.345.00 Crore (including CW of Rs.19.52 Crore) has been allocated for the Plan Schemes of the Ministry of Labour & Employment during 2007-08. This constitutes Rs.253.55 Crore for the Central Schemes and Rs.91.45 Crore for the Centrally Sponsored Schemes. The higher outlay approved during Annual Plan 2007-08 is basically due to a new Centrally Sponsored Scheme of DGE&T namely Up-gradation of ITIs into Centres of Excellence. Besides, provisions for a few new initiatives in the areas of vocational training and labour welfare viz., Skill Development through Public-Private Partnership and Social Security for Unorganized Sector Workers was made in 2007-08. The details of Plan provision and expenditure are given in **Table 15.2**.

15.4 The Women’s Training Cell of the DGE&T and Woman Labour Cell deal with the schemes exclusively meant for women and women’s welfare. There are four schemes relating to women in the Ministry.

15.5 The Ministry of Labour & Employment has Plan Schemes in the areas of Employment, Central Board For Worker’s Education, National Labour Institute, Rehabilitation of Bonded Labour and Labour Bureau for the benefit of Scheduled Castes and Scheduled Tribes. Together these constitute the Special Component Plan for SCs and STs respectively.

15.6 As per the Government’s directives, 10% of plan allocations are to be earmarked for specific projects/schemes in the North-Eastern States and Sikkim. Thus, Ministry of Labour and Employment has allocated funds to the tune of Rs.34.50 Crore during 2007-08 for such Schemes.

15.7 The Ministry of Labour & Employment provides Grants-in-aid to Research and Academic Institutions and Voluntary Organisations for undertaking research in labour related matters. During 2007-08, a budget allocation of Rs.25.00 lakh has been made. A number of research studies in the areas of Labour Welfare, Social Security, Industrial Relations, Enforcement of Minimum Wages and Employment Services and Training etc. have so far been completed. Many other studies are also under progress.

15.8 In the process of formulation of the Eleventh Five Year Plan (2007-12), six Working Groups were formed by the Planning Commission in the Labour and Employment Sector viz. (a) Labour Force and Employment Projection, (b) Skill Development & Vocational Training, (c) Labour Laws & other Labour Regulations, (d) Social Security, (e) Child Labour and (f) Occupational Safety & Health. Of these, last five Working Groups were formed under the chairpersonship of Secretary (L&E). The Reports of the Working Groups have been furnished to the Planning Commission. These Reports provided inputs for the preparation of the 11<sup>th</sup> Five Year Plan Document.

15.9 Apart from the Plan programmes, the Ministry also has Non-Plan programmes for various activities relating to Employment & Training, ensuring congenial Industrial Relations, Safety & Health of workers, Workers' Education, Social Security of the Workers in the Organized Sector, International Cooperation, Research & Statistics, Welfare of SC/

ST and Other Backward Classes etc. besides other Secretariat Social Services and Schemes. The non-plan expenditure was Rs.1812.77 crore as against BE of Rs.1332.22 crore during 2006-07. The 2007-08 (BE) has been enhanced to Rs.1571.79. The details of Non-Plan BE and Expenditure are given in **Table 15.3**.

<b>Table 15.1</b>					
<b>YEAR-WISE OUTLAY/BE/RE</b>					
<b>Year</b>	<b>Budget Estimate (BE)</b>	<b>Revised Estimate (RE)</b>	<b>Actual Expenditure (AE)</b>	<b>% of AE to BE</b>	<b>% of AE to RE</b>
<b>2002-03</b>	<b>148.59</b> (+CW 21.41)	<b>125.00</b>	<b>117.71</b>	<b>79.22</b>	<b>94.17</b>
<b>2003-04</b>	<b>145.49</b> (+CW 24.51)	<b>125.00</b>	<b>124.01</b>	<b>85.23</b>	<b>99.21</b>
<b>2004-05</b>	<b>168.97</b> (+CW 14.03)	<b>165.00</b>	<b>151.74</b>	<b>89.80</b>	<b>91.96</b>
<b>2005-06</b>	<b>219.48</b> (+CW 13.00)	<b>200.00</b>	<b>192.48</b>	<b>87.70</b>	<b>96.24</b>
<b>2006-07</b>	<b>311.36</b> (+CW 25.40)	<b>235.00</b>	<b>225.39</b>	<b>72.39</b>	<b>95.91</b>
<b>Total</b>	<b>993.89</b> (+CW 98.35)	<b>850.00</b>	<b>811.33</b>	<b>81.63</b>	<b>95.45</b>

**N.B.**

**CW stands for Construction Work, which is transferred to Ministry**

<b>Table 15.2</b>						
<b>LABOUR PLAN PROVISIONS AND EXPENDITURE</b>						
<b>(Rs. in crore)</b>						
<b>Sl. No</b>	<b>Divisions/Schemes</b>	<b>10<sup>th</sup> Plan 2002-07 Outlay</b>	<b>10<sup>th</sup> Plan Accumulated Expenditure</b>	<b>Annual Plan (2006-07)</b>		<b>Annual Plan (2007-08)</b>
				<b>Outlay</b>	<b>Actual Expd.</b>	<b>Approved outlay</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
01	DGE&T					
	(a) Employment	36.66	7.22	7.33	2.13	6.43
	(b) Training	363.34	185.88	115.83	50.83	86.20
02	Occupational Health & Safety (DGMS & DGFASLI)	107.40	17.03	20.32	6.01	11.97
03	Industrial Relations	37.20	19.27	6.95	4.40	7.90
04	Child Labour	667.50	460.62	132.05	119.95	170.55
05	Women Labour	2.50	1.14	0.41	0.27	0.51
06	Labour Statistics	112.00	32.79	16.87	10.22	5.49
07	National Labour Institute (NLI)	12.00	14.08	3.30	3.30	4.50
08	Grants-in-aid Scheme for Research Studies	3.00	0.53	0.26	0.06	0.25
09	Workers' Education	35.00	41.17	9.14	9.14	7.90
10	Rehabilitation of Bonded Labour	44.00	8.81	2.00	0.88	1.80
11	Other Schemes (Information Technology, Modernization of Sections, Training, Awareness Generation, Krishi Samajik Suraksha Yojana, New Initiative on Social Security of Workers etc).	79.40	5.19	22.30	1.40	7.00
12.	Outlay/Exp. In North East	[109.03]	17.60	[33.68]	16.80	34.50
13.	Capital Section					[3.74]
	<b>TOTAL</b>	<b>1500.00</b>	<b>811.33</b>	<b>336.76</b>	<b>225.39</b>	<b>345.00</b>

**N.B:** Figures in brackets stand included in the provisions made in individual schemes.

S. No.	Description	2007-08		2008-09		Total
		Actual	Estimate	Actual	Estimate	
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2	...	...	...	...	...	...
3	...	...	...	...	...	...
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100	...	...	...	...	...	...

16.1 In line with the general policy of the Government, the Ministry of Labour and Employment has formulated several special schemes, which provide various benefits to the members of Scheduled Castes and Scheduled Tribes.

## SPECIAL SCHEMES FOR SCHEDULED CASTES / TRIBES

- Coaching-cum-Guidance Centre for Scheduled Castes and Scheduled Tribes.
- Special Coaching Schemes.
- Labour Welfare Funds/Schemes
- Rehabilitation of Bonded Labour
- Survey and Research Studies.

## COACHING-CUM-GUIDANCE CENTRE FOR SCHEDULED CASTES AND SCHEDULED TRIBES

16.2 The scheme was launched in 1969-70 in 4 Centres (viz Delhi, Kanpur, Jabalpur and Chennai)) on a pilot basis. Keeping in view the success of the scheme, it was extended to eighteen other States. At present, twenty-two Coaching-cum-Guidance Centres are functioning in twenty-two States / Union Territories though one of them at Jowai, Meghalaya, is still in the process of being made fully functional. These centres provide Occupational Information, Individual Guidance and organize Confidence Building Programme for the benefit of job seekers belonging to Scheduled Castes and Scheduled Tribes and review the Old registered cases of SC/ST job seeker. The applicants are provided guidance at the time of their registration with the Employment Exchanges and also when they are sponsored against notified vacancies. The Centres also follow up with the employers for placement against vacancies reserved for the Scheduled Caste and Scheduled Tribe candidates.

16.3 In addition, thirteen of these centres provide facilities for training in Shorthand and Typing. The

physical achievements by various Coaching-cum-Guidance Centres from September, 2007 to August 2007 are given below:-

Activity	Number of Candidates covered
Registration Guidance	36484
Pre-Submission Guidance	1805
Confidence Building Programme	27081
Training in Typing and Shorthand	12201
Pre-Recruitment Training	4082

## SPECIAL COACHING SCHEME

16.4 To facilitate the recruitment against reserved vacancies in various Central Government Ministries / Departments the Directorate General of Employment and Training launched in 1973 another scheme namely "Special Coaching Scheme" for Scheduled Castes and Scheduled Tribes so as to enable SC/ST job-seekers to appear in Competitive Examination conducted by Staff Selection Commission and other Recruitment Boards for recruitment to Group 'C' posts. This scheme was launched in 1973 on pilot basis at Delhi and Ghaziabad and so far 24 Phases of this Scheme have been completed and the 25<sup>th</sup> Phase is in progress w.e.f. 01.07.2007.

16.5 Encouraged with the success of the above scheme, the scheme was extended to more places through the Coaching-cum-Guidance Centres located at Bangalore, Kolkata, Hyderabad, Ranchi, Surat and Kanpur w.e.f. 1992. Twelve Phases have been completed at these centres and 13<sup>th</sup> phase is in progress w.e.f. 01.07.2007. This scheme was further extended to Chennai, Guwahati, Hissar, Imphal, Jabalpur and Thiruvananthapuram w.e.f. 1999 and so far seven Phases have been completed at these centres and 8<sup>th</sup> phase is in progress w.e.f.

01.07.2007. The scheme has also been extended to Berhampur w.e.f July 2006 and is coordinated by the Coaching-cum-Guidance Centre, Bhubneshwar (Orissa). So far 1<sup>st</sup> phase has been completed and the second phase is in progress w.e.f 01.07.2007 at Berhampur. Under this programme 10517 (from 1992 upto June 2007) candidates have successfully completed coaching.

### **COMPUTER TRAINING TO SC / ST EDUCATED JOB SEEKERS**

16.6 This Scheme has been introduced with effect from February 2004, with a view to provide Computer Training to educated SC/ST job seekers through outsourcing training facilities. The training of six months duration is arranged at Bangalore, Bhubaneshwar, Chennai, Delhi, Guwahati, Hissar, Hyderabad, Jaipur, Jabalpur, Kolkata, Nagpur, Surat. Kanpur and Thiruvananthapuram and it is coordinated by respective Coaching-cum-Guidance Centres located at these places. So far 3 phases of the scheme have been completed and 1670 (upto June, 2007) candidates were imparted training. The fourth phase of the scheme is in progress w.e.f. 20.20.2007. and 616, 672 SC / ST candidates have been enrolled for training.

### **LABOUR WELFARE FUNDS/SCHEMES**

16.7 A number of schemes providing medical, housing educational, recreational, water supply and family welfare benefits are being implemented for workers (including SCs/STs persons and persons with disabilities) engaged in Mica Mines, Iron Ore, Manganese Ore and Chrome Ore Mines, Limestone and Dolomite Mines, Cine and Beedi workers under the five Welfare Funds, namely, Mica Mines Labour Welfare Fund; Limestone & Dolomite Mines Labour Welfare Fund; Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Fund; Cine Workers Welfare Fund; and Beedi Workers Welfare Fund set up by the Acts of Parliament. No separate data is maintained with

regard to budget / expenditure / number of persons benefited in respect of SCs/STs persons and persons with disabilities.

### **REHABILITATION OF BONDED LABOUR**

16.8 The system of debt bondage in India is an outcome of certain categories of indebtedness involving certain economically exploited, vulnerable and weaker sections of the society. This system originated from the uneven social structure characterized by inequitable distribution of land and assets. It has been observed that a very large number of identified and released bonded labourers belong to the Scheduled Caste and Scheduled Tribe categories.

16.9 In order to assist the State Governments in their task of rehabilitation of released bonded labourers, this Ministry launched a “**Centrally Sponsored Plan scheme for Rehabilitation of Bonded Labour**” in May 1978. Under the scheme grants are provided towards rehabilitation assistance to the State Governments on 50:50 basis. The scheme has undergone qualitative changes from time to time and has been progressively liberalized. The rehabilitation assistance has since been enhanced to Rs.20,000/- per bonded labourer w.e.f May,2000 and in case of seven North Eastern States, 100% Central rehabilitation assistance is provided. So far 2,66,877 bonded labourers have been rehabilitated under this Scheme. Financial assistance has also been provided to states for awareness generation, survey and identification of bonded labour. An amount of Rs.88.41 Lakh was released as financial assistance to the States under the above Scheme in 2006-07. As many as 197 bonded labourers were identified and rehabilitated in the same period. As per the report of the National Commission on Rural Labour, 1991, 86.6% of the identified bonded labour belongs to SC/ST category, so benefits of the scheme are flowing in that proportion to these categories of bonded labourers.

**16.10** Detailed guidelines have been issued to the State Governments for implementing the scheme. It has been emphasized that the rehabilitation process would have two components (i) psychological rehabilitation and (ii) physical and economic rehabilitation. In so far as psychological rehabilitation is concerned, the released bonded labourers, who has been used to the world of domination and servitude need to be assured that they are entitled to earn their economic livelihood and decent living like other human beings. Regarding economic rehabilitation, the scheme for rehabilitation of bonded labourer should be selected keeping in view the choice of the bonded labourers. The State Governments have also been advised to integrate/ dovetail this Scheme with other ongoing poverty alleviation schemes such as Swarnjayanti Gram Swarozgar Yojana (SGSY), Special Component Plan for SC/ST, Tribal Sub Plan etc. so as to pool the resources for meaningful rehabilitation of bonded labourers.

## **SURVEYS AND RESEARCH STUDIES**

### **Socio Economic Surveys of Different Segments of Labour (SESODSL)**

16.11 The scheme aims at conducting surveys on Working and Living Conditions of Unorganised Sector Workers, SC/ST workers and Women Workers as well as the Studies on the Evaluation of implementation of the Minimum Wages Act, 1948. The Labour Bureau has so far conducted 30 surveys of unorganised sector, 20 surveys of Women Workers and 25 studies on Evaluation of Implementation of the Minimum Wages Act, 1948. The report on Socio Economic Conditions of Women Workers in Food Processing Industry, including Sea Food and Marine Products, is under finalization. The SESODSL Section launched surveys in unorganized Leather Industry including Footwear and other Art works during 2007. The field work of the survey has since been completed.

16.12 Labour Bureau conducts two separate Studies on Schedule Castes and Scheduled Tribes workers:-

- **Working and Living Conditions of the Scheduled Caste Workers engaged in four groups of Unclean occupations viz., Sweeping and Scavenging, Flaying and Tanning, Bone-crushing and Shoe-making.**
- **Socio-economic conditions of Scheduled Tribe Labour in industrial cities at selected centres/belt.**

16.13 Bureau has so far conducted 9 surveys in Scheduled Castes concentrated centres and 8 surveys in Scheduled Tribes concentrated centres. Reports on all the 9 surveys relating to SC concentrated centres and 7 ST concentrated centres have been released. The main survey in ST belt comprising Valsad, Navsari, Vapi and Pardi was launched in November, 2006 and completed in January, 2007 is the latest in the series. Drafting of report relating to this survey is in progress.

16.14 Sixteenth meeting of the Inter Departmental Direction Committee (IDDC) on the surveys relating to working and living conditions / socio economic conditions of workers belonging to the SC / ST communities was held in Labour Bureau, Shimla on 22.08.2007. The committee, inter-alia, decided that Scheduled Castes surveys may be conducted in two states adjoining each other by repeating one centre where SC survey has already been conducted. The ST survey may be conducted in the ST belts of Kalahandi, Bolongir and Koraput (KBK) in Orissa or in the North Eastern Region.

### **RESERVATION IN THE MINISTRY**

6.15 Data on representation of SC/ST employment in the Ministry of Labour and Employment is furnished in **Table-16.1**

16.16 As per the requirement of the 'Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995', 3% posts are to be reserved for Persons with Disabilities (Physically

Handicapped Persons). The Data relating to total number of sanctioned posts and number of posts held by disabled persons is given in **Table-16.2**.

<b>Table 16.1</b>							
<b>REPRESENTATION OF SCs/STs IN THE MINISTRY OF LABOUR AND EMPLOYMENT INCLUDING ITS ATTACHED AND SUBORDINATE OFFICES</b>							
Category of Employees	Total number of Employees (as on 01.01.2007)	Due as per reservation		In position		Surplus(+) Shortfall(-)	
		SC	ST	SC	ST	SC	ST
<b>Group "A" *</b>	<b>999</b>	<b>149</b>	<b>75</b>	<b>145</b>	<b>62</b>	<b>(-4)</b>	<b>(-13)</b>
<b>Group "B"</b>	<b>987</b>	<b>148</b>	<b>74</b>	<b>192</b>	<b>66</b>	<b>(+44)</b>	<b>(-8)</b>
<b>Group "C"</b>	<b>3500</b>	<b>525</b>	<b>262</b>	<b>678</b>	<b>271</b>	<b>(+153)</b>	<b>(+9)</b>
<b>Group "D"</b>	<b>2014</b>	<b>302</b>	<b>151</b>	<b>816</b>	<b>172</b>	<b>(+514)</b>	<b>(+21)</b>
<b>TOTAL</b>	<b>7500</b>	<b>1124</b>	<b>562</b>	<b>1831</b>	<b>571</b>	<b>(+707)</b>	<b>(+9)</b>

\* Reservation is applicable to the lower rung of Group "A".

<b>Table 16.2</b>		
<b>REPRESENTATION OF PERSONS WITH DISABILITIES (PHYSICALLY HANDICAPPED PERSONS) IN THE MINISTRY OF LABOUR AND EMPLOYMENT INCLUDING ITS ATTACHED AND SUBORDINATE OFFICES</b>		
Categories of Employees	Total number of Employees (as on 01.01.2007)	Number of Posts held by disabled persons.
<b>Group "A"</b>	<b>999</b>	<b>1</b>
<b>Group "B"</b>	<b>987</b>	<b>7</b>
<b>Group "C"</b>	<b>3500</b>	<b>35</b>
<b>Group "D"</b>	<b>2014</b>	<b>37</b>

## **FUNCTIONS & ORGANIZATIONAL SET-UP OF LABOUR BUREAU CHANDIGARH / SHIMLA**

17.1 Ever since its inception in 1946, Labour Bureau has been engaged in collection, compilation, analysis and dissemination of labour statistics at All India level on different facets of labour. The statistics help in providing vital inputs for formulation of suitable policies and for suggesting appropriate ameliorative measures to improve the conditions of different segments of labour force. **The main activities of the Bureau include:**

- (i) Compilation and maintenance of Consumer Price Index Numbers for (i) Industrial Workers; (ii) Agricultural and Rural Labourers, (iii) Retail Price Index of Selected Essential Commodities in Urban and Rural Areas and (iv) Wage Rate Indices, etc;
- (ii) Collection, compilation and dissemination of statistical information on various aspects of labour such as employment, wages and earnings, absenteeism, labour turnover, social security, welfare amenities, industrial relations, etc. on the basis of statutory and voluntary returns under different Labour Acts and surveys conducted.
- (iii) Conducting research studies and surveys on labour related matters in organized and unorganized sectors covering, inter alia, SC/ST Workers, Women Labour, Contract Workers in organized sector workers; and occupational wage survey in manufacturing industries, mines, plantation and service sector.
- (iv) Imparting training to State/UT personnel and the trainees sponsored by various state and central agencies, and
- (v) Bringing out regular and ad-hoc publications in the field of labour.

17.2 The two main wings of the Labour Bureau are at Chandigarh and Shimla and its four Regional offices are at Ahmedabad, Kolkata, Chennai, Kanpur and a Sub-Regional office at Mumbai.

## **MAJOR ACTIVITIES & ACHIEVEMENTS OF THE LABOUR BUREAU**

17.3 The Government has set up on 17.11.2006 an Index Review committee (IRC), a non-statutory body, to advise the Government on matters arising out of issues pertaining to Consumer Price Index Number for Industrial Workers (CPI-IW) New Series (Base=100).

- **To review and report on various aspects of CPI-IW including the methodology for deriving the weighting diagram, method of compilation and linking factor.**
- **To study and report on the existing price collection procedures and machinery of price collection.**
- **To make recommendations for further improvement.**

The term of the IRC has been extended upto 31.03.2008.

### **(I) CONSUMER PRICE INDICES**

17.4 The Consumer Price indices compiled and maintained by Labour Bureau on a regular monthly basis are explained as below:

#### **(a) Consumer Price Index Numbers for Industrial Workers (CPI-IW) (Base 2001=100)**

17.5 Consumer Price Index Numbers for Industrial Workers (CPI-IW), which measure the rate of change in prices of a fixed basket of goods and services consumed by the working class population, are compiled and maintained by the Labour Bureau, an attached office of the Ministry of Labour and Employment, since its inception in 1946. These Index Numbers are utilized for fixation and

revision of wages, determination of variable dearness allowances, measuring inflationary trends and policy formulation.

17.6 The weighting diagrams for the current series had been derived on the basis of the Working Class Family Income and Expenditure Surveys conducted during 1999-2000. The relative Weights of different groups in the consumption basket are given in **Box 17.1**. Repeat House Rent Surveys are also conducted at six monthly regular intervals, 156 Housing Indices for 78 centres @ 2 indices per centre are compiled every year on base 2001=100. These index numbers are released on last working day of every succeeding month through Press Release, Fax, e-mail, Monthly Index Letter and also published in the Bureau's monthly publication "Indian Labour Journal" besides putting them on the Bureau's website- [www.labourbureau.gov.in](http://www.labourbureau.gov.in).

Box 17.1	
WEIGHTS FOR BROAD GROUPS UNDER CPI-IW 2001=100	
Group	Weight
Food	46.20
Pan, Supari, Tobacco & Intoxicants	2.27
Fuel & Light	6.43
Housing	15.27
Clothing, Bedding & Footwear	6.57
Miscellaneous	23.26
<b>Total</b>	<b>100.00</b>

17.7 An Annual Report on Consumer Price Index Numbers for Industrial Workers containing useful information on index numbers at Group/Sub group level is also brought out by the Bureau. The Annual Report on CPI(IW) on base:2001=100 for the year 2006 is under preparation and is likely to be released before the year end. A comparative picture of monthly variation in CPI (IW) is presented in **Table 17.1**

### (b) Consumer Price Index Numbers for Rural Labourers and for Agricultural Labourers [CPI (RL/AL)] (Base: 1986-87=100)

17.8 CPI Numbers for Rural labourers and its subset Agricultural Labourers are being compiled for 20 States and All-India on base 1986-87=100 on monthly basis. These index numbers are used for revision and fixation of minimum wages in respect of the employments in agriculture under the Minimum Wages Act, 1948.

17.9 The Monthly indices and annual rate of inflation are presented in **Table 17.2**. The Annual Reports on CPI Numbers for Agricultural and Rural Labourers (Base:1986-87=100) for the year 2004-2005 has been released.

### (c) Retail Price Index of 31 Essential Commodities in Urban areas

17.10 Retail Price Indices in respect of 31 selected essential commodities in urban areas are also compiled every month and supplied to the Ministry of Consumer Affairs, Food and Public Distribution with the objective to monitor the movement in prices of these selected commodities and to take timely remedial action to check/regulate prices of these items. These indices are compiled on the basis of weighting diagrams derived from the weights determined under Consumer Price Index Numbers for Industrial Workers and price data collected under these series. Retail Price Indices in respect of 31 selected items on base: 2001=100 are also being compiled every month with effect from January, 2006 index. The indices upto the month of August, 2007 have been compiled and supplied to the Ministry of Consumer Affairs, Food and Public Distribution.

### (d) Repeat House Rent Survey

17.11 As a corollary to the main Working Class Family Income and Expenditure Survey, Repeat House Rent Surveys 78 centres with base: 2001=100 are conducted and 156 Housing Indices

for 78 centres @ 2 indices per centre are to be compiled. The House Rent Indices for 11<sup>th</sup> round (Survey period January 2007 to June, 2007) in respect of 78 centres were also compiled and released on base: 2001=100.

### (e) Wage Rate Index Numbers

17.12 Wage Rate Index Numbers are compiled on the basis of data thrown up by the Second Occupational Wage Survey (1963-65). It depicts the movement of relative change experienced in wage rates over a period of time with 1963-65=100 as base year. These indices are compiled for twenty-one selected industries in three sectors viz., Manufacturing, Plantations and Mining. Sector-wise details of industries covered and percentage of workers covered to total employment in each sector is given below:

Sector	Number of Industries	Percentage of Workers covered to total employment in the sector
Manufacturing	14	67
Plantation	3	100
Mining	4	95

17.13 The indices are compiled using data on basic wage and dearness allowance, which are of regular nature of earnings of the workers in organised sector in India. Wage Rate Index Numbers have been compiled upto the year 2003. Processing of data and compilation of Wage Rate Index Numbers for the year 2004 is in progress. Information of Wage Rate Index Numbers, Absolute Wage Rates and Real Wage Rates (at 1960 price) in selected 21 industries for the year 2000 to 2003 are given in **Table 17.3**.

## II Statutory and Voluntary Returns

17.14 Labour Bureau collects, compiles and disseminates labour statistics on different facets of labour based on Annual statutory returns received from various States and UT authorities under the

provisions of various Labour Enactments and voluntary statistics relating to industrial disputes, closures, lay-offs and retrenchments furnished every month by the State and Central Labour Departments to the Labour Bureau as given in **Table 17.4**

## III Field Surveys and Studies

17.15 As the data compiled from periodic returns do not meet all the requirements for planning and policy formulation in the field of labour. The Bureau conducts periodic/ad-hoc surveys on different aspects of labour such as: (i) Employment, (ii) Wages and Earnings, (iii) Working and Living Conditions of workers engaged in the Organized and Unorganized sectors of the economy to bridge the gap in the availability of labour statistics.

## DETAILS OF IMPORTANT SURVEYS / STUDIES

### (a) Rural Labour Enquiry

17.16 Rural Labour Enquiries (RLE) have been of great assistance in refining the policies and programmes undertaken with the objective of ameliorating the living and working conditions of rural labour. The data for the purpose is collected by the NSSO as a part of its general Employment and Unemployment Surveys and Consumption Expenditure Survey conducted on quinquennial basis. The responsibility of preparation and publication of reports on the findings of the survey falls on Labour Bureau which brings out reports on different aspects of Rural Labour Households viz.,

(i) Indebtedness, (ii) Consumption Expenditure, (iii) Wages and Earnings, (iv) Employment and Unemployment and (v) General Characteristics of Rural Labour Households.

17.17 The consumption expenditure data collected through RLE is being utilized for deriving weighting diagrams for construction of series of CPI Numbers for Agricultural and Rural Labourers. The weighting diagrams for the current series of CPI Numbers for

Agricultural and Rural Labourers with base 1986-87=100 was derived from the consumption expenditure data collected during 38<sup>th</sup> Round of NSS (1983). This series (1986-87=100) has replaced the old series (1960-61=100) with effect from November, 1995. The CPI Numbers for Agricultural and Rural Labourers facilitate fixation and revision of minimum wages in employment in agricultural and rural areas under the Minimum Wages Act, 1948.

17.18 Under this scheme, the Labour Bureau also collects wage rate data for 18 agricultural & non-agricultural occupations regularly every month from 600 sample villages. The data is also used for ascertaining the extent of implementation of the Minimum Wages Act 1948. The data is of immense use for drawing up appropriate policies and programmes for conducting cost studies and also for estimating the national / state income. Achievements during the year are as given below:

**(i) Survey Part (Report writing)**

- RLE (1999-2000) reports on Wages and Earnings, Indebtedness, Consumption Expenditure, General Characteristics of Rural labour Households and Employment and Unemployment among Rural Labour Households were released.
- Preparation of text tables for RLE (2004-05) report on “Employment & Unemployment of Rural Labour Households” is in progress.

**ii) CPI Numbers on Base: 1986-87=100:**

- Processing of rural retail price data collected from 600 sample villages are being done regularly on monthly basis.
- Consumer Price Index Numbers with base 1986-87=100 separately for Agricultural and Rural Labourers for 20 States and all-

India were compiled and published upto the month of September, 2007.

- Annual Report on CPI Numbers for Agricultural and Rural Labourers (Base: 1986-87=100) for the year 2005-06 was released.

**iii) Wage Rate Data:**

- Collection of wage rate data for 18 agricultural and non-agricultural occupations from 600 sample villages with effect from July, 1986 is being done regularly on monthly basis. Wage rate statistics were compiled and published upto the month of August, 2007 in the Indian Labour Journal.
- A booklet titled “Wage Rates in Rural India” for the year 2005-06 was released.

**(b) Occupational Wage Surveys (OWS)**

17.19 Occupational Wage Surveys are being conducted since 1958-59 with the objective of providing data/information required to obtain (i) occupation-wise data on employment, wage rates and dearness allowance for building up Wage Rate Index Numbers; and (ii) data on different components of pay roll earnings for different occupations for scientific studies of inter-industry and intra-industry differentials in earnings in plantation, mining and manufacturing industries.

17.20 The report in respect of Four Mining (Coal Mines, Manganese Mines, Iron Ore Mines and Oil Mines) Industries is under printing. Drafting of the report in respect of Five Textile (Silk, Cotton, Jute, Woolen and Synthetic) industries under 6<sup>th</sup> round of O.W.S is in progress. Data processing / tabulation in respect of Textile Garments industry under 6<sup>th</sup> round of O.W.S is in progress. Conduct of field survey in respect of Ten Engineering Industries namely, (i) Ship Building and Repairing, (ii) Manufacture of Locomotives, Railway Wagons, Coaches and Parts, (iii) Manufacture of Motor

Vehicles and Parts, (iv) Manufacture of Motor Cycles Scooters and Parts, (v) Manufacture of Cycles, Rickshaws and Parts, (vi) Manufacture of Air Crafts and Parts, (vii) Manufacture of Refrigerators and Air Conditioners, (viii) Manufacture of Television sets and Teleprinters, (ix) Manufacture of Electronic Computers, Components Control Instruments, Accessories and parts, (x) Manufacture of Watches and Clocks will be launched very shortly under 6<sup>th</sup> round of O.W.S.

### **Future Plan**

17.21 The report in respect of Four Mining (Coal Mines, Manganese Mines, Iron Ore Mines and Oil Mines) Industries is under printing and will be released very shortly. Finalization and release of report in respect of Five Textile (Silk, Cotton, Jute, Woollen and Synthetic) industries under 6<sup>th</sup> round of O.W.S. Data processing, tabulation, finalization and release of report in respect of Textile Garments industry under 6<sup>th</sup> round of O.W.S. Conduct of field survey in respect of Ten Engineering Industries namely, (i) Ship Building and Repairing, (ii) Manufacture of Locomotives, Railway Wagons, Coaches and Parts, (iii) Manufacture of Motor Vehicles and Parts, (iv) Manufacture of Motor Cycles Scooters and Parts, (v) Manufacture of Cycles, Rickshaws and Parts, (vi) Manufacture of Air Crafts and Parts, (vii) Manufacture of Refrigerators and Air Conditioners, (viii) Manufacture of Television sets and Teleprinters, (ix) Manufacture of Electronic Computers, Components Control Instruments, Accessories and parts, (x) Manufacture of Watches and Clocks will be launched very shortly under 6<sup>th</sup> round of O.W.S.

### **(c) Contract Labour Surveys**

17.22 Contract Labour Surveys are conducted to study the extent and nature of problems and working conditions of Contract Labour employed in different industries having a high percentage of such labour. Under these surveys information is collected on

employment, wages and earnings, working conditions, welfare, social security and industrial relations.

17.23 Labour Bureau has so far conducted 45 surveys in 40 industries (including repeat surveys in 5 industries viz., Rice Milling, Iron Ore Mines, Petroleum Refineries and Oil Fields, Building and Construction and Iron and Steel. Reports on the 39 industries have been released. The data collected during the 45<sup>th</sup> Survey in Air transport Sector has been processed and the report is under finalisation. Preparatory work for conducting next contract labour survey in Banking Industry has been taken up.

17.24 State Authorities of Punjab and Haryana at Chandigarh were contacted and lists of B.P.O. units operating in Mohali and Gurgaon were obtained with a view to explore the possibility of conducting quick survey in B.P.O. Industry. In this regard few B.P.O. units located at Gurgaon and Mohali were visited to collect information for preparation of research design of the study.

### **Future Programme**

17.25 Report in respect of Air Transport Sector, presently under finalization, to be released shortly. Preparatory work for conducting next contract labour survey in Banking Industry to be continued.

### **(d) Socio Economic Surveys of different Segments of Labour**

17.26 Labour Bureau conducts two types of studies on scheduled castes and scheduled tribes workers, namely, (i) working and living conditions of scheduled castes workers engaged in four groups of unclean occupations, viz., sweeping and scavenging, flaying and tanning, bone crushing and shoe-making, clean occupations in factory stratum in selected centre and adjoining five villages and (ii) socio economic conditions of scheduled tribes labour in industrial cities at selected centres / belt.

17.27 Bureau has so far conducted 9 surveys in Scheduled Castes centres and 8 surveys in Scheduled Tribes centres. Reports on all the 9 surveys relating to SC centres and 7 ST centres have been released. The main survey in ST belt comprising Valsad, Navsari, Vapi and Pardi was launched in November, 2006 and completed in January, 2007 is the latest in the series. Drafting of report relating to this survey is in progress.

17.28 Sixteenth meeting of the Inter Departmental Direction Committee (I.D.D.C.) on the surveys relating to working and living conditions/socio economic conditions of workers belonging to the SC/ST communities was held in Labour Bureau, Shimla on 22<sup>nd</sup> August, 2007. The committee, inter-alia, decided that Scheduled Castes surveys may be conducted in two states adjoining each other by repeating one centre where SC survey has already been conducted. The ST survey may be conducted in the S.T. belts of KBK in Orissa or in the Chhotanagpur belt.

17.29 The scheme aims at conducting surveys on Working and Living Conditions of Unorganised Sector Workers, SC/ST workers and Women Workers as well as the Studies on the Evaluation of implementation of the Minimum Wages Act, 1948. The Labour Bureau has so far conducted, 30 Unorganised sector surveys, 20 surveys of Women Workers and 25 studies on Evaluation of Implementation of the Minimum Wages Act, 1948. The report on Socio Economic Conditions of Women Workers in Food Processing Industry including Sea Food and Marine Products is under approval. An unorganized sector survey in leather industry including Footwear and other Art works was launched during 2007 and completed.

#### (e) Annual Survey of Industries(ASI)

17.30 Labour Bureau is responsible for processing and dissemination of data on absenteeism, labour turnover, employment, mandays worked, social

security benefits, earnings, labour cost and cost of production collected through the Annual Survey of Industries (ASI) under the Collection of Statistics Act, 1953. The main objectives of the ASI is to build a systematic database on Absenteeism; Labour Turnover; Earnings; Employment, Labour Cost and Cost of Production, and to analyse various components of Labour Cost in Manufacturing Industries.

17.31 The scope of the ASI extends to the entire country except the States of Arunachal Pradesh, Mizoram, Sikkim and the Union Territory of Lakshadweep. The coverage of ASI is extended to all factories registered under sections 2m(i) and 2m(ii) of the Factories Act, 1948 and beedi and cigar manufacturing establishments registered under the Beedi and Cigar Workers (Condition of Employment) Act, 1966. For collection of data under ASI, factories in the frame are classified into two sectors, viz. the Census Sector and the Sample Sector. For ASI 2003-04, the Census Sector consists of all factories in five less industrially developed States / Union Territories; viz. Manipur, Meghalaya, Nagaland, Tripura and Andaman & Nicobar Islands, all factories employing 100 or more workers for rest of the States/ Union Territories and factories declared as submitting Joint Returns. The units not covered under the Census Sector are covered under Sample Sector.

17.32 The comparative labour statistics for the years 2002-2003, 2003-2004, and 2004-2005 combined for both Census as well as Sample Sector industries is given in **Box 17.2**.

#### (f) Research

17.33 On the recommendations of the Estimates Committee of the Lok Sabha in its 88<sup>th</sup> Report, a small cell was set up in the Labour Bureau in June, 1963 with a view to undertake research on selected problems. Two publications; i) Statistical Profile on Women Labour; and ii) Digest of Indian Labour

Research are brought out by this cell. The main objective of bringing out the Statistical Profile is to make available all-important data relating to women labour at one place. The 2006 edition is prepared. The Digest of Indian labour Research is brought out with the main objective of making available the annotated bibliography relating to research work done in India in the field of Labour during a specified time. The eighth edition covering the period 1998-2003 has been released.

#### (IV) Training in Labour Statistics

17.34 The Bureau imparts training in Labour Statistics with the objective of improving the quality and timeliness in the flow of statistical information. Training programmes for I.E.S and I.S.S. Probationers deputed by their respective Cadres as well as for the foreign participants of International Education Centre (I.S.E.C.), Kolkata, deputed by the Central Statistical Organisation, New Delhi are also arranged in Labour Bureau. The 45<sup>th</sup> Training programme on Improvement in Labour Statistics was held during 3-7 September, 2007 at Shimla. In this programme 40 officers / officials from various States/UTs/Central Departments participated.

17.35 The 16<sup>th</sup> Central Training Programme on Price Collection and Index compilation for Price Supervisors and Price Collectors was held from 13<sup>th</sup> Sept., to 17<sup>th</sup> Sept., 2007 at Labour Bureau, Shimla. In this programme 55 officers/officials from various State Governments participated. A training programme on Price and Labour Statistics for the senior officers of ISS was held at Shimla from 20-26, September, 2007. A total of 9 ISS officers participated. The Kanpur Regional Office of the Bureau also renders assistance to different State Governments / Union Territories in conducting the training programmes for the benefit of the primary units. So far, 15 such training programmes in the Northern States of India have been organized by the Regional Office, Labour Bureau, Kanpur and 395 participants took part in them.

#### (V) Publications:

17.36 The Bureau brings out a number of publications based on the statistical research work, studies and surveys. The List of Publications brought out during 2005 is given in the **Table-17.5**.

BOX 17.2					
Sl. No.	Parameters	Years			% Increase in 2003-2004 over 2002-2003
		2001-2002	2002-2003	2003-04	
1.	Absenteeism Rate (%)	9.44	9.61	10.01	4.16
2.	Labour Turnover Rates (%)				
	a. Accession	15.26	15.44	16.79	8.74
	b. Separation	17.43	16.57	18.11	9.29
3.	Employment				
	a. All Employees (No.)	7751095	7935948	7870081	-0.83
	b. All Workers (%)	76.87	77.64	77.34	-0.39
	c. Contract Workers (%)	16.74	17.92	19.00	6.03
4.	Wages/Salaries per Manday Worked (Rs.)				
	a. All Employees	207.47	218.31	233.71	7.05
	b. All Workers	152.38	158.75	165.55	4.28
	c. Contract Workers	90.95	96.68	100.96	4.43
5.	Labour Cost per Manday worked on Employees (Rs.)	271.96	285.05	305.89	7.31

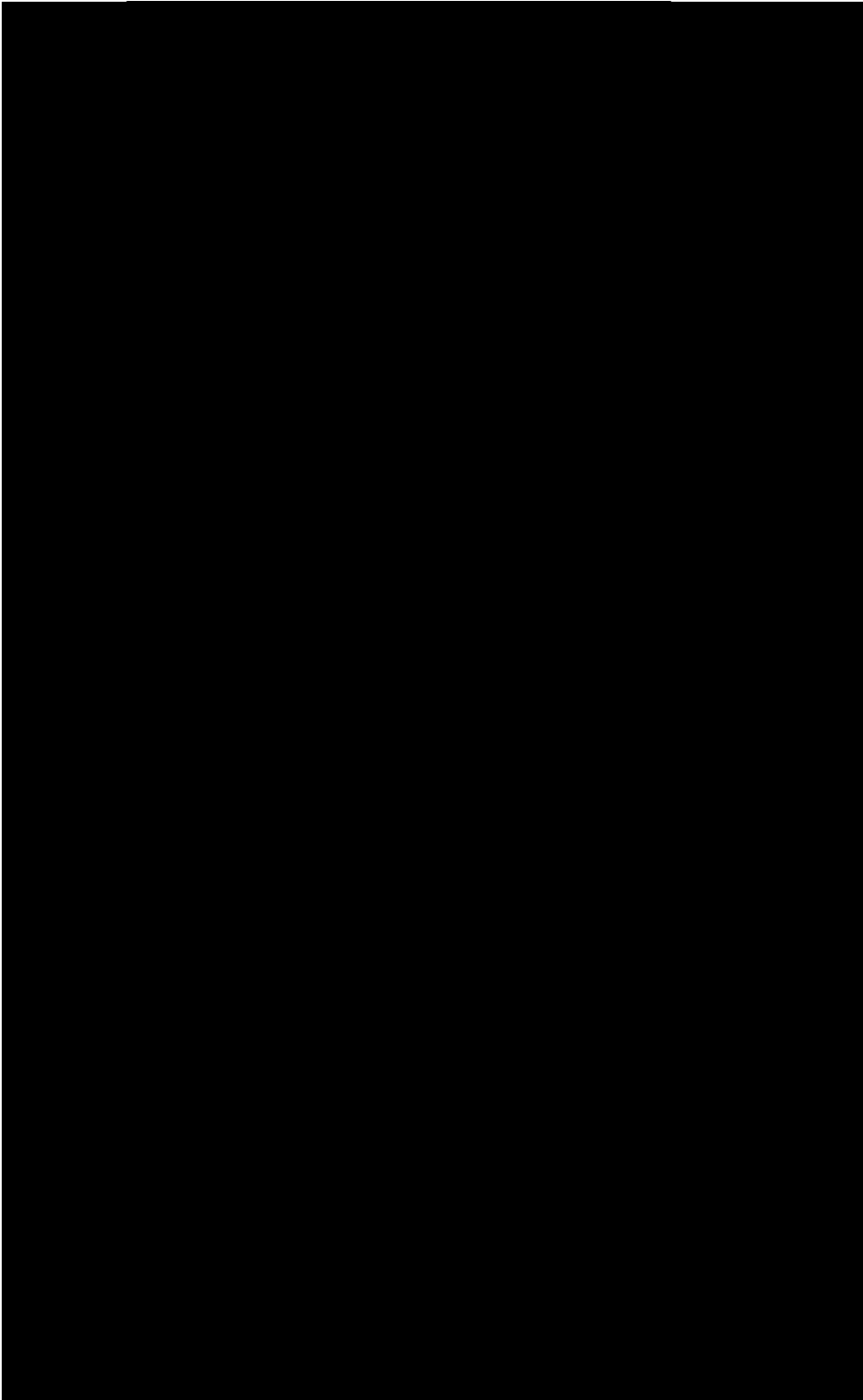






Table 17.4		
Sl. No	Statutory Returns	Latest Year for which Review released/data published
1.	The Factories Act, 1948 *	2002
2.	The Payment of Wages Act, 1936**	2005
3.	The Plantations Labour Act, 1951**	2005
4.	The Motor Transport Worker's Act, 1961**	2005
5.	The Shops and Commercial Establishments Act***	2005
6.	The Industrial Employment (Standing Orders) Act, 1946***	2005
7.	The Workmen's Compensation Act, 1923***	2005
8.	The Maternity Benefit Act, 1961***	2005
9.	The Trade Unions Act, 1926	2004
10.	The Minimum Wages Act, 1948	2005
under preparation		
<b>Voluntary Returns</b>		
1.	Statistics relating to (a) Closures, (b) Retrenchments and (c) Lay-offs	2006@
2.	Industrial Disputes in India.	2006@
Note	Reviews for the succeeding years are at different stages of completion.	

\* under finalization

\*\* under preparation

\*\*\* The reports are at different stages of finalization.

@ The reports are at different stages of finalization.

Table 17.5	
LIST OF PUBLICATION DURING THE YEAR 2007-08	
Sl.No.	Publications
1.	Indian Labour Journal (Monthly)
2.	Wage Rates in Rural India for the Agriculture year 2005-06.
3.	Annual Review for the year 2004 pertaining to: - Legislation Governing Conditions of Employment in Shops, Commercial Establishment, Cinemas, Theaters, Hotels and Restaurants
4.	Review of Industrial Disputes in India during 2005
5.	Annual Survey of Industries 2003-04 (Vol.II) – Report on Absenteeism, Labour Turnover, Employment and Labour Cost
6.	Occupational Wage Surveys – Report on Tea Processing Industries.
7.	The Report on the Survey of Socio-economic Conditions of Women Workers in Food Processing Industry including Sea Food and Marine products is under finalization
8.	Annual Report on Consumer Price Index Numbers for Agricultural and Rural Labourers (Base 1986-87=100) for the year 2005-06.
9.	Annual Report on Consumer Price Index Numbers for Industrial Workers on base 2001=100 for the year 2006 is under finalisation