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## **Annexure - I**

### **Resolution of the Government of India to set up the National Commission on Labour**

(TO BE PUBLISHED IN THE GAZETTE OF INDIA PART I SECTION I)

**GOVERNMENT OF INDIA/BHARAT SARKAR  
MINISTRY OF LABOUR/SHRAM MANTRALAYA**

SHRAM SHAKTI BHAWAN, RAFI MARG  
New Delhi, dated the 15<sup>th</sup> Oct., 1999

## **R E S O L U T I O N**

No. Z-20014/8/99-Coord. – The Government of India have decided to set up a National Commission on Labour consisting of the following:

#### **CHAIRPERSON**

Shri Ravindra Varma

#### **FULL TIME MEMBER**

1. Dr. B.R. Sabade

#### **PART TIME MEMBERS**

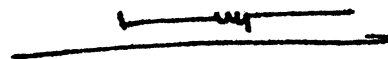
1. Shri Sunil Shastri
2. Shri Sudharshan Sarin
3. Shri Sanjeeva Reddy
4. Shri Jitendra Vir Gupta
5. Smt. Ela R. Bhatt
6. Shri Arvind R. Doshi
7. Shri Hasubhai Dave

#### **MEMBER SECRETARY**

1. Shri N. Sanyal
2. The term of reference of the Commission will be as follows:
  - (a) to suggest rationalisation of existing laws relating to labour in the organised sector; and
  - (b) to suggest an "umbrella" legislation for ensuring a minimum level of protection to the workers in the un-organised sector.

While developing the framework for its recommendations, the Commission may take into account the following:-

- (i) Follow up implications of the recommendations made by the Commission set up in May 1998 for review of various administrative laws governing industry;
  - (ii) the emerging economic environment involving rapid technological changes, requiring response in terms of change in methods, timings and conditions of work in industry, trade and services, globalisation of economy, liberalisation of trade and industry and emphasis on international competitiveness and the need for bringing the existing laws in tune with the future labour market needs and demands;
  - (iii) the minimum level of labour protection and welfare measures and basic institutional framework for insuring the same, in the manner which is conducive to a flexible labour market and adjustments necessary for furthering technological change and economic growth; and
  - (iv) improving the effectiveness of measure relating to social security, occupational health and safety minimum wages and linkages of wages with productivity and in particular the safeguards and facilities required for women and Handicapped persons in employment.
3. The Commission will make its recommendations as soon as practicable but not later than 24 (twenty four) months from the date of publication of the resolution in the Gazette of India. It may, if it deems fit, submit interim reports for any specific problem(s).
  4. The Commission will devise its own procedure. It may call for such information and take such evidence as it may consider necessary. The Ministries/ Departments of the Government of India will furnish such information and documents and render such assistance as may be required by the Commission.
  5. The Government of India trust that the State Government/Administrations of Union Territories, Public Sector Undertakings, Organisations of Employers and Workers and all other concerned organisations will extend to the Commission their fullest cooperation and Assistance.



**(DR. L. MISHRA)**

SECRETARY TO THE GOVERNMENT OF INDIA

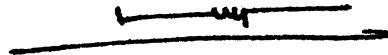
Z-20014/8/99-Coord.

New Delhi, dated the 15<sup>th</sup> Oct., 1999

**O R D E R**

Ordered that the resolution be published in the Gazette of India Part I Section I.

Ordered also that a copy of the resolution be communicated to all Ministries / Departments of the Government of India, State Governments/ Administrations of Union Territories and all other concerned.



**(DR. L. MISHRA)**  
SECRETARY TO THE GOVERNMENT OF INDIA

**Annexure – II**

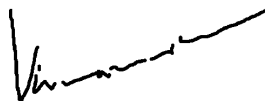
**Resolution of the Government of India appointing to  
Shri C. K. Saji Narayanan, Part-time Member**

GOVERNMENT OF INDIA/BHARAT SARKAR  
MINISTRY OF LABOUR/SHRAM MANTRALAYA

Shram Shakti Bhawan, Rafi Marg,  
New Delhi, dated the 15<sup>th</sup> January, 2001

**R E S O L U T I O N**

No. Z-20014/8/99-Coord. – In Resolution No. Z-20014/8/99-Coord. of the Government of India in the Ministry of Labour issued on 15<sup>th</sup> October, 1999 relating to setting up of a National Commission on Labour, the name of Shri Hasubhai Dave appearing at Sl. No. 7 of the part-time Members may be substituted by the name of Shri C.K. Sajinarayanan.



**(VINOD VAISH)**

SECRETARY TO THE GOVERNMENT OF INDIA

No. Z-20014/8/99-Coord.

New Delhi, dated 15<sup>th</sup> January, 2001

**O R D E R**

Ordered that the Resolution be published in the Gazette of India Part I Section I.

Ordered also that a copy of the Resolution be communicated to all Ministries / departments of the Government of India, State Governments / Administrations of Union Territories and all other concerned.



**(VINOD VAISH)**

SECRETARY TO THE GOVERNMENT OF INDIA

**Annexure - III**

**Secretariat of the National Commission on Labour**

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**Chairman**

Shri Ravindra Varma

**Chairman's Secretariat**

**Private Secretary**

Shri P.N. Shakdhar

**Personal Assistants**

Shri P. Sivan, Ms R. Chuingamphy,

**Data Entry Operator**

Smt. Lissy Sunny

**Full Time Member**

Dr. B.R. Sabade

**Member Secretary**

Shri N. Sanyal

**Director**

Shri T.C. Girotra

**Joint Directors**

Dr. Rashmi Agrawal Shri Piyush Sharma

**Deputy Directors**

Dr. R.S. Tiwari Shri D.P. Singh Smt. Priti

**Administrative Officer**

Shri G. Roy

**Principal Private Secretary/Private Secretary**

Smt. B.K. Lamba Shri Chander Kumar

**Investigators**

Shri Arun Kumar Sarkar                      Shri Anil  
Shri Sunil Kumar                                Smt. Dipali Bose  
Shri D. Patro                                        Smt. Shammi Sahni

**Personal Assistants**

Shri Bharat Bhatnagar                      Shri Vineet Grover  
Shri Jaswinder Singh                         Shri Gurbachan Singh  
Shri Rajeev Kumar                             Shri Naresh Kumar  
Shri AVR Subrahmanyam

**Assistant/Accountant**

Shri Lala Ram                      Shri P. Mannan

**Lower Division Clerks**

Shri Arvind Kumar                      Shri Vikram Singh

**Staff Car Drivers**

Shri P. Sunder                      Shri S.R. Pandey

**Peons**

Shri D.D. Bhardwaj                      Shri Gambhir  
Shri K. Ramesh                                Smt. Guddi Devi  
Shri Sanjib Sasmal                             Shri Suresh

**Farash**

Shri Chunni Lal

**Annexure - IV**

**Questionnaire Circulated by the National Commission on Labour**

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**SECOND  
NATIONAL COMMISSION ON LABOUR**

**QUESTIONNAIRE**

**PART-I**

**(ORGANISED SECTOR)**

**NATIONAL COMMISSION ON LABOUR  
MINISTRY OF LABOUR**

"NATRSS" Building, 2<sup>nd</sup> & 3<sup>rd</sup> floor,  
30-31, Institutional Area, Opp. 'D' Block,  
Janakpuri, New Delhi - 110 058  
Telefax: 5617916, 5617911, 5617902, 5617904

## RECRUITMENT & INDUCTION

### Recruitment

1. How is labour recruited in industrial establishments of different categories like :

(i) Private sector

- |    |                       |      |               |
|----|-----------------------|------|---------------|
| a) | Companies             | i)   | Large scale?  |
|    |                       | ii)  | Medium scale? |
|    |                       | iii) | Small scale?  |
| b) | Cooperative societies |      |               |
| c) | Private/Public Trusts |      |               |
| d) | Firms                 |      |               |
| e) | Proprietary concerns  |      |               |

(ii) Public sector

- |    |                       |
|----|-----------------------|
| a) | Companies             |
| b) | Cooperative Societies |

(iii) Export processing zones?

(iv) Industrial Districts

(v) Very Small Establishments in informal sector?

Indicate your satisfaction level against system of recruitment in each category?

2. (i) Is there a mismatch between demand for particular skills in industries which are emerging of late as well as likelihood of such mismatch persisting in the short to medium term? If so, what steps should be taken to address the issue ?

(ii) Whether at the time of recruitment aptitudinal test is taken?

(iii) Whether the present system of allotment of work takes into account the aptitude of the labour? If not, what measures do you propose so that the worker is given the work of his aptitude?

3. Will skill upgradation improve supplies in different categories of labour? If so, what should be the remedial measures ?

4. In what categories of industrial establishments are migration and reverse migration prevalent? What problems do it pose in recruitment and retention and how could these be overcome?

5. (i) Whether recruitment of permanent employees is directly connected with financial problems? What do you feel?

(ii) How do the existing statutory provisions in regard to employment of women affect recruitment of women labour? Consistent with international conventions on conditions of work for women, what modifications would be necessary in the existing provisions for promoting employment of women?

6. In the context of structural adjustments and changing production processes in the economy, to what extent is casualisation/informalisation of labour is a) justified, and b) unjustified ? what steps should be taken to safeguard the interests of the justified categories of casual labour?

7. What measures would you suggest to improve the scope of employment for physically handicapped in (a) wage employment and (b) self – employment?
8. In establishments within your knowledge, is there any discrimination in the matter of recruitment on the grounds of caste, community, region, language, etc.? Is such discrimination a) justified and b) unjustified ?
9. Do you think trade unions be represented in the bodies providing labour recruitment?
10. What sort of employment formalities, appointment order, confirmation order, probation order etc. do you propose? Do you want it to be obligatory?
11. What is your opinion about the present workers education scheme of Government of India and the various types of training programmes that are organized under the banner of Workers Education Training scheme? Is the scheme of any use to the workers under your management? What changes would you like to suggest in the present training programmes? Do you find them useful?
12. The aim of the workers education scheme is to turn out good and responsible citizens. Has the object been served by these training programmes?
13. A number of workers training programmes are conducted in the establishment and some are conducted outside the establishment. Which aspects, according to you, are not considered by the scheme? Whether the present system of conducting the programmes inside the establishment has served any purpose?

## **INDUCTION**

14. Are the existing programmes for 'on the job' training for workers adequate? What are the directions in which improvement should be sought, particularly in the context of newly emerging technological changes?
15. What steps should be taken to encourage an employee to avail of the facilities outside the place of work for improving his skill? Is there any system of granting study leave to the employees in your establishment? If yes, please give the details.
16. (a) What should be the outline of a rational promotion policy? what place would you assign in this policy to seniority, merit and trade test?  
(b) Should recruitments to positions at higher levels be made from among the existing employees only? If so, upto what level?
17. Industrial enterprises require casual and temporary workers on large scale. Do you suggest any change in the present legal provisions about the recruitment of casual and temporary workers? In which situation can one allow casual and temporary labour employment? How long should casual and temporary workers be continued? Should we provide a priority to such casual workers while filling up permanent posts?
18. At present there is no law which lays down conditions for the probationers, apprentices and trainees. Do you feel that legal provisions are necessary for such category of probationers and trainees such as their recruitment, their duration, provisions regarding specific training etc.?
19. For promoting a worker to higher posts, what considerations should be laid down? Should his suitability to higher post be based on criteria such as personal behaviour, past

- performance, attendance, etc.? How far are these important in evaluating ones past performance?
20. Do you think that present technical training institutes need any change and the curriculum updated?
  21. Can you propose any technical courses to be included?
  22. Do you think it is the function of industrial establishments to run educational institutes to update workers as per their requirements? If yes,
    - i) Should that function be voluntary?
    - ii) Should that function be made obligatory?
    - iii) Can you suggest the size and status for the industrial establishments wherein the function is to be made obligatory?
  23. Do you think that Human Resource Development is being practiced by the industrial establishments? Do you wish it to be made obligatory? If so, what measures would you propose:
    - a) In house training.
    - b) By allowing special leave or relaxation in shifts or hours of working for those desirous to get training outside.
    - c) Monetary assistance for training.
  24. Regarding employment of women and disabled,
    - a) are you satisfied with present mode of employment of women for work?
    - b) are they discriminated?
    - c) do they need special facilities?
    - d) what measures do you propose to do justice to working and employment of women?
    - e) What statutory measure do you propose to help employment of disabled workers?

## **CONDITIONS OF WORK**

### **Working Conditions**

1. (a) Conditions of work in factories, mines and plantations, etc. are presently regulated by the Factories Act, 1948, the Plantations Labour Act, 1951 and the Mines Act, 1952 etc. The main provisions of such Acts, inter-alia, relate to (i) safety and welfare, (ii) hours of work, rest interval, weekly off, etc., (iii) employment of young persons and women, (iv) annual leave with wages, (v) occupational diseases and (vi) overtime payment. What changes are necessary in these provisions? How should the implementation of these Acts be improved?
  - (b) What other steps are needed to ensure proper working conditions?
2. (i) In the matter of national and festival holidays, what is the extent of difference in the total number of holidays from region to region? Is this difference justified? If not, is it possible to bring about uniformity in the total number of holidays in different regions?
  - (ii) Do you propose rationalisation and/or uniform policy of leave all over the country irrespective of size and structure of industrial establishment?

3. What changes are necessary in the existing arrangements for regulating conditions of work other than in factories, mines and plantations?
4. Does the worker find job satisfaction? If no, what are the reasons and how to remedy them?
5. During work do you undergo physical and mental strain? What do you propose for being free from strain?
6. Work is said to be worship and worship cannot be under strain or duress. Then why and how do we propose to create an atmosphere free from strain and which is pleasant and enables better performance?
7. (i) Does your organisation have canteen facility? Is canteen service subsidized? If not, what do you propose? Do you propose cash subsidy instead of subsidized canteen facilities?  
(ii) Canteen facility has often become a source of discontent. Why? Can it be made a bridge to build a pool of affinity between labour and management? What measures do you propose for such a change?
8. Do you face problems while at work? (Working problems)
  - a) Can you freely seek the solutions?
  - b) Is there no authority to solve such problem?
  - c) In case none is to hear and redress, what do you do?
  - d) Do you raise false problems at work?
  - e) Do you put in a fair day's work? That is do you feel happy about your performance?
9. What, in your knowledge, is the extent of prevalence of employment of child labour? In what industries /activities is employment of child labour relatively high? Are you satisfied with the existing statutory provisions about employment of child labour and their implementation?
10. How have the existing arrangements regarding regulating the conditions of work of contract labour and labour employed by contractors worked? In what directions are improvements necessary?
11. What are the statutory benefits/ provisions, in the implementation of which trade unions and employers' organisations can jointly play a useful role ? How should such arrangements be made effective at the plant level ? Should there be any standing arrangement for this purpose?
12. The present laws do not prescribe any conditions regarding flexible working hours. How can this system be introduced?
13. With the introduction of computers, internet, modern etc., the conditions of work are changing very fast. One can now sit in his home and work for the office. The idea of virtual office being operated from home is likely to come into practice. What conditions can one prescribe and how this virtual office can be regulated? Should we have any new legislation or provisions in the existing legislations governing the conditions of work in such cases?
14. Many companies would like to introduce 5-days week but the present laws create problems for them, because one can not ask workers to work more than one hour extra every day. How can this be introduced?

### **Safety and Health**

15. Is the existing rate of accidents high in establishments within your knowledge? What have been the main causes of such accidents?
16. (i) What steps should be taken to establish training programmes with special emphasis for safety for the benefit of new entrants to industrial establishments? Are any refresher course necessary for those who are already in employment? How should such courses be organised?
- (ii) In your organisation, does the management impart training for handling hazardous operations to every worker?
17. 'Safety standards' in some industries have been evolved by bipartite agreements. How have these agreements worked in practice ? How can this bipartite approach be extended to other industries? How should the agreed arrangements be made effective at the plant level?
18. (i) What steps should be taken to arouse safety consciousness among workers and employers, particularly in industries like chemicals, petro-chemicals etc.?
- (ii) Do the chemicals used carry specific instructions relating to safety?
19. Against the backdrop of expanding industry and advancing technology involving a faster tempo of production, how should provisions containing industrial safety (Annexure I) in the Factories Act, 1948, the Mines Act, 1952 etc., be amended ?
20. Is the supply of safety equipment to workers for their personal use like gloves, shoes, spectacles, helmets, aprons, etc. adequate? Is there any reluctance on the part of workers to use such equipment? If so, what measures would you suggest to overcome this reluctance?
21. In your organization, does the management display in legible writings the dangers, risks, hazards etc. of work? Does the work place have safety exit provisions?
22. In your organization, are only trained workman engaged to handle risky, dangerous, accident-prone operations? Is a technically qualified man also present always when hazardous operations are undertaken in shops?
23. In case of work-related accident and hospitalization, the workman is paid full wages and total expenditure of treatment including medicines. Are the nutritional requirement and incidental costs also borne by the management which employs the workman?
24. In case of loss of a limb or capability to perform the same task, is the workman continued in service with suitable work without loss of his income?
25. Does workman's compensation as prescribed needs total reorientation?
26. How has the present industrial policy adopted since June 1991, affected the employment conditions of the workers?
27. Are there instances of misuse of statutory provisions of inspections and reporting by the concerned authorities/Government machinery affecting production and productivity? How can this be prevented? Can fixed periods of inspections be laid down?
28. At the moment, the officers from the department of Safety and Health do mainly policing work. If the law is not observed by the employers, punitive action is taken against them. Do you think that these offices should give more emphasis on the positive aspects of implementing various conditions regarding safety and health such as conducting training

programmes, providing guidance, making useful suggestions, designing proper equipment, suggesting a proper layout etc.?

29. (i) What are your suggestion regarding training in Health and Safety by establishments not covered by Factories Act and/or Shops and Establishment Act? What are your views about working condition in these establishments? How Safety and health aspects can be introduced in them?
- (ii) Provisions regarding Occupations Hazard in establishments other than Factories appear to be inadequate. Is it necessary that industries like software, building construction, motor transport, atomic energy etc. be provided with necessary provisions?
30. Do you think that the chemicals whose production has already been disallowed by developed countries cause harm to ecology as well as disaster? Do you think that such products be prohibited from being produced in our country?
31. The Bhopal Gas Tragedy of 1984 brought to the fore a new aspect of industrial accidents. That is, that these not only affect the workmen of the Factory but the people living in the vicinity too. The Bhopal Gas tragedy took toll of only a couple of workmen while over two thousand people died, and lakhs were affected and permanently crippled. Do you feel that this demands a through review of the existing industrial safety, accident and health provisions? If yes, give details.

## **TRADE UNIONS & EMPLOYERS' ORGANISATIONS**

### **Federations of Employers' and Workers' Organisations**

1. Which are the factors which have contributed, a) positively and b) negatively, to the development and organisational pattern of trade unions/ employers' organisations, during the last thirty years ?
2. What do you consider as the main function of a trade union?
  - a) A mission to organize labour for securing fair and just service conditions within the bounds of national/industrial/international/family well being? Give reasons for disagreement, if any, and propose alternative.
  - b) Do the trade unions normally include in their demands items which benefit their members in general in improving their living conditions, such as cooperative housing, consumer cooperatives, common good funds for social purposes such as education and social health for the poor? Trade Unions having such activities may narrate their experiences briefly.
3. Do you consider employers organisations as possessing special qualities of leadership role in furthering the cause of creation of national wealth and healthy social relations? If no, please express your views on that.
4. What have been, a) favourable and b) unfavourable, effects of legislative provisions on the growth of trade unions/ employers' organisations?
5. Do you think that the modus operandi of trade unions/ employers' organisations have changed during the last decade ? If so, what are the characteristics of this change?
6. In olden times, there existed family industries/family type relationship in each industry/unit. Do you envisage that such a pattern of relations could be developed in industrial relations in the present times? In case the answer is positive, suggest practical measures to achieve the same.

7. Do you think that the ethos and culture of social partnership among the Trade Unions, Employers and Government have been a) diluted and b) strengthened, in the last decade ? If the answer is a) , give reasons and suggest remedial steps. If the answer is b) , give the reasons and further suggestions.
8. In view of the economic liberalisation and globalization,
  - a) What should be the changes in the nature and scope of activities of the trade unions/ employers' organisations ?
  - b) What are the changes needed in their organizational pattern and attitudes?
  - c) What are the fields of activity in which they have an independent role to play?
  - d) In what other manner should they function in cooperation (i) between themselves and (ii) jointly with Government?
9. What do you think of tripartism? Will it not improve the productivity and thereby economic growth of our country?
10. To what extent the discussions held and decisions taken by the Trade Unions and Employers' Organizations in tripartite fora are collective in nature ? What improvements do you suggest for better interaction and communication ? Are such tripartite consultations existing at the state level? How can these consultations be institutionalised and / or made more functional at the State level?
11. Is it necessary and possible to keep the interest of the consumers while settling the demands of workers during collective bargaining? Those employers and trade unions who have first hand experience about this may briefly narrate the same.
12. What should be the role of Employers' Organisations/ Trade Unions for generating employment ?
13. How can the involvement of other Ministries/ Departments be ensured in tripartite consultations in State / Central level ?
14. Tripartite consultations being one of the effective means of reducing the areas of conflict between the employers and their employees, what steps should trade unions/ employers' organizations take for promoting such consultations ?
15. What are the existing arrangements for communication between the central organizations of employers and workers and their constituents? How should these arrangements be improved?
16. Are there occasions when central organizations of employers and workers refuse to affiliate employing units / unions at the plant level? If so, on what grounds?
17. To what extent are the obligations undertaken by organizations of employers and workers at the national level implemented by their constituents ? Are there any effective sanction for non-compliance with these obligations ? How far have they been used in recent years? How could these sanctions be made more effective?
18. Do difficulties arise in reconciling the actions of unions / employers at the plant level with national policies evolved jointly by trade unions/ employers' organizations ? Could you cite instances of such difficulties? How are such difficulties resolved?
19. What should be the responsibility of all- India organizations of employers and workers towards (i) promoting the interests of their constituents in all matters affecting industrial

relations, (ii) implementation of laws, voluntary agreements, etc., (iii) training of personnel, (iv) providing guidance to constituents units, (v) settling industrial disputes in constituent units and (vi) improving the efficiency of industry ? How should they be equipped for discharging these responsibilities? (vii) promoting industrialization, (viii) fostering research, development and technical know-how and (ix) strengthening socio-economic justice in society.

20. Should trade union activity be prohibited in certain sectors such as hospitals, educational institutions, defence establishments etc?
21. Should the trade union formation on caste basis be discouraged? How?

**Trade Unions – Constitution and Finance**

22. Should it made mandatory for trade unions that they must submit their annual report to the employers or the management where the union is working?
23. Should the protection to the union or the office bearers from criminal liability be removed or enhanced?
24. If the union observes illegal strike, should the members of unions or office bearers be given any punishment.
25. How are the office – bearers who man the trade unions appointed? How many of them are paid?
26. How are members of trade unions enrolled? How are applications for membership scrutinized? What is the extent of multiple membership of trade unions?
27. In co-operative societies, the government officers hold elections and government officers work as election officers and organize activities relating to elections. Similarly, should the government officers or any outside agency hold elections for larger trade unions.
28. How do Trade Unions encourage participation of members in trade union activities?
29. How are the activities of a trade union conducted? How is the policy decided? Who is responsible for implementing the policy once it is decided? To what extent does the rank and file influence the formulation of the policy?
30. a) What in your opinion is the extent of prevalence of 'closed shop' is an establishment where only members of a union in good standing are hired or retained as employers.  
b) 'Union shop' is an establishment in which the employer has agreed to keep only union men on pay- role and in which non-union men may be hired on a stipulation that they join the union within a specified time. State its merits and demerits in Indian conditions.
31. What are the advantages of internal union and what are its disadvantages? What would you prefer, internal union or union with external leadership?
32. In what ways do trade unions help members/dependent of members in their personal difficulties like unemployment, sickness and personal injuries? How are dependents helped in case of members' death?
33. Is the introduction of 'check off' system under which employer deducts union dues from pay and hands over these deductions to the union advisable in the Indian conditions? If it is, should the privilege of the system be given to all registered unions?

**Trade Union Leadership and multiplicity**

34. What should be the method of selection of leaders?
35. What has been the impact of political parties on the pattern of trade union development in India ?
36. Should we allow to continue the political influence of such parties or should we encourage professional leadership in trade unions?
37. Reference is often made to the influence of outsiders in trade unions. Please define the form 'outsider' and state what has been the influence of outsiders on trade unions ? Is outside leadership desirable ? If so, to what extent?
38. What would be the method of electing the leader of a union?
39. How should internal leadership in a union be built up and strengthened?
40. How can the accountability of union leaders be ensured? What legal provision should be incorporated for this purpose?
41. At present, there is no limit on the number of posts to be held by trade union leaders and one can become office bearer of a large number of trade unions. Should the law prescribe any limit on the number of various official posts one can hold in different trade unions. In Companies Act, some limits are prescribed on an individual holding directorship. Along the same lines, should we put some limit on individual holding posts in different unions?
42. Does the existing legislation encourage multiplicity of trade unions? Is it desirable? If not, what are the remedial measures?
43. What are your suggestions for effectively regulating and strengthening inter-union relations and avoiding inter union rivalries?
44. Is it necessary to make statutory provision for compulsory registration of trade unions? If so, state the reasons.
45. Suggest minimum percentage of membership for registration and recognition of trade unions to avoid multiplicity of trade unions in an organization. Should a minimum period be laid down for review of the percentage of membership to avoid frequent changes which affect discipline, production and productivity in the organization?

**Trade Union Recognition**

46. What are the advantages and disadvantages of registration of trade unions? Are there some aspects in which the powers of the Registrar of Trade Unions could be altered with advantage?
47. Has there been a change in the attitude of employers towards trade unions, particularly in the matter of recognition of unions ? If so, what have been the contributing factors?
48. What should be the criteria for recognition of a trade union by the employer and by the Government?
49. Should the legislative provision for recognition be available only to registered trade unions?
50. Would you suggest legislation on the lines of Trade Union Amendment Act, 1947 and Industrial disputes Amendment Acts, 1978 & 1998 in the matter of recognition of trade unions or provisions of M. P. Industrial Relations Act / Bombay industrial Relations Act, 1946/ Maharashtra Recognition of Trade Unions Prevention of Unfair Labour Practices Act?

51. What are the advantages of industry wise unions? What are the difficulties in their recognition? How should the subjects to be dealt with by unions at the plant level and by the industry union be demarcated?
52. What are the advantages and disadvantages of naming a union as the sole bargaining agent in an industrial unit?
53. Do you propose to have a collective bargaining agent decided through secret ballot? Or, do you propose to have a joint collective bargaining agent? How should one decide such joint bargaining agent?
54. For determining the representative character of a trade union for purposes of grant of recognition, which method would be most appropriate and why? How is it to be implemented procedurally?
55. What are your views regarding the 1995 Supreme Court Judgement in the Food Corporation of India case where verification by secret ballot was ordered?
56. If a union is elected as the sole bargaining agent in an establishment, what should be the rights and responsibilities of other unions in the establishment?
57. What facilities should an employer extend at the workplace for the activities of the union?
58. What has been the attitude of the Government as employer towards trade unions ?
59. What should be the role of trade union leaders during working hours/on the shop floor, in redressal of grievances? Should the workmen who are union leaders be allowed freedom to leave the work/workplace during their working hours to perform functions of union leaders? Should they be allowed permission to leave workplace/shop floor?
60. What procedure should be evolved to ensure that production/productivity on the shop floor during working hours is not hampered, while ensuring expeditious attention to and peaceful redressal of grievances?
61. Do you consider that a trade union is basically an arm of the whole society and therefore, has a social obligation towards total development of the society?

## **INDUSTRIAL RELATIONS**

### **Introductory**

1. What should be the criteria for determining the effectiveness or otherwise of Government's industrial relations policy ? In terms of these criteria give your assessment of the working of the policy since the last 30 years, with special reference to the legislative and other arrangements for prevention and settlement of industrial disputes.
2. Are the patterns of industrial conflict changing in the last 30 years. In particular, how have the social, economic and political factors affected the intensity of industrial conflict?
3. Is it possible to pick out some significant factors in units within your knowledge which in recent years have helped in improving industrial relations at the plant level? Will these factors continue to be of significance in future?
4. What are the patterns of industrial unrest that are emerging in the context of economic liberalisation?
5. What have been the impact of inter-union and intra-union rivalry on industrial relations?
6. What improvements are necessary in the present arrangements for prevention of industrial disputes? What would be the role of mediation service in the prevention of disputes?

7. What is the role of fact- finding enquiries in improving industrial relations?
8. How is the state of industrial relations in a unit affected by the existence of trade unions? What difference, if any, exists in the climate of industrial relations where the relevant trade union organisation is (a) strong, (b) weak and (c) non-existent?
9. What has been the contribution of factors like (a) recognition of union, (b) arrangements for dealing with individual and collective grievances and (c) strengthening bipartite consultative arrangements, in promoting industrial harmony?
10. What has been the role of (i) central organizations of employers and workers, (ii) local management, (iii) local unions and (iv) the Government – Central and State, in maintaining and promoting harmonious employer – employee relationship ? What are your suggestions for improvement?
11. What role have personnel officers/labour administrators played in preventing disputes and maintaining harmonious employer – employee relationship, and particularly in the context of grievance handling procedure?
12. Assess the professional suitability in terms of educational background/competence/tactfulness/attitude etc. of authorities directly dealing with employees in relation to labour issues in firms/units you are familiar with.
13. To what extent are the standing orders formulated with due consultation with the workers/unions?
14. What changes, if any, are required in the Employment Standing Orders Act, 1946 and the Model Standing Orders formulated under the Act?
15. What are the disciplinary rules imposed by managements? Do the procedures prescribed under the model standing orders in dealing with disciplinary cases require modification and if so, on what lines?
16. What are your comments regarding the Supreme Court Judgement on the question of misconduct in Glaxo industries case?
17. Has the Model Grievance Procedure evolved under the Code of Discipline served its purpose? If not, is there a need for statutory provision for the formation of an effective grievance procedure? What should be the main elements of such a provision?
18. What is the attitude of trade unions and employers' organisations to the introduction, either by voluntary agreement or statutorily, of a system of grievance arbitration? Would such a system help in improving labour – management relations?
19. What are the existing facilities for training of management and trade union personnel in industrial relations? To what extent are they used?
20. What should be the scope and powers of works committees? At present they play a secondary role. Can the works committees play an effective role in solving the internal problems? Can a second line of leadership be developed from these works committees?
21. To avoid loss of production/productivity/manhours, is it possible to evolve a procedure, agreed on mutual/tripartite basis, to fix some time on daily/weekly/monthly basis, with advance agenda, to present, scrutinize, discuss and settle grievances arising during the period instead of using pressure tactics for their settlement immediately/on the spot, as they arise/are noticed?

22. What had been the difficulties in identifying the "go-slows"/indirect methods affecting production/productivity/work culture in the workplace? Suggest suitable procedure which can be evolved to immediately identify and avoid "go-slows" in workplace?
23. Define positive work culture within the organization. Suggest procedure whereby broad guidelines can be laid down for defining and observing the work culture on the part of management, unions and workers.
24. Have there been instances when after bipartite/tripartite agreement, while the management have given the agreed benefits, the workers/unions have not observed their part of obligations/duties/responsibilities in increasing production and productivity? If so, briefly elaborate. How can it be ensured that both the parties ensure immediate and continued implementation of their obligations?
25. Have there been instances where converse of the situation mentioned in the above question has occurred? If so, please elaborate.
26. Have there been instances where even after specifically incorporating in the agreement that issues settled will not be raised during the period of settlement, same/similar issues have again been raised leading to disputes during the validity of the agreement/settlement?
27. Is it correct that it has not been possible to take immediate remedial measures against those indulging in "Unfair Labour Practices" because of lengthy procedure for specification and identification of such practices and taking action against those who instigate/encourage them? If so, what changes are necessary?

### **Collective Bargaining**

28. What is the extent of prevalence of the system of collective bargaining in India? How far has it succeeded? What has been the effect of legislation on the growth of collective bargaining?
29. If collective bargaining has to be encouraged at the industry level, how should the representative character of the bargaining agent for workers be determined? (see questions 51 & 54 under the Chapter Trade Unions & Employers' Organizations).
30. At present there is a centralized form of collective bargaining in the country. Do you agree that this should continue or do you suggest that this should be decentralized? Give reasons for your views.
31. Whether there has been a trend in your industry to include a variety of concessions like wage & employment cuts, wage freeze, moratorium on strikes etc. in the name of labour market cooperation? What is your view about such concessions being extended through collective bargaining?
32. What should be the role of (a) collective bargaining and (b) adjudication as methods for safeguarding industrial peace in the coming years?
33. In disputes arising over a charter of demands, is it feasible to separate areas of difference between the employer and the union into those where collective bargaining exclusively operate and others which could be left to adjudication?
34. Should the union or workers be involved in normal domestic enquiries?

35. At present the grievances against the office bearers of the trade unions are not investigated. How these can be investigated? What safeguards would you suggest?

### **Joint Consultation**

36. What are the various forms of joint consultations within the enterprise ? How can these be made more effective?
37. How functional are works committees? How can they be made more effective ? Should provision governing the constitution of such committees be retained in the Industrial Disputes Act, 1947? What changes, if any, would you suggest and for what reasons?
38. What have been shortcomings of the scheme of joint management councils and emergency production committees in ensuring better industrial relations? What are the remedies, according to you?
39. What effects do profit sharing and co-partnership schemes have on relations between management and employees?
40. What have been the hindrances to effective participation of workers in management? Indicate reasons both in relation to public sector and private sector.
41. Do you, think that the form of workers participation should undergo changes in view of the new economic policies? What measures do you suggest for ensuing workers involvement in the interest of better industrial relations?

### **Conciliation**

42. Are the provisions regarding conciliation in the Industrial Disputes Act adequate? What modifications would you suggest to make it more effective?
43. What, according to you, have been the effectiveness of conciliation machinery as a mechanism for settling industrial disputes? What improvements could you suggest to make it more effective?
44. There has been criticism that conciliation machinery only adds to dilatoriness of industrial dispute settlement mechanism. How much time on an average conciliation proceedings take ? What are the factors responsible for protracted proceedings? Would you suggest any change in the period prescribed for completing conciliation proceedings and how is this period to be reckoned with?
45. What changes in the organization and staffing of the machinery and powers of conciliation officers would you advocate?
46. Should conciliators be named arbitrators in disputes handled by their colleagues?
47. Do you think that ineffectiveness of conciliation proceedings is also due to lack of exposure of conciliation officer to the industrial scenario? If so, what remedial measures do you suggest? What should be their qualification, rank and experience?
48. Do you suggest mandatory amplification of the ambit of conciliation proceedings to cover strike notices in non-public utility services also?
49. Do you think that the scope of issues coming within the purview of conciliation proceedings should cover issues for which statutory remedies are available and also disputes covered under the earlier memorandum of settlement?

50. Do you consider that efforts in conciliation should be pro-active and anticipatory in nature rather than be set in motion in post-dispute situations? If so, what are the specific suggestions for preventive conciliation mechanism ?
51. What measures do you suggest to minimize the failure rate of conciliation?
52. Do you suggest that the mechanism of the Board of Conciliation should be strengthened?
53. Do you think that it should be provided through legislative amendments to empower conciliation officers to make recommendations to appropriate Government as to whether a dispute is fit for adjudication?
54. It is argued that definitions of 'industry', 'workman', 'appropriate Govt.' etc. as settled by certain case laws and interpretation of certain sections of the Industrial Disputes Act, 1947 by the Apex Court and High Courts have weakened the position of conciliation machinery. Do you agree and if so, what remedies by way of legislative changes do you suggest?
55. Do you suggest the segregation of conciliation and enforcement authorities will (a) enhance and (b) reduce , the efficiency of conciliation machinery ? Give reasons for your suggestion.
56. What importance be given to conciliation? If one wants to go to the Court on some legal issue, should conciliation be attempted?
57. Do you consider that special training can or should be organized for conciliators?

### **Adjudication**

58. What are the criteria for assessing the suitability or otherwise of the present system of adjudication ? Do you think the system has played an important role in maintaining industrial peace? Should the system be retained?
59. Are the existing arrangements for reference of disputes to adjudication satisfactory ? If not, how can the arrangements be improved?
60. Should the authority for appointment of industrial tribunals be vested in Labour Departments? If not, where should it lie?
61. There is a section of opinion that the existing practices and procedures involving different stages like conciliation, adjudication, etc. in settlement of disputes take an unduly long time. What measures would you advocate for expeditious settlement of disputes?
62. How should the cost of adjudication to the parties be reduced ? Should the remedy lie in delegating certain functions of the adjudication mechanism, to conciliation officers? If so, please specify.
63. What measures should be taken to ensure full and speedy implementation of tribunal awards and agreements?
64. Do you recommend legislative provisions for direct access to adjudication jurisdiction of labour courts and tribunals in respect of all kinds of individual disputes?
65. It is argued that the Code of Discipline has failed to achieve its purpose. What are the reasons therefor? What specific suggestions including legislative measures, would you suggest to put in place a more effective mechanism?

### **Voluntary Arbitration**

66. What is the role of voluntary arbitration in the achievement of good industrial relations? In what way can the employers and workers promote voluntary arbitration? Should a provision for voluntary arbitration be incorporated in all collective agreements?
67. Please indicate the areas of industrial disputes where voluntary arbitration can be preferred to adjudication.
68. What measures do you suggest to simplify the procedure for voluntary arbitration?
69. What have been the weaknesses of National Arbitration Promotion Board? What measures do you suggest for its strengthening?
70. What professional group provides the best arbitrators? Civil Servants? Lawyers? Academics? Businessmen? Trade Unionists? Technicians? Others (please specify). Do you suggest any rank, qualification and experience for arbitrators?
71. What should be the arrangements for meeting the expenses of arbitration?

### **Strikes and Lockouts**

72. Do you consider the existing restrictions on workers' right to strike and the employers' right to declare a lockout need to be modified in any way? If so, please indicate these modifications together with reasons therefor.
73. If a strike is called / lockout is declared, is prior notice always given to the other party? In what cases, if any, no such notice is given?
74. In how many cases within your knowledge have workers been able to secure wages for the strike period when the strike is declared legal? Are there cases where the strike period pay is given when the strike is illegal?
75. What are the issues on which a strike is called? How is the decision for going on strike taken by the unions?
76. Are there instances of workers going on strike without sanction of the union?
77. What are the instances of management adhering to the principle of 'no work no pay'?
78. a) In what way in practice do trade unions and management keep in touch with each other during a strike in order to facilitate a settlement? b) What is the role of Government machinery in such cases? c) Should Government intervene and in what ways in cases where a strike is (i) legal, (ii) illegal, (iii) justified and (iv) unjustified

### **General**

79. What are the preventive measures to ward off a strike situation?
80. Are charter of demands placed prior to a strike notice? If so, how are they dealt with by the management?
81. Do you consider that public utility services need to be strictly defined? If so, how?
82. How do you view the judicial pronouncement by the Apex court on *bandhs* being declared illegal?

83. Has collective bargaining been possible in the small-scale sector? To what extent does this sector make use on the industrial relations machinery? Does the small scale require special regulatory mechanism? If so, what should be its basic features?
84. In case of illegal strike or lockout, especially in case of public utilities, many times it is the consumer who suffers. Should they have any say when such disputes are settled? Should we introduce them as a party to the dispute?
85. At present, if the lockout is illegal, there is a punishment to the employer but if this strike is illegal, there is no punishment to the trade union leader. Should be introduce such punishment in the law?

## **WAGES**

### **Introductory**

1. What are the remedies against the adverse consequences of huge unskilled/semi-skilled labour force, new methods of production and informalisation of unskilled/ semi- skilled work in organized sector and consequently also in informal sector?
2. What has been the relationship between wages in agriculture and other unorganized sectors and wages in industry?
3. To what extent is the existing level of wages a result of the traditional mode of wage settlement, collective bargaining, awards, etc.?

### **Minimum Wage**

4. Does the concept of minimum wage need to be revised? If so, what should be its criteria?
5. Do you think that there should be a floor minimum wage across the country and what should be the criteria on which it is to be based?

### **Dearness Allowance**

6. Considering the need for protecting real wage, how should one provide for revision of wages/ wage rates for changes in price level? Should this be by revision of the wage itself or by provision of a separate component to absorb price changes?
7. In view of the prevalence of several methods to provide for the payment of a separate allowance to meet changes in cost of living, is it possible to apply any one system on a uniform basis?
8. If a system in which dearness allowance adjusted to changes in cost of living is favoured:-
  - a) Which index number viz., (i) all India, (ii) regional or (iii) local should be preferred?
  - b) What should be the frequency at which revision should be made – monthly/quarterly/half-yearly, etc.?
  - c) What should be the extent in change of index which should warrant such revision in dearness allowance – each point/slab of 5 points/slab of 10 points, etc.? Give reasons.
9. In determining the quantum of dearness allowance, what should be the principles governing the rate of neutralization of price rise?
10. Considering that payment of a cost of living allowance is meant of ensure that real wage of employees is not eroded by price increases, should the capacity to pay of an industry/unit be a relevant consideration in fixing the rate of dearness allowance?

### **Fringe Benefits**

11. How should fringe benefits be defined? What should be their scope and context? To what extent do such benefits effect production costs?
12. How far can the fringe benefits be a substitute of higher money earnings?

### **Wage Differentials**

13. Do you support the concept of normative wage ratios between the lowest paid and highest paid employee in any organization, as also between employees at intermediate levels? If so, give reasons and your suggestions regarding the norms.
14. What are your views regarding levelling of inter-sectoral wage differentials and suggest mechanisms for implementation of your views.
15. What has been the effect of the existing system of dearness allowance on wage differentials? What steps would you suggest to rationalize present arrangements?

### **Methods of Wage Fixation**

16. Estimate relative merits of different methods of wage fixation, viz, statutory wage fixation, wage fixation through collective bargaining, fixation through wage boards and wage fixation resulting from adjudication, etc. Which one is the most suitable for adoption? Indicate sector – wise arrangements if different methods are suitable for different sectors.
17. Do you agree that there should be a single national wage board in lieu of industry-specific wage boards?
18. In collective bargaining for wage fixation, should the principal emphasis be laid on national agreements? If so, what adjustments should be made to meet local needs?
19. There is often a criticism that collective bargaining at industry level, particularly in the public sector, does not take into account enterprise level factors affecting the enterprise level economics and contributing to sickness. Do you agree with this? If so, give reasons.
20. Tripartite wage boards came into vogue because it was felt that an arrangement by which parties themselves can have a hand in shaping the wage structure in an industry could be more enduring than the one where an award is handed down by a third party. Has this expectation been fulfilled?
21. (a) In what respects should the operation of wage boards be modified to improve their working ?  
(b) Should wage board recommendations have legal sanction?

### **Wage Policy**

22. It is said that in the balance between fair wages to workers, fair profits to entrepreneurs and fair returns to treasury, the consumers are often left behind. How far is this criticism valid? How best can the situation be remedied?
23. In the context of planned development, the question of taking an integrated view of policy in regard to wages, incomes and prices is often emphasized. What should be the objective and scope of such policy in the context of globalization of the Indian Economy and thrust on competitiveness?
24. Do you suggest a policy of 'wage freeze'? If so, how can it be implemented under the existing system? What are the implications of this policy for other incomes?

25. Is there a need for sectoral balance in wage structure between the public and private sectors? If there is, how should it be achieved?
26. (a) Do you subscribe to the view that the collectively bargained wage has no linkage with productivity, especially in relation to industry-level collective bargaining in the public sector?  
(b) Do you see justification for opposition to productivity clause in agreement?

#### **Mode of Wage Payment**

27. (i) Do you agree with a time scale wage system or not? If not, what other system do you propose?  
(ii) If time scale wage system is applied, what should be the method of fixing annual increments?  
(iii) To what extent is the method of paying unskilled workers on time scale of pay common? Would you favour its extension?
28. What should be the component factors which should determine the wage? How would these component factors be made operational?

#### **General**

29. Do you think that there are certain areas in formal sector where the minimum wages are not enforced? If so, what are the reasons and how could they be redressed?
30. Can a uniform period for the duration of settlement /agreements on wages be laid down—say, three/five years?
31. Is the scheme for payment of annual bonus embodied in the Payment of Bonus Act, 1965, satisfactory? If not, what are your suggestions?
32. What is your opinion about the treatment of bonus as a deferred wage? If it is justified, how do you view the entitlement of bonus being linked to pay structure?
33. What should be the place for bonus payments in the future system of remuneration?

#### **INCENTIVE SCHEMES AND PRODUCTIVITY**

1. What steps should be taken to introduce a system of payment by results in industries / activities where this system would be appropriate ?
2. What would you suggest to work out an appropriate system of incentive scheme? What should be its guiding principles?
3. There is a general feeling that the incentive scheme has not worked in many organizations and it has created more problems than solving them. Do you agree with this view? If the incentive scheme is done away with, how can the increase in productivity be ensured? Do you suggest any other method?
4. How can productivity be raised through social partnership among labour, management and Government?
5. How should gains of total factor productivity be shared?
6. Has any undertaking within your knowledge experimented, in recent years, with productivity techniques? How did the employees react to these experiments? Did this result in increasing workload? If so, how was this situation met?
7. What place would you assign to suggestion schemes and institution of awards for outstanding work to improve productivity?

8. What are the factors contributing to labour turnover and absenteeism ? How do they affect improvement in productivity?
9. What is the place for the motivation of worker for improving his standard of living in the successful working of incentive schemes?
10. What is the potential of new technology in employment generation ? The technologies that are being introduced may be assumed as (a) labour intensive and (b) capital intensive.
11. What institutional support would you suggest to foster a culture of productivity?

### **SOCIAL SECURITY**

1. (a) To What extent do existence of social security measures contribute to stability of employment and industrial relations?  
 (b) Have some of the benefits, based as they are on a qualifying period for entitlement, led to large labour turnover? If so, what should be the remedial measures?
2. The convention on Minimum Standards of Social Security adopted by the International Labour Organisation refers to the following branches of social security, namely, medical care, sickness benefit, old age benefit, unemployment benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit and survivor's benefit.  
 (a) To what extent is each one of the above benefits available at present?  
 (b) What is the cost of existing social security schemes in relation to the total cost of production? How has it varied over the last decade?  
 (c) Are the scope and coverage of each one of the benefits mentioned above adequate?  
 (d) What should be the priority for enlarging the scope and coverage of the various existing benefits?  
 (e) In your experience, does a workman continue to get compensation/pension for his respectable livelihood after his retirement or disablement? Who should fund such expenses? Should it be Government or employer or workman himself?  
 (f) Do you think that the dependents of the workman should be included in such benefits?  
 (g) How should the programme for introduction of the benefits not currently available be phased?  
 (h) Do you propose a suitable method to build a corpus with/without sharing by Labour and Management to create such corpus to meet the social security expenses?
3. The benefits referred to in the previous question are generally available only to persons who are in wage-paid employment; there will still be large number of persons like traders, artisans and small shop-keepers who are self employed and who will remain uncovered by the scheme. What advance steps should be taken to bring these groups within organised social security schemes?
4. (i) What are the shortcomings of the Employees State Insurance Scheme and Employees Provident Fund Scheme? What are your suggestions for overcoming these?  
 (ii) Suggest control systems to be evolved to avoid malpractices/misuse/absenteeism in respect of the benefits of ESI/Social Security Schemes.

5. Should the provisions for exemption from the ESI Scheme be tightened? How should this be achieved?
6. Do you think it is necessary to introduce unemployment insurance scheme? If so, what should be its main features and how should it be operationalised, both financially and administratively?
7. What measures do you suggest to rationalise and streamline medical claims and benefits under the E.S.I.S.?
8. What should be the respective roles and responsibilities of the E.S.I.C., the Central Government and the State Government concerned towards medical care of insured workers and their families?
9. What should be the respective shares of contribution from employers, workers and the Central and State Government concerned in any scheme of social security?
10. Should the Employees' Provident Fund Scheme be continued as at present or should steps be taken to convert it into either a pension scheme or a provident fund -cum- pension scheme? What further steps do you suggest for improvements?
11. If it is to continue in the present form, would you suggest any change in the pattern of investments of the funds and in the rate of interest accruing to beneficiaries?
12. Are any changes called for in the E.P.F. Scheme to make the administration more satisfactory?
13. Should a part of the provident fund be set apart for giving insurance cover to the members of the EPF Scheme?
14. Should the contributions under the E.P.F. Scheme be raised and if so, to what extent?
15. Is the functioning of the vigilance machinery of the E.P.F. organisation satisfactory? What steps should be taken to improve its functioning?
16. What are your suggestions regarding changes in the Payment of Gratuity Act and how are these to be operationalised, both financially and administratively?
17. In the context of structural adjustment of the economy, what measures do you suggest to extend social security protection to workers affected by lay-off and retrenchment?
18. What changes do you suggest in Workmen's Compensation Act, Maternity Benefit Act and other social security legislations to make them more in tune with present times?

#### **LABOUR LEGISLATION**

1. What have been the factors that have affected the proper and effective implementation of the various labour laws as per annexure-I. Have these laws achieved the purpose/objectives for which they were enacted? If not, what factors have hindered the achievement of these objectives?
2. After liberalisation of the Indian economy, what, according to you, are the provisions in labour laws which require amendments? (At the time, when there was protected economy, the restrictions were perhaps justified, but now, those may not be relevant.)
3. (a) How have the existing legislation and other provisions for protecting the interest of labour worked in practice?

- (b) Are the existing labour legislation helping in improving productivity, discipline and better work culture, while protecting the interest of labour? If not, what changes are necessary in specific labour legislations?
  - (c) To what extent have the above provisions helped to implement the realisation of Constitutional obligations keeping in mind the state of the economy and the global economic scenario?
4. Are the present Constitutional arrangements under which labour is a concurrent subject satisfactory, particularly from point of view of the administration of labour laws? Are any modifications by way of centralisation/ decentralisation of certain activities and functions necessary?
  5.
    - a) Should there be separate labour legislation for large, medium and small scale sector? If so, suggest changes required.
    - b) Should there be separate provisions in labour legislation for Public sector and Private sector?
  - c) Do the control systems – reporting system/inspections/scrutinies by Inspectors/Authorities – lead to malpractices? Suggest changes required.
  6. Do you consider that we have to avoid delays in providing amendment in the legislation. Should the executive be given powers to effect such amendment in specified labour laws by proper notifications?
  7. Please specify the ILO conventions which are possible to be ratified by the Govt. India. To what extent has it been possible to move in the direction of implementation of the ratified ILO conventions?
  8. On the basis of principles evolved out of case laws over a number of years, what are your suggestions for reviewing and amending labour legislation in the country?
  9.
    - a) What are your suggestions regarding rationalisation and consolidation of existing labour laws into fewer comprehensive laws?
    - b) At present the definition of workmen, employee, wages, industry are different in different laws. Can such crucial terms be made uniform in various labour laws which are passed by the State Legislatures as well as by the Parliament?
  10. In view of the experience of functioning or the lack of it of Code of Discipline, Industrial Truce Resolution, Inter-Union Code of Conduct etc; do you suggest a fresh approach for realising the objectives sought to have been achieved towards a healthy industrial relation through the above tripartite instruments based on voluntary approach ?
  11. Do you feel satisfied with tripartism as it prevails at present?
  12. Do you wish to shift to bipartite system of regulating labour relations?
  13. Do you think that the Government's role be limited to only providing assistance through judiciary when bipartite settlement of the industrial dispute is not possible?
  14. What is the relative position of labour law enforcement in public and private sector? Please give your critical comments on the present scheme of things.
  15. Do you consider certain legislative provisions responsible for labour market rigidity, particularly resulting in organised sector employment growth deceleration or stagnation? Please amplify and suggest suitable legislative modifications.

16. Are changes necessary in labour legislation to curb "go-slow" and "sudden stoppage of work"? If so, please suggest specific provisions.
17. Can there be generally accepted "exit policy", protecting the interest of both management and labour? If so, suggest changes required in existing legislation and outline the suggested policy.
18. Managements, as also in some cases labour, generally avoid using labour legislation machinery – because of too much delays/time taking procedures/perceived corrupt practices of officials/loss of manhours/payment for unproductive labour, etc. What improvements are necessary to develop better confidence in effective implementation of labour legislation in the interest of both management and labour?
19. There have been often a criticism that the structure of our present labour laws is an important factor affecting employment growth, at least in the organized sector. That the growth of employment in organized sector has been very little is also widely accepted. A common critique on this aspect is that the labour laws do not provide for any incentive for employment growth and neither do the fiscal laws unlike in respect of many other declared state policies like promotion of exports, encouragement of research and development etc. Do you agree with these contentions? If so, please give your suggestions as to what changes in the labour laws would be required and what fiscal incentives need to be provided to promote growth of employment in the organized sector in particular and unorganized sector in general.

#### **LABOUR RESEARCH AND INFORMATION**

1. Most of labour statistics are a bye-product of labour legislation. They suffer, therefore, inter alia, from the limitations arising out of lack of uniformity in the concepts, coverage and frequency of collection. The time-lag in their publication non-response from primary units, inaccuracy of returns, changes in industrial classification are further difficulties in making labour statistics more useful. What steps should be taken to remedy the situation? Is the implementation of the Collection of Statistics Act, 1953 the answer?
2. There is a feeling that the practice of entrusting the administration of labour laws to different officials, the statutory requirements of maintenance of different registers and sending of different filled-in returns under these Acts, result in a good deal of unproductive work and unnecessary duplication. What steps should be taken to simplify and remedy the situation?
3. Does the all India Consumer Price Index Number currently compiled reflect adequately price changes affecting urban working class? If not, what are your suggestions for improvements?
4. Data presently collected and compiled in respect of work-stoppages (strikes and lockouts) mostly consist of : (a) number of work-stoppages, (b) number of workers involved, (c) number of man-days lost, (d) total wages lost in rupees and (e) total production lost in rupees. Are they adequate for measuring industrial unrest in the country? If not, what other aspects of industrial unrest require quantification?
5. At present statistical data are collected only in respect of work-stoppages arising out of industrial disputes. Is it necessary to collect similar information on work-stoppages due to reasons other than industrial disputes?

6. There is a feeling that many enterprises resort to notional division of units to escape the obligations imposed for furnishing labour returns as well as compliance of certain labour laws. What steps should be taken to prevent such malpractice?
7. The current emphasis in the collection of labour statistics is on data which will help in understanding the economic aspects of workers' life. Data pertaining to entitlement and capability, as well as other social and sociological aspects of the labour force, is also necessary for the purpose. What are your suggestions for filling the gap?
8. Statistical data (employment, unemployment, consumption expenditure, etc.) are being collected in respect of rural population annually by the National Sample Survey. Would it be feasible to make these data available separately for rural labour for each state/ region? What other statistics would be required for framing an operational programme ?
9. The data on unemployment based on employment exchange registration suffer from two basic flaws, viz. (i) all unemployed persons, particularly in rural areas, do not get themselves registered and (ii) persons securing employment continue to be enrolled in the employment exchange registers long after their employment due to non-deletion of their names. What are your suggestions to remedy the situation?
10. What are your suggestions regarding more extensive use of information technology in employment exchanges in the country?
11. Are suitable amendments to the Employment Exchange (Compulsory Notification of Vacancies) Act, 1959 required to ensure compliance of the obligation for notification of vacancies through employment exchanges ? If so, please give your suggestions.
12. Do you suggest any role for maintenance of data on self-employment by employment exchanges? If so, please outline its features.
13. What improvements can be made in the Employment Exchanges to ensure that the infrastructure available and the amount spent thereon can be utilized in a better and more effective manner for meeting the requirements of up to date labour market information system?
14. Do you think that there is adequate labour market information service available in the country? If not, what steps should be taken to introduce an effective system in this regard?
15. Do you think that the recommendations of the First Labour Commission for coordinated research has been successfully complied with in order to serve the policy requirements? What further recommendations would you like to make for this objective?
16. What are your suggestions for improving the quality of labour research? Do you think that introduction of awards/ incentives in acknowledgement of outstanding labour research at national level would improve the quality of labour research?
17. What is the present state of labour research undertaken by employers'/workers' organisations?
18. How should the trade unions be encouraged to strengthen their research activities?
19. How should labour research be promoted in universities and research organisations?
20. Is data on labour statistics and output of labour research adequately accessible to user groups ? What improvements can be brought in this regard?

21. Are the present arrangements for associating the research personnel outside Government for a deeper analysis of data available with Central and State Governments adequate ? What steps should be taken to strengthen this association? Should co-ordination of research work by different agencies be achieved?
22. What is the extent to which the existing information on labour matters is being put to use? Who are the main users ? Give a critical assessment of the utility of the existing information.
23. Instances of industrial harmony seldom get as much publicity as those of industrial conflict. What are the reasons for this and what are the remedies?
24. What role has the mass media played in educating the public on labour matters and with what results? Would you suggest any improvement? If so, how should this be brought about?
25. What role has the mass media played in shaping decisions on industrial disputes? Has it helped or hindered the process of good industrial relations?

#### **ECONOMIC REFORMS AND SOCIAL SAFETY NETS**

1. a) Following the economic reforms initiated in 1991, the main plank of labour sector reform was conceived as liberalisation without social cost of adjustment. This revolved around the twin packages of Voluntary Retirement Scheme and National Renewal Fund Scheme. Do you think that these packages are comprehensive or some fresh approach is needed?  
b) In the context of liberalisation leading to fast structural adjustments and frequently changing production processes/products in the organizations, while the organizations need flexibility in quality and quantity of manpower, the workers apprehend continual danger of loss of jobs. What specific measures are required on the part of the Government, employers and unions/labour to meet the requirement of the organization and at the same time, avoid or minimize the problems to the workers?
2. What has been your experience about the implementation of the National Renewal Fund Scheme in terms of participation and impact?
3. What is the dimension of jobless due to restructuring, down-sizing, merger etc.?
4. What financial assistance should be provided to the redundant, retrenched, laid-off and displaced workers?
5. How the funds should be created to provided such financial assistance – whether with the contribution from State and employers or in the form of some levy?
6. What should be the quantum of financial assistance?
7. What should be the duration of such financial assistance either for a specified period or till redeployed?
8. What steps should be taken to improve the National Renewal Fund Scheme?
9. One of the criticisms of the V.R.S. is that the middle level supervisors are availing the benefits rather than the lesser skilled workers leading to vacuum in the organisational structure of enterprises and defeating the objectives of the Scheme. Do you agree? If so, give reasons and your suggestions for improvement.

10. What are your suggestions for ensuring that the skill upgradation in tune with technological requirements under the reskilling and retraining component of NRF Scheme is actually achieved?
11. What has been the efficacy of the NRF Scheme in achieving productive redeployment of workers? Give your suggestions for improvement.
12. Are you aware of any other severance scheme evolved by public or private sector organisations for their manpower rationalization programmes? How do they compare with the VRS and what have been the response to those schemes?
13. How would you accept the restructuring of industries which leads to destituting even regular/temporary/casual workers? Comments specifically on:-
  - (a) What measures do you propose to mitigate their plight?
  - (b) Do you think that industries should be required to provide necessary fund for retraining and rehabilitating them?
  - (c) Would you propose any such Scheme?
  - (d) Do you perceive that in view of the present industrial policy of liberalisation, increased use of information technology etc, the scope of recruitment of unskilled labour, clerical and technical staff as well as middle management personnel will get reduced? If so, to what extent? Which levels will be affected substantially?
  - (e) Will these changes result in new kinds of employer/employee relations such as contract labour through middleman, home-based category of workers etc? What implications would these portend for the existing labour laws?
  - (f) Will these adversely affect the women employees more or male employees?
14. What measures do you suggest to work out an effective labour market information system to assess the skill requirements both in the short and medium terms and the training needs both for redeployment of workers and new entrants to the labour market?
15. Do you think that existing employment and training institutions are adequately equipped to cope with the emerging problems? If so, what measures do you suggest for restructuring these institutions in terms of training curricula, manpower, methodologies, backward and forward linkages etc.?
16. Do you think that there is need for greater coordination among central Government Ministries and agencies dealing with policy issues so as to foster stronger linkages between sectional requirements and labour market and planning issues?

## **ANNEXTURE - I**

### **List of Important Labour Acts**

1. **Factories:-**  
The Factories Act, 1948
2. **Mines:-**  
The Mines Act, 1952
3. **Plantations:-**
  - a) The Tea Districts Emigrant Labour Act, 1932
  - b) The Plantations Labour Act, 1951

**4. Transport:-**

- a) The Indian Railways Act, 1890
- b) The Merchant Shipping Act, 1958
- c) The Dock Workers (Regulation of Employment) Act, 1948
- d) The Motor transport Workers Act, 1961

**5. Legislation Relating to Workers in Shops and Commercial Establishments.**

**6. Legislation Relating to Industrial Housing:-**

- a) The Bombay Housing Board Act, 1948
- b) The Madhya Pradesh Housing Board Act, 1950
- c) The Mysure Housing Board Act, 1955
- d) The Hyderabad Labour Housing Act, 1952
- e) The Uttar Pradesh Industrial Housing Act, 1955
- f) The Punjab Industrial Housing Act, 1956

**7. Safety and Welfare:-**

- a) The Indian Dock Labourers Act, 1934
- b) The Mica Mines Labour Welfare Fund Act, 1946
- c) The Coal Mines Labour Welfare Fund Act, 1947
- d) The U.P. Sugar and Power Alcohol Industries Labour Welfare and Development Fund Act, 1950
- e) The Coal Mines (Conservation and Safety) Act, 1952
- f) The Bombay Labour Welfare Fund Act, 1953
- g) The Iron Ore Mines Labour Welfare Cess Act, 1961
- h) The Assam Tea Plantations Employees' Welfare Fund Act, 1959
- i) The Assam Tea Plantations Provident Fund Scheme Act, 1955

**8. Wages:-**

- a) The Payment of Wages Act, 1936
- b) The Minimum Wages Act, 1948

**9. Social Security:-**

- a) The Workmen's Compensation Act, 1923
- b) The Employees' State Insurance Act, 1948
- c) The Coal Mines Provident Fund and Bonus Schemes Act, 1948
- d) The Employees' Provident Funds Act, 1952
- e) The Maternity Benefit Acts (Central/States)

**10. Industrial Relations:-**

**Central Acts-**

- a) The Indian Trade Unions Act, 1926
- b) The Industrial Employment (Standing Orders) Act, 1946
- c) The Industrial Disputes Act, 1947

**State Acts-**

- a) The Bombay Industrial Relations Act, 1946
- b) The U.P. Industrial Disputes act, 1947
- c) The Madhya Pradesh Industrial Relations Act, 1960

**11. Miscellaneous:-**

- a) The Children (Pledging of Labour) Act, 1933
- b) The Employment of Children Act, 1938
- c) Legislation Relating to Indebtedness
- d) Collection of Statistics Act, 1953
- e) The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959
- f) The Apprentices Act, 1961
- g) The Madras Beedi Industrial Premises (Regulation of Conditions of Work) Act, 1958
- h) The Kerala Beedi and Cigar Industrial Premises (Regulation of Conditions of Work) Act, 1961

**Composition of the Study Groups Constituted by the  
National Commission on Labour**

**SECOND  
NATIONAL COMMISSION ON LABOUR**

**QUESTIONNAIRE**

**PART - II**

**(UNORGANISED SECTOR)**

**NATIONAL COMMISSION ON LABOUR  
MINISTRY OF LABOUR**

"NATRSS" Building, 2<sup>nd</sup> & 3<sup>rd</sup> floor,  
30-31, Institutional Area, Opp. 'D' Block,  
Janakpuri, New Delhi - 110 058  
Telefax: 5617916, 5617911, 5617902, 5617904

## Definitions

1. What is your perception of the term 'unorganised sector' labour?
2. How would you define unemployment in unorganised sector? What should be the criteria for classification as unemployment, underemployment, seasonal / structural unemployment etc. in the unorganised sector?
3. Relative stability of employer-employee relationship as in the organised sector which has a positive impact on labour organisation and protection of labour interests, is often lacking in the unorganised sector. Should unorganised sector labour be defined in terms of nature of employment and opportunity available for organisation of labour?
4. Do you support the proposition that 'unorganised sector' labour means situations where there is a formal 'employer-employee relationship or the proposition that it should also cover various categories of self-employed persons such as small tenants/ share croppers/ fishermen / rural artisans etc. in accordance with ILO Convention No. 141 already ratified by the Govt. of India?
5. Apart from broad categorization between agricultural labour & others in the rural areas and urban and rural dimensions of the unorganised sector, what are your suggestions regarding other categories keeping in view the size of activity and the need for evolving a methodology for providing benefits and social security to unorganised sector labour?

## Recruitment

6. A large percentage of unorganised sector labour is engaged in agriculture though its share is coming down. What methods do agriculturists use to recruit both permanent and seasonal labour locally?
7. What are the main considerations land-owners/small business/ enterprise owners in employing skilled, semi-skilled and unskilled workers? Evaluate the role of factors like caste, creed, religion, language, domicile, customs and traditions, socio- economic profile etc. of both employer & employee, particularly the latter.
8. How is migrant labour used for both agricultural and non-agricultural work recruited? Is it through (i) jobbers (ii) contractors, (iii) advertisements (iv) introduction from existing employees, (v) employment exchange and (vi) any other method?
9. Are the recruitment arrangements satisfactory for different kinds of employment?
10. Will better dissemination of information regarding employment and better mobility including augmentation of transport arrangements help job seekers?
11. What are your suggestions to reduce dependence of labour on exploitative contractors? What should be the State role in this regard in different work situations?
12. Is there earmarking of certain types of work for performance by traditional castes/ tribes who migrate in search of such work though local labour may be idle? What could be the socio -economic reasons for this situation?
13. Would training inputs help in making unorganised sector labour more employable in traditional occupations as well as newly emerging opportunities? Which are the sub-sectors where training inputs would be of significance?
14. Are existing arrangements for vocational training in different fields sufficient? How can such facilities be improved?

### **Conditions of work**

15. Are the provisions of laws promulgated for unorganised sector labour like the Minimum Wages Act, 1948, Equal Remuneration Act, 1976, Inter-State Migrant Workmen Act, 1979, Plantation Labour Act, 1951, Beedi & Cigar Workers Act, 1966, Bonded Labour System (Abolition) Act, 1975, Contract Labour System (Regulation & Abolition) Act, 1970, sufficient?
16. What are your specific suggestions regarding the changes that are required in the above laws in the context of unorganised sector labour?
17. What are your views for enactment of legislation on the lines of the Kerala Agricultural Workers Act, 1974 in your State?
18. Apart from new legislation or changes in existing ones, what other steps are required for ensuring proper working conditions of unorganised sector labour?
19. What are your views regarding a central umbrella legislation for ensuring a minimum level of protection to the unorganised sector labour? What should be the essential components of such legislation?
20. What are the conditions of women and children in unorganised sector labour? What special steps need to be taken to improve health facilities, water supply and sanitation, nutrition, education and shelter for such categories?
21. What is your opinion about the efficacy of the Contract Labour Act and Inter-State Migrant Workmen Act? What improvements would you recommend?

### **Organisation of Unorganised Sector Labour**

22. What factors inhibit development of trade unions or other organisations among various kinds of unorganised sector labour?
23. What is the impact of social customs based caste and other considerations leading to structural rigidities in society, on the state of lack of organisation of labour in this sector?
24. Is the choice before grass-root level administration, particularly in rural areas, between a desire to promote and encourage organisation of unorganised sector labour to secure their legitimate rights and economic development and maintenance of law & order, a mutually exclusive and an irreconcilable one?
25. How does the existing legal framework of civil and criminal law and other public safety/security laws impinge on the absence of organisation of unorganised sector labour?
26. What role have the trade unions played so far vis-a vis unorganised sector labour?
27. What role have NGOs, political parties etc. played so far in organising this sector?
28. What has been the nature of efforts in organising unorganised sector labour and to what effect? Which are the successful efforts and factors which helped such successes?
29. Is organisation of unorganised sector labour an essential pre-requisite for improving their living standards?
30. Can there be a common thread reusing through the objectives of organisations for different sectors of unorganised labour or should such objectives be different for different sectors necessitating separate organisations?
31. Is the Trade Union Act, 1926 relevant to the issue of organisation of unorganised sector labour? What are your suggestions regarding the changes required or separate legislation?

32. What is your perception of the relevance and utility of cooperative laws to the issue of organisation of unorganised sector as well as the changes that may be required?

**Wages**

33. A large part of unorganised sector labour is engaged in agriculture. Have been changes in traditional methods of payment of wages in your State, region or area in the last 50 years? If so, what have these changes been and how have they benefited unorganised agricultural labour?
34. How many days' employment do agricultural labourers, get in non-irrigated & irrigated areas in year-both male and female, What are the figures for other rural labour in irrigated & non-irrigated areas as well as for self-employed persons? What is the situation in urban centre in this regard (in your State/ region/area) so far as unorganised sector is concerned?
35. What are the figures of earnings for each of the categories in the queries asked in the provisions question? What is the trend of these earnings, in real terms, both on daily and yearly basis, over the last 30 years, and particularly in last 10 years – upward, downward or static?
36. How does the capacity to earn by self-employed persons –both in urban & rural areas – compare with that of wage labour? What is the specific situation as regards those who are mostly or completely self-employed in agriculture vis-à-vis the agricultural labour in this respect? What have been the trends in income between the self-employed and wage labour categories of persons in the unorganised sector and what have been the factors influencing the same?
37. Do you recommend a centrally-fixed minimum wage for the unorganised sector labour in the country? If so, should it be a daily wage or yearly earning?
38. What are your specific views regarding the working of the Minimum Wages Act, 1948? What should be the criteria to fix minimum wages and changes required in the concept and definition of minimum wages ? Your views may be specifically in the context of the unorganised sector.
39. What are your views regarding recent efforts to fix a minimum wage for rural labour (including agricultural labour) based the linking of such minimum wage with the concept of poverty line?
40. Do you recommend similar initialives for fixing a minimum wage for the urban unorganised labour? What are your views regarding changes /improvements that may be necessary for rural and urban unorganised labour so far as method of fixing minimum wages is concerned?
41. Comment on the state of enforcement of minimum wages in the unorganised sector and its possible implications on total emoluments if it were to lead to the employer with drawing non-monetary benefits.
42. How far is it practicable to revise minimum wage for the unorganised sector periodically and what should be its periodicity? Should such revisions be based only on changes in cost of living index, or also on other factors? Please comment on other factors that may be relevant for such revisions.
43. What is your opinion regarding the proposition that the state would be justified to reduce the minimum wage for drought –relief, flood-relief and employment guarantee programmes meant for providing welfare and social security ?

44. Is there discrimination based on sex, community, caste, language, place of domicile etc. in payment of wages? How could such discrimination be reduced/ eliminated?
45. What is to be done for organising the unorganised sector labour and for their education to impart greater consciousness of their rights and privileges as regards wage entitlement, conditions of work etc? Comment on the working of the existing schemes in this regard and how these can be improved.
46. What has been the impact of employment generation schemes like NREP, RLEGP, JRY, FFW etc. in rural areas as regards income level of rural labourers, employment situation, bargaining power for securing better employment etc? Should the level of wages in such programmes be equal to greater than or lesser than minimum agricultural wages? Should similar programmes in urban areas like NRY launched on a large scale? Should such wages be daily-rated or piece- rated or a combination?
47. Employment is statutorily guaranteed only in Matarashtra State. How effective has this guarantee been? Do you think that other States/U.Ts should enact similar legislation?  
Should such schemes be operated only as a support mechanism, particularly for bean season employment in rural areas?
48. What should be the criteria for allocation of funds to an area/ district/State for employment generation programmes?
49. Do you suggest a separate agency for enforcement of Minimum Wages Act, 1948 for the unorganised sector? If so, please give the details. Alternatively, should this task be vested in Panchayat Raj machineries, particularly in rural areas /municipal authorities in urban areas.
50. In the context of economic liberalization with its emphasis on cost competitiveness and efficiency , leading to manpower rationalization / separation in many organised industries, what are your suggestions for improving the social security/ manpower development set-up for stabilising unorganised sector employment?

### **Migration**

51. What are the main reasons for migration to and from your State/area? Is it mainly (out-migration) due to lack of work or better scope of income and improved work conditions?
52. What are the estimates of migration inflow and outflow in your area during last 5 years? Is intra-state or inter-state migration in your State a serious problem? What steps have been taken to manage it?
53. How do you distinguish migratory labour from resident labour? What are the main methods of inductment of migratory labour in your area/State contractors, relations, fellow workers or direct recruitment by employers?
54. What are the effects of labour migration on the economy, particularly wage rates and employment, in the area-
  - (i) from where the labour has migrated?
  - (ii) area to which the labour has migrated?
55. What is the manner in which wage rates, particularly in rural areas, affect the miration of workers from one occupation to another and from one area/ State to another and how are such wage rates influenced by availability of labour/ unemployment levels? What should be the measures to strictly check wage-divergence based migration?

56. Please comment on the working of administrative and legislative measures, particularly the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and suggest modification that would be necessary to improve its working.

Are the provisions of laws promulgated for unorganised sector labour like the Minimum Wages Act, 1948, Equal Remuneration Act, 1976, Inter-State Migrant Workmen Act, 1979, Plantation Labour Act, 1951, Beedi & Cigar Workers Act, 1966, Bonded Labour System (Abolition) Act, 1975, Contract Labour System (Regulation & Abolition) Act, 1970, sufficient?

Apart from new legislation or changes in existing ones, what other steps are required for ensuring proper working conditions of unorganised sector labour?

What is your opinion about the efficacy of the Contract Labour Act and Inter-State Migrant Workmen Act? What improvements would you recommend?

57. What are the main ways in which migrant labour is often exploited (eg. , hours of work, wages etc.) and how can such exploitation be checked?

#### **Planning and agrarian reforms-impact on unorganised sector**

58. Do you think that the fruits of planned development have reached the unorganised sector adequately? How can the planning process be made more responsive to the needs of the unorganised sector labour, particularly the rural poor?
59. Do you think that the requirements of unorganised sector labour in terms of health, education, sanitation and water supply, housing, environmental improvement etc. are adequately covered under the Minimum Needs Programme? Would you make any specific suggestion for enlarging the coverage to accommodate other important needs? Is implementation of programmes in these sectors satisfactory? How can these be improved?
60. Do you think that adequate consideration has been given to the unorganised sector labour and their various needs, particularly in rural areas, so far as financial allocation under different 5 year/ annual plan periods is concerned? What are your specific suggestions for the future?
61. What is the impact of technological up-gradation and modernization and organisational restructuring (particularly in last nine years) on labour efficiency, productivity and wages in organised sector and concomitant impact on the unorganised sector.
62. To what extent is the proposition that improved technology leads to tower labour absorption, justified?
63. In which particular occupations in rural areas, the demand for labour is likely to decline with better technology/mechanisation? What could be the specific measures to absorb the samples?
64. How successful have the legislative measures for land reforms been in relation to
- (i) abolition of intermediaries,
  - (ii) security of tenure and
  - (iii) objective of conferring ownership rights to actual ryots?
65. What is the extent of disguised tenancies in your area /State? What could be the measures for checking it?
66. The land ceiling laws have generated a relatively small extent of land as surplus. How could these be made more stringent and its implementation improved?

### **Social Security**

67. What is the importance of social security in strengthening the financial position of the unorganised sector labour?
68. Should social security be understood as a package of measures? If so, what should be the main components? Please outline such a scheme in the context of unorganised sector labour.
69. It is held that social security measures for unorganised sector labour are constrained by factors such as:
- (i) lack of permanent or stable nexus between employer and employee which precludes schemes based on employer's contribution,
  - (ii) low and unstable wage structure and lack of round the year employment which precludes schemes based on employee's contribution
  - (iii) purely casual nature of employment which precludes benefits like sick leave, maternity leave etc.
- To what extent can these constraining factors be eliminated to confer the benefits of social security to unorganised sector labour?
70. Comment on the functioning of old age pension scheme in your State/area. Should it be expanded in its coverage? What are your views/ suggestions for modification regarding conditions for entitlement such as domicile, age, pecuniary circumstance etc?
71. Should the rates of old age pension be revised at specified periodicity and such revision linked to cost of living index?
72. Is there any scheme in your area/state to cover accident risk in different occupations under the unorganised sector? If so, give a brief description of each insurance scheme already in operation or proposed to be implemented- whether individually or in group and the administrative and financial problems experienced.
73. What have been the procedural and other difficulties experienced in settling the claims of persons covered by various insurance schemes? Is it due to lack of education & awareness, unorganised nature of labour and its dispersed nature of employment (in rural areas)? What steps have been taken in your State/Territory to simplify the procedures for timely settlement of claims?
74. Is it possible to introduce in your State/Territory a "Health Insurance Scheme"? If so, what should be its coverage and essential frame-work? If it is considered to be not feasible, please give the main reasons.

### **Problems of Women & Children**

75. What measures have been taken in your State/Territory to check exploitation of women & children? What are your views for making such intervention more effective as also new measures that may be required?
76. What is the position in your State/Territory regarding wage discrimination based on gender and measures taken/contemplated to check it?
77. How active have the NGOs and independent institutions been in organising women to secure their rightful claim and prevent exploitation?

78. Education and technical training improves skill and hence, bargaining power. What have been taken in this area with a view to improve the bargaining strength of women workers.
79. What is the extent of involvement of children in unorganised labour sector under different prominent occupations? What steps have been taken to curb it and to what results?

#### **Legislative Provisions**

80. What should be the main focus of legislative intervention to provide basic elements of protection to unorganised sector labour keeping in view the size of the target group, the past experience vis-à-vis the actual application of the existing laws to the unorganised sector and administrative, financial and judicial dimension of implementing such laws? Give a brief outline regarding any new legislation you may like to suggest.  
  
What are your views regarding a central umbrella legislation for ensuring a minimum level of protection to the unorganised sector labour? What should be the essential components of such legislation?
81. Should such legislation be common to the entire unorganised sector or be separate for rural and urban sectors or wage labour and self-employed persons? Should there be a separate legislation for agricultural workers who form a very large chunk of unorganised sector labour? Please also refer to questions 15, 31, 38, 47, 56 and 69-76.

#### **Data Collection**

82. Do think that statistical data on the various aspects of unorganised sector labour being collected regularly is adequate for analysis and policy formulation for development of unorganised sector labour.
83. Please state the additional items (together with sources and periodicity) on which data relating to unorganised sector labour should be collected.
84. Is the data collection machinery adequate and well-equipped? What are your suggestions for improvement?
85. What measures do you suggest to ensure reduced time lag between reference period and availability of data?
86. What could be the measures to disseminate collected statistical data in a timely manner? What could be the role of information technology?
87. Apart from statistical data, certain issues and problems concerning unorganised sector labour may require in-depth studies on regular basis. What is your perception of core subjects which would require periodical studies?
88. Please after your suggestions regarding strengthening of institutions/ starting new institutions for undertaking studies on unorganised sector labour.
89. How should research in unorganised sector labour be promoted in universities /other research bodies?
90. How could research work be disseminated quickly & widely to the other academic bodies and Government and non-Government agencies?

## **Annexure - V**

### **Composition of the Study Groups constituted by the National Commission on Labour**

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**No.6/2000/NCL/Study Group  
GOVERNMENT OF INDIA  
MINISTRY OF LABOUR  
NATIONAL COMMISSION ON LABOUR**

NEW DELHI Dated the May, 2000

### **NOTIFICATION**

The Second National Commission on Labour hereby constitutes the following Study Group for detailed examination of the issues pertaining to its subject :-

#### **Study Group (Review of Laws)**

1. Sh. T. A. Sankaran **Chairman**
2. Sh. Shrikant Madhusudun Dharap
3. Sh. Sanat Mehta
4. Sh. R. P. Barucha
5. Sh. M. Dias
6. Sh. K. R. Motilal
7. Sh. V. S. Narsimhan
8. Sh. S. K. Bandyopadhyay
9. Sh. Sharad Rao

#### **Study Group 2 "Umbrella Legislation for Workers in the Unorganised Sector**

1. Sh. D. Bandopadhyay **Chairman**
2. Sh. Swamy Agnivesh
3. Sh. Baba Adhav
4. Sh. O. P. Aghi
5. Sh. Avdesh Kaushal
6. Smt. Aruna Roy

**Study Group 3 (Globalisation and Its Impact)**

1. Sh. Keshobhai Thakkar
2. Sh. C. S. Venkataratnam
3. Sh. Aditya Narayan
4. Sh. Ramachandra Khuntia
5. Sh. S. K. Sasi Kumar

**Chairman**

**Study Group 4 (Social Security)**

1. Sh. R. K. A. Subrahmanya
2. Dr. M. G. Diwan
3. Sh. S. Mahendra Dev
4. Shri A. D. Nagpal
5. Shri Krishnaji
6. Dr. Atul Goswami
7. Dr. B. P. Guha

**Chairman**

**Study Group 5 (Women and Child Labour)**

1. Smt. Renana Jhabvala
2. Sh. Shamshad Khan
3. Dr. S. Vijayalakshmi
4. Smt. H. Mangalamba Rao
5. Smt. Mercy Ravi
6. Sh. Tushar Kanjilal
7. Mrs. Janaki Andharia

**Chairperson**

The list of members of Study Group may be further expanded subject to the maximum of nine inclusive of Chairman in each after further consultation.

The Study Groups will be free to devise their own procedures and would report in consonance with the terms of reference of the Commission as per Government Resolution dated 15.10.99.

The Study Group on 'Skill Development, Training & Workers' Education' will be notified shortly.

By order of Chairman



**(N. SANYAL)**

Member Secretary

**No.6/2000/NCL/Study Group**  
**GOVERNMENT OF INDIA**  
**MINISTRY OF LABOUR**  
**NATIONAL COMMISSION ON LABOUR**

NEW DELHI Dated the 21<sup>st</sup> August, 2001

**NOTIFICATION**

The Second National Commission on Labour hereby constitutes a Study Group on "Skill Development, Training & Workers' Education" for an in depth study of the subject. The Chairman and the members of the Study Group are as follows:-

- |    |                        |          |
|----|------------------------|----------|
| 1. | Shri Sunil Kant Munjal | Chairman |
| 2. | Shri S. Krishnan       | Member   |
| 3. | Shri S. V. Gokhale     | Member   |
| 4. | Shri Gurnam Saran      | Member   |
| 5. | Shri D.Thankappan      | Member   |
| 6. | Shri S. K. Bijlani     | Member   |
| 7. | Dr. C. S. K. Singh     | Member   |
| 7. | Shri R. A. Mittal      | Member   |

The list of members of Study Group may be further expanded subject to the maximum of nine inclusive of Chairman after further consultation.

The Study Group will be free to devise its own procedure and would report expeditiously in consonance with the terms of reference of the Commission as per Government Resolution No. Z-20014/8/99-Coord dated 15.10.1999.

By order of the Chairman



**(N. SANYAL)**  
**MEMBER SECRETARY**

Copy to :-

1. PS to Secretary, Ministry of Labour, Shram Shakti Bhawan, Rafi Marg, New Delhi – 110001.
2. Dr. G.S.Ram, Labour & Employment Advisor, Ministry of Labour, Shram Shakti Bhawan, Rafi Marg, New Delhi – 110001.



**(N.SANYAL)**

**Study Group on  
"REVIEW OF LAWS"**

**Chairperson**

**Shri T. S. Sankaran**

211, Desh Bandhu Apartments  
Kalkaji, New Delhi-110019

**Members**

1. **Shri Sanat Mehta**  
34, Shakuntal Park Society,  
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Manjalpur, Vadodara-390011
2. **Shri R.P. Barucha**  
Group President (IR&Legal)  
Ajay Piramal Group,  
Morarjee Mills,  
Dr. Ambedkar Road,  
Parel, Mumbai-400012
3. **Shri M Dias**  
Secretary,  
The Employers Association,  
13/16, W.E.A., Karol Bagh,  
New Delhi-110005.
4. **Shri S. M. Dharap**  
Advocate,  
13/349, 'Jasmine'  
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5. **Shri Sharad Rao**  
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6. **Shri K.R. Motilal**  
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7. **Shri V.S. Narsimhan**  
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8. **Shri S. K. Bandyopadhyay**  
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**Study Group on**  
**“UMBRELLA LEGISLATION FOR THE WORKERS IN THE**  
**UNORGANISED SECTOR”**

**Chairperson**

**Shri D. Bandopadhyay**

58-C, Block D,  
New Alipore, Calcutta-700053.

**Members**

- |   |  |
|---|--|
| 1. <b>Swami Agnivesh</b><br>7, Jantar Mantar Road,<br>New Delhi.  | 2. <b>Smt. Aruna Roy</b><br>MKSS,<br>Village Dev Dungari,<br>P.O Brar, Tehsil Bhim,<br>Distt; Rajsamand-313341<br>(Rajasthan)                                  |
| 3. <b>Shri Baba Adhav</b><br>Hamal Panchayat,<br>73, Nana Peth,<br>Pune – 411 002   | 4. <b>Shri O. P. Aghi</b><br>Organising Secretary,<br>Bhartiya Mazdoor Sangh<br>Ram Naresh Bhawan,<br>Chuna Mandi, Tilak Gali,<br>Paharganj, New Delhi-110055. |
| 5. <b>Shri Avdesh Kaushal</b><br>Rural Litigation & Entitlement Kendra,<br>68/1, Rajpur Road, Suryalok Colony,<br>Dehradun – 248001             | 6. <b>Smt. Nalini Nayak</b><br>'Sadanand'<br>Anayara P. O.<br>Thiruvananthapuram - 695029  |
| 7. <b>Shri A. Kanaga Sabapathy</b><br>Tamil Nadu Sarvodaya Mandal,<br>25 <sup>th</sup> M.N. Nagar, Uyya Kondan,<br>Tirumalai, Trichay – 620102. |  |

**Study Group on**  
**“GLOBALISATION AND ITS IMPACT”**

**Chairperson**

**Shri Keshobhai Thakkar**

All India Vice President,  
Bharatya Mazdoor Sangh,  
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**Members**

- |   |  |
|---|--|
| <p>1. <b>Shri Ramachandra Khuntia</b><br/>President, INTUC<br/>(Orissa Branch),<br/>5 RF-1, Unit-3, MG Road<br/>Bubaneswar-751001.</p>  | <p>2. <b>Shri C. S. Venkataratnam</b><br/>Dean,<br/>International Management Institute,<br/>B-10, Qutab Institutional Area,<br/>New Delhi –110016.</p>         |
| <p>3. <b>Shri Aditya Narayan</b><br/>Managing Director,<br/>ICI India Limited,<br/>Plaza Tower, 10<sup>th</sup> Floor,<br/>DLF colony, Phase-I, Gurgaon.</p>  | <p>4. <b>Shri S. K. Sasi Kumar</b><br/>Fellow,<br/>V.V. Giri National Labour Institute,<br/>Sector-24,<br/>NOIDA.</p>  |
| <p>5. <b>Dr. S. S. Mehta</b><br/>Adjunct Professor,<br/>School of Planning,<br/>Centre for Environmental Planning &amp; Technology,<br/>(CEPT), Kastubhai Lalbhai Campus,<br/>Navrangpura, Ahmedabad – 380009</p> | <p>6. <b>Dr. Vandana Shiva</b><br/>Director,<br/>Research Foundation for Science,<br/>Technology &amp; Ecology,<br/>A-60, Hauz Khas,<br/>New Delhi-110016.</p> |

**Study Group on**  
**"SOCIAL SECURITY"**

**Chairperson**

**Shri R. K. A. Subrahmanya**

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**Members**

1. **Dr. M. G. Diwan**  
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3. **Shri A. D. Nagpal**  
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4. **Shri N. Krishnaji**  
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5. **Dr. B. P. Guha**  
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6. **Mrs Mirai Chaterjee**  
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7. **Shri B. L. Verma**  
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## Study Group on "WOMEN AND CHILD LABOUR"

### Chairperson

**Smt. Renana Jhabvala**

SEWA,

Sewa Reception Centre,  
Opp Victoria Garden, Bhadra,  
Ahmedabad – 380 001.

### Members

1. **Shri Shamshad Khan**  
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90, Awas Vikas Colony,  
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2. **Dr. S. Vijayalakshmi**  
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3. **Smt. H. Mangalamba Rao**  
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4. **Smt. Mercy Ravi**  
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Central Women Workers Committee,  
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5. **Shri Tushar Kanjilal**  
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6. **Smt. Janaki Andharia**  
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7. **Dr. Kumud Sharma**  
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8. **Ms Shanta Sinha**  
Secretary Trustee,  
C/O Sh. M. Anandam,  
Managing Trustee, M.V. Foundation,  
28, Marred Pally West,  
Secundrabad – 500 026

**Study Group on**  
**“SKILL DEVELOPMENT, TRAINING &**  
**WORKERS’ EDUCATION”**

**Chairperson**

**Shri Sunil Kant Munjal**  
Hero Corporate Services Limited  
E-1, Qutab Hotel Complex  
Shaheed Jeet Singh Marg  
New Delhi – 110016.

**Members**

- |   |   |
|---|---|
| 1. <b>Shri S. K. Bijlani</b><br>President<br>Magnus Engineers Pvt. Ltd.<br>18, Sector – 2<br>Chandigarh –160 001.   | 2. <b>Shri S. V. Gokhale</b><br>Divisional Manager (Trg.)<br>TELCO Ltd.<br>Pimpri<br>Pune - 411 018 |
| 3. <b>Shri Gurnam Saran</b><br>Honorary President<br>EMPI Group of Institutions,<br>CSKM Educational Complex,<br>Satbari, Mehrauli,<br>New Delhi –110030. | 4. <b>Shri D. Thankappan</b><br>Plot No. 22,<br>Sector 16,<br>Koperkhairane,<br>Mumbai – 400 705.   |
| 5. <b>Dr. C. S. K. Singh</b><br>Senior Fellow,<br>V.V. Giri National Labour Institute<br>Sector - 24, NOIDA.  | 6. <b>Shri R. A. Mittal</b><br>Hind Mazdoor Sabha.<br>120, Babar Road,<br>New Delhi-110001          |
| 7. <b>Shri S. Krishnan</b><br>Director General/Joint Secretary,<br>DGE&T<br>Ministry of Labour<br>Shram Shakti Bhawan,<br>New Delhi –110001.              |   |

**Annexure - VI****Visits of National Commission on Labour to  
States/Union Territories for collection of evidence****MUMBAI (MAHARASHTRA) 4.7.2000 to 7.7.2000**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
1.	<b>Hind Mazdoor Sabha, Mumbai</b>	Shri Manohar Kotul Shri J.R. Kulkarni Shri B. Mohan Rao Shri Eknath Satam Shri Vasant Gupte Shri H.K. Tate Shri Suryakant Bagal Shri Ravindra Ghosalkar Shri S.K. Shetye
2.	<b>Indian National Trade Union Congress.</b>	Shri H.N. Trivedi Shri Vasudevraj Shri Charan Singh Shri Shankar Shri Suraj Pal Shri G. Solanki Shri K. M. Solanki Shri P. P. Solanki Shri Govind Prasad Shri Bhai Jagtap, General Secretary
3.	<b>Maharashtra General Kamgar Union</b>	Shri P.N. Sammant Shri B.P. Ghuge Shri Uday Bhat Shri Jai Prakash Bhilare
4.	<b>Bharatiya Kamgar Sena</b>	Shri Ramakant More, President Shri K. Kondalekar, Gen. Secretary Shri D. Bhosle, Vice President Shri A. Pinto, Secretary Shri Ajit Salvi, Secretary Shri S.P. Dongare, Secretary Shri S. More, Secretary Shri Ajit Meher, Secretary Shri Prakash Nandi, PRO
5.	<b>Bhartiya Mazdoor Sangh</b>	Shri S.D. Kulkarni Shri Shashikant Deodhar Shri Krishna Shri Ravi Raman Shri M.P. Patwardhan

**MUMBAI (MAHARASHTRA) 4.7.2000 to 7.7.2000**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
	<b>Bhartiya Mazdoor Sangh</b>	Shri Sharad P. Joshi Shri J.S. Deshpande Shri B. Handikar
6.	<b>Trade Union Centre of India</b>	Sanjay Singhvi Shri Pravin Kotian Shri Arun Velaskar
7.	<b>Individuals</b>	Shri N. Vasudevan, Jt. Convenor Shri Anant More, G. Secretary Shri D.S. Bhalrao Shri M.A. Patil Shri A. Tapole Shri C.G. Chavan Shri F.L. Pereira Shri F. D'Souza\Shri Bennet D'Costa Ms. Deepti Gopinath Shri Abyankar Shri Sanjay Singhvi
8.	<b>Bombay Chamber of Commerce</b>	Shri H. R. Khusro Khan, V. President Shri M. Sidhanti Shri Anil D. Matarak Dr. Paru Lekar
9.	<b>Indian Merchant Chamber</b>	Shri Arvind Shri P. M. Mantry Shri N. C. Dalai Shri A. A. Sanzgiri Smt. Sarhyu Daftary Shri P. N. Mohan
10.	<b>Builders Association of India</b>	Shri N. H. Bhatia, Gen. Secretary Shri S. V. Vidian, President Shri Sanjeeva Madhusadan, Exe. Assistant Shri R. Radhakrishnan, Advocate
11.	<b>Employers' Federation of India</b>	Shri S. S. Patil, Secretary General Shri R. P. Bharucha, Advisor Shri S. S. Hegde, Advisor
12.	<b>Jagtrik Marathi Camber of Commerce &amp; Industry</b>	Shri Chandrakant A. Jhulke Shri S. R. Masgaoner
13.	<b>Maharashtra Chamber of Commerce &amp; Industry</b>	Shri R. N. Mohanti
14.	<b>Federation of Association of Maharashtra</b>	Shri R. P. Abrul, Chairman Shri Mohan Gurnani, President

**MUMBAI (MAHARASHTRA) 4.7.2000 to 7.7.2000**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
	<b>Federation of Association of Maharashtra</b>	Shri A. K. Doshi, Jt. Secretary Shri Chimanbhai Mehta Shri S. G. Joshi, Secretary
15.	<b>Federation of Indian Industry</b>	Shri D. S. Sawant, Sr. Manager Shri Madhab Naik Shri D. U. Menon Shri S. S. Ayum, General Manager Ms. Mira Thamhane
16.	<b>Mill Owners' Association</b>	Shri Diren Shah Thamhane, Secy. General
17.	<b>Bharat Merchant Chamber</b>	Shri Prakash Poddar, President Shri Rajiv Singhal, Secretary
18.	<b>All India Judges Association</b>	Shri V. P. Patil
19.	<b>Laghu Yodog Bharati</b>	Shri S. d. Solanki Shri R. Prabhune, Jt. Secretary Shri S. R. Rathore, Member Shri B. K. Deshpande, Secretary
20.	<b>Mumbai GrahaK Panchyat</b>	Shri S. V. Deshpande
21.	<b>Indian National Bank Employees Federation</b>	Shri Subhas Saurashtra Shri Subhas Chaudhari
22.	<b>Indian National Trade Union Congress.</b>	Shri Bhai Jagtap, General Secretary Shri S. Q. Jama, GS Shri B. Menon, Tresurer Shri J. V. S. Shishodia, GS
23.	<b>Campaing Domestic Workers' Bill</b>	NMs. Sisily Joseph, Co-ordinator Ms. Ranjana Panchal, Social Worker Shri Mani Mistry Shri P. Khan Shri Santosh Yadav Shri Shyam Kumar Rai Shri Hari Thapa
24.	<b>Akhil Bharitiya Mathadi Transport &amp; General Kamgar Union</b>	Shri Babu Rao
25.	<b>Maharashtra Rajya Hamal Mapadi Mahamandal</b>	Shri Baba Adhav
26.	<b>State Conciliation Officers</b>	Shri A. A. Mapkar, Dy. Commissioner Shri K. P. Mirbalmi, ALC Shri M. D. Gazare, Addle. Lab. Commissioner Shri P. T. Jagtol Shri M. Seikh

**MUMBAI (MAHARASHTRA) 4.7.2000 to 7.7.2000**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
27.	<b>Central Conciliation Officer</b>	Shri Sivaramaksrishna, RLC(C) Shri K. K. Dahuja, ALC(C) Shri B. F. I. Abdul Zaleel, ALC Shri K. B. Subramanyan, ALC Shri Pankaj Dubey, ALC
28.	<b>Pheriwala Mahasangh</b>	Shri Pramod Adivarakar Ms. Kanchan Sathe Shri Sandeep Yuwle
29.	<b>National Institute of Personnel Management</b>	Shri V. N. Deshpande, Chairman Shri G. Y. Banodkar, Secretary Shri M. L. Gore, Member Shri P.N. Mantri Ms. Chitra Padmanavan Shri Praksh Sahane
30.	<b>Current Labour Research Foundation</b>	Shri K. N. Deshai Shri S. L. Dwivedi Shri M.L. Gore
31.	<b>Rasthriya Mill Mazdoor Sangh</b>	Shri Jitendra Joshi, General Secretary Shri Ashok Paredkar] Shri G. D. Gowde Shri D. S. Vilwara Shri Pramod Kulkarni Shri R. N. Musale Shri G. J. Mohit, Vice President Shri Sachin Bahi, President
32.	<b>Tata Institute Social Sciences</b>	Dr. R. C. Dutta
33.	<b>Individuals</b>	Shri Ravindran Nair Shri Maruti Patil Shri D. Thankkapan Dr. R. S. Kulkarni, Advocate Dr. S. K. G. Sudaram, Professor Dr. B. S. Vhir, Exe. Director
34.	<b>Maharashtra Institute of Labour Studies</b>	Dr. T. S. Sawant, Director

**AHMEDABAD (GUJARAT) 1.8.2000-3.8.2000**

1	<b>Bhartiya Mazdoor Sangh</b>	Shri Ishwarlal D Patel, Treasurer, Shri Eknath Vishnu Akolkar, Gen Secy. Shri Keshavbhai Jamnadag, V. President, Shri Deepak Kr. Pandey, General Secy., Shri Ghisulal B. Kalal,
2	<b>Indian National Trade Union Congress.</b>	Shri H. G. Balechha, Secretary,

**AHMEDABAD (GUJARAT) 1.8.2000-3.8.2000**

S.No	Name of the Organisation	Name of the Participants with Designation
	<b>Indian National Trade Union Congress.</b>	Shri M. J. Pillai, Orgn. Secretary, Shri Krishna Kurrup, Shri D. D. Pilukar, Shri P. S. Parmal, Shri K. R. Parekh, Shri M. K. Aswani
3	<b>Self Employed Womens Association, Ahmedabad</b>	Shri Babu Bhen Parmer, Ms. Manali Shah, Ms. Narmata Bali, Secretary, Ms. Rima Nanabati, General Secretary,
4	<b>Kandla Port Karamchari Sangh</b>	Shri L H Varyani, Secretary Shri K.H.Dhokalia, Secretary Shri D P Gianchandani, V President Shri Mohan K Aswani, President Shri M J Pillai, Gen Secretary Shri H G Valechha
5	<b>Individual</b>	Shri Navin Chandra
6	<b>Rural Labour Association</b>	Shri Ashok P Singh Shri Amnesh Choudhury Smt Gita Desai Shri S Chaturvedi
7	<b>Gujarat Mazdur Panchayat</b>	Shri P Chidambaram Working President Shri Mahendra Singh Zula, Treasurer Shri Jyotindra Yadav, Working Member Smt Jayanti Panchal, Gen Secretary
8	<b>Gujarat Mazdoor Sangh, Ahmedabad</b>	Shri Nirjhari Sinha Shri Chetival Dual Shri M P Deomurai Shri R P Manual Shri A N Patel Shri Dhamesh Desai Dr M Sinha
9	<b>CMP, Ahmedabad</b>	Shri Ashim Roy
10	<b>AITUC, Vadodara</b>	Shri R K Singh Shri G K Parmar, Secretary Shri Ashok b Kahar
11	<b>Vadodara Kamdar Union, Vadodara</b>	Shri ThakurBhai Shah Shri Rohit Prajapati Shri Gurdas Singh Shri Harapatsingh Solanki Shri Inder Singh

**AHMEDABAD (GUJARAT) 1.8.2000-3.8.2000**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
12	<b>Ahmedabad Textiles Mills Association, Ahmedabad</b>	Shri D C Gandhi Senior Advocate Shri Abhinava Shukla ,Gen Secretary Shri Pandya Yogen,Advocate
13	<b>Gujarat Chamber of Commerce and Industry</b>	Shri C R Shah,Secretary Shri Kalyan J Shah,V President Shri Bipin Patel, Secretary
14	<b>Kandla Free Trade Zone</b>	Shri L N Maliani Shri R Aswani
15	<b>C I I, Ahmedabad</b>	Shri C C Patel Shri N G Mavalankar Shri O J A Patel Shri Sunil Parekh Shri N. Parekh Shri S C Desai
16	<b>Vadodara Employers Organisation,Vadodara</b>	Shri M L Singal,Dy General Manager Dr Mrs Malti Baad,Ex.Director Shri Y S D Pawar,Sr. Gen Manager Shri Irshad Patel,Personnel Officer
17	<b>Ankleshwar Industries Association Association</b>	Shri N K Navadia,President Shri Atul Buch,Vice President Shri Himanshu Bhatt
18	<b>Southern Gujarat Chamber Of Commerce and Industries, Surat</b>	Shri Mayank Mehta
19	<b>Federation of Industries Association,GIDC Estate</b>	Shri Kirit Mehta, President Shri P B Mathur,Exe Secretary
20	<b>Vapi Industrial Association</b>	Shri Vinod Mehta
21	<b>Mahatma Gandhi Labour Institute, Ahmedabad</b>	Shri S Chandrasekhar,Director General
22	<b>Faculty of Commerce, MS University, Vadodara</b>	Dr Ashok Hingorani
23	<b>Gujarat Alkalies &amp; Chemicals</b>	Shri Y A Saiyed
24	<b>Nirma Institute of Technology</b>	Prof Promod Verma
25	<b>Centre for Social Studies, Surat</b>	Dr.Vidyut Joshi,Director
26	<b>GANATAR, Ahmedabad</b>	Shri Sukhdev Patel

**CHENNAI (TAMIL NADU) 17.08.2000-19.08.2000**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
1	<b>All India Skin &amp; Hide Tanners</b>	Shri S Md Hassan, Secretary Shri Shafeeq Ahmed, Member Col. V Alexander Shri R Subramanyan Shri Zafarullah, Member Shri Mazar Basha, PA
2	<b>Ramanathapuram Sarvodaya Sangh</b>	Shri SS Narayanan Shri SR Maniratnam Shri VS Santharam Shri K Balaguru Shri P Padmanabhan
3	<b>CODISSIA, Coimbatore</b>	Shri V Rangathan
4	<b>South India Engineering Mills Association</b>	Shri R. Valengiri, President
5	<b>Timal Nadu Meenavar Penpvai</b>	Shri R. Shanmugam, President Shri Damodaran, Gen. Secretary Shri Gilbert, O.S. Shri N. J. Bose, Gen. Secretary Shri M. Santhiagu Fernando, Asso. Secy.
6	<b>Confederation of Indian Industries</b>	Shri C. Banerjee, Reg. Director Shri V.K. Subrahmanyam, V. President Shri J. Amorela, Ex. Director Shri K.V. Iyer, Vice President Shri R. Vijayaraghvan, Dy., Director
7	<b>Tamil Nadu Street Bidi Mfg. Association</b>	Shri Melafialayam Shri A.M. Asraf, President Shri Abndul kadar
8	<b>CACL, Chennai</b>	Shri Fr. Jesu ,OFM, Director Shri S. pandayan, Member Dr. S. Rajagopalan, Vice President Shri PMA Kadar, Co-ordinator Shri S. Thomas Jayaraj, Convenor Shri Vergil Disuja, Ex. Director Shri M Harmas Thesanolia, Member Shri V. Suraj Raj, Director Dr. K. Shanmuga, Convener Shri R. Leelawati, Secretary Ms. Palayam
9	<b>T.N. Govt. Transport. Corp. Staff Federation</b>	Shri T. Thirumaliswamy, Gen. Secy. Shri K. Karupparran, State President Shri S. Saropath, State Treasurer

**CHENNAI (TAMIL NADU) 17.08.2000-19.08.2000**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
10	<b>Madras Labour Union (B&amp;CMills)</b>	Shri A. D. Murthy Shri P. Rajamanai Shri G. A. Xavier Shri G. Elumalai Shri K. Saluraj Shri M. Kothandan Shri A. Shankar
11	<b>Labour Progressive Federation</b>	Shri T.V. Perumal, Gen. Secretary Shri MS Mani, Jt. Gen. Secretary Shri SR Sabhapati, Jt. Gen. Secretary Shri R. Govindaswamy, V. President Shri M. A. Subrahamanyam, Secretary Shri KS Kanniappan, Member
12	<b>Bhartiya Mazdoor Sangh</b>	Shri K. Ravi Kumar, Secretary Shri N. Anguswamy, President
13	<b>Indian National Trade Union Congress</b>	Shri PL Subbiah, President Shri PKG Mennon, Gen. Secretary Shri N. Nanjattan, Gen. Secretary Shri R Radhakrishnan, Gen. Secy Shri K. Elango Shri K Laxminarayan Shri B.D. Shankaravelu
14	<b>Tamil Mahila Trade Union Congress</b>	Shri N. Nanjattan, President Shri B. Shankaravelu Ms. Baby Ammol, Vice President
15	<b>Hind Mazdoor Sabha</b>	Shri C.R. Arjun, Secretary Shri Rajamany, Secretary Shri Umapathi, Secretary Shri Karthikayan, V. President Shri S. Pallai, V. President
16	<b>National Labour Organisation, Coimbatore</b>	Shri G. Srinivasan, Gen., Secy. Shri VG Rajaram, Secretary
17	<b>Film Employees Federation</b>	Shri PN Sundaram, Gen., Secy Shri N Ranadurai, President Shri V. Sundaram, President Shri P. Raghuram, Gen., Secy
18	<b>Co-operative Bank Employees Association</b>	Shri V. Narayanan, President
19	<b>Employers Federation of India</b>	Shri TA Reddy Shri N. Kannan Shri Hari Rao

**CHENNAI (TAMIL NADU) 17.08.2000-19.08.2000**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
	<b>Employers Federation of India</b>	Shri V.K. Subrahramanyam Shri R. Vishwanathan Shri N. Ramaswamy Shri KN Rathinavelu Shri PK Doraiswamy Shri K. Gajjapathy Shri P. Rajamanikam Shri A Dakhinamurthy Shri R Raju Shri Verghese Shri KPS Padmanabham
20	<b>Mylapore Merchants Association</b>	Shri S. Balu Shri MV Jayalaxmi Shri P. Thomas Shri C Pariaswamy
21	<b>State Labour Department</b>	Shri P A Ramiah, Labour Commissioner Shri R Ratnaswamy, Secretary
22	<b>Regional Labour Commissioner(Central)</b>	Shri B R S Reddy, RLC Shri D Ravindranathan, ALC Shri N M Kaarhgheyam, ALC
23	<b>Inspectorate of Factories</b>	Shri R Rathinasamy, Secretary Shri V Ponmudi, Chief Inspector Shri R Thirurangadam, Addl Ch Inspector Shri G Mahalingam, Jt Ch Inspector Shri Panneerselvam Jt Ch Inspector Shri R Arumugam, Dy Ch Inspector Shri R Parameswaran, Dy. Ch Inspector
24	<b>Salem Steel Plant</b>	Shri R I Kumar, Dy Gen Manager Shri Srinageshwar, Chief Pers Manager
25	<b>Campaign for the Rights of Unorganized Workers</b>	Shri A Nirmala Victus.Coordinator Shri K Chandra Sukar, Gen Secretary Shri K Karadi, Gen Secretary Shri M L Doss
26	<b>Coastal Action Network</b>	Shri Jesu Rathnam, Convenor Ms Kalpana, Member Shri Kumaram
27	<b>United Trade Union Congress</b>	Shri Anavarattam, President Shri G Pursottam, Advisor
28	<b>Tamil Mahila Kattida Thozhilalar Sangam</b>	Shri Mohan Mani Ms Sujata Mody Shri M Subbu, Secretary

**KOLKATA (WEST BENGAL) 14.09.2000-16.09.2000**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
1	<b>Indian Chamber of Commerce</b>	Shri A. B. Chaudhury, Adviser Shri sudhir Jhunjhunwala, Chairman Shri Nazeeb Arif, Secretary General Shri S. S. Chaudhury, Chairman Ms. Keka Sharma, Secretary Shri S. K. Dasgupta, Director
2	<b>Bharat Chamber of Commerce</b>	Shri Mahadev Pal, Secretary Shri N. N. Banerjee, Chairman Shri S. Roy, Vice Chairman Shri S. N. Sengupta, Lab. Adviser Shri S. K. Pal
3	<b>Hawkar Sangram Samity</b>	Shri Sktiman Ghosh, General Secretary Shri Biswandu Nanda, Secretary Shri Bharat Saha, Treasurer Shri S. A Manan
4	<b>Bhartiya Mazdoor Sangh</b>	Shri S. K. Ghosh, General Secretary Shri A. K. Majumder, President, Shri R. A. Chanda, Vice President
5	<b>Hind Mazdoor Sabha</b>	Shri Nirmal Guha, Genral Secretary Shri Sajal Basu, Assistant Secretary
6	<b>Indian Jute Mills Association</b>	Shri Sanjay kajaria, Chairman Shri S. K. Bhatracahrya
7	<b>All West Bengal Sales Representatives Association</b>	Shri C. K. Sanyal, Secretary Shri P. K. Roy, Secretary Shri Kalyan Chaudhury Shri S. Banerjee
8	<b>Regional Labour Commissioner (Central)</b>	Shri R. Verma, RLC(C)
9	<b>Federation of Beedi Leaves and Tobacco Merchant Association</b>	Dr. C. J. Patel, Chairman Shri S. Sengupta, Secretary
10	<b>Bengal Brick Field Owners Association</b>	Shri Kamal Krishna, President Shri Bansidhar Aggarwal, V. President Shri Ajit Kumar Ganguly, EC Member Shri Ashol Kumar Bhatia, Co-ordiantor Shri Yogendra Nath Singh, For. President Shri Damodar Singhvi, EC Member
11	<b>National Front of Indian Trade Union</b>	Shri Naren Sen, President Shri N. P. Chaterjee, National Coun Secy. Shri R. K. Laskar

**KOLKATA (WEST BENGAL) 14.09.2000-16.09.2000**

S.No	Name of the Organisation	Name of the Participants with Designation
12	West Bengal Khet Majdoor Sangh	Shri Swapan Ganguly, Genral Secretary Shri Uttam Gayen, Member
13	Bengal Hosiery Manufacturers Association	Shri S. Banerjee, Vice Prsident Shri S. K. Bhattacharya, Tresurer
14	Hosiery Workingmen's Union	Shri Pradeep Aggarwal, Jt. Gen. Secretary Dr. Shyam Sunder, Vice President
15	Builders Association of India	Shri Bishwadeep Sen, State Chairman Shri B. Chakraborty Shri Bijen Mukherjee, Shri Anjan Kumar Shri B. N. Dasgupta
16	Indian Tea Association	Shri D. Chkraborty, Secretary General Shri Arijit Raha, Jt. Secretary
17	United Trade Union Congress	Shri S. R. Sengupta Shri Kali Chakraborty, Shri Ashok Ghosh, Shri B. Chaudhury
18	Centre for Studies in Social Sciences	Dr. Nirmala Banerjee, Professor (Eco)
19	Midnapore District Coastal Fish Vendors Union	Shri Nitmalendu Das Shri Rajkumar Kundu
20	Daksin Banga Matsyajibi Forum	Ms. Manisha Banerjee
21	Eastern India Motion Picture Association	Shri Tilak Mukherjee, Chairman Shri Ashok Kumar Dey Bhowmik, Consultant
22	Tafapalli Milani Sangh	Shri Debashree Mandal Shri U. K. Majunder
23	Indian Rural Medical Association	Dr. B. Mallik, General Secretary

**HYDERABAD (ANDHRA PRADESH) 12.10.2000 - 14.10.2000**

1	BMS	Shri Ega Shrihari Shri R.V. Subarao Shri R.L.N. Raju Shri K. Basu Sharma Shri S. Malesham Shri A.V. Chalam
2	A.P. Union of Working Journalists	Shri Devulapali Amar, President Shri K. Satya Narayanan, Gen. Secy. Shri K. Srinivas Reddy, Executive Member Shri T.P. Vittal, Member
3	A.P.S.R.T.C. National Mazdoor Union	Shri P. Ram Mohan Rao, Gen. Secy. Shri Syed Mahmood, Joint Secy. Shri J. Ratnam, State Secy. Shri K.L. Reddy, Treasurer

**HYDERABAD (ANDHRA PRADESH) 12.10.2000 - 14.10.2000**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
4	<b>Telugu Nadu Trade Union Council</b>	Shri R. Rama Mohan Raom President Shri M. Satyanarayana, State Ex. Member
5	<b>A.P. Beedi Workers Federation, Nizamabad</b>	Shri Fakurddin Shri Nirmal
6	<b>A.P. Chenetha Aikya Karyacharana Samiti</b>	Shri P.V. Ramanaihya, Chairman
7	<b>All India Centre of Trade Unions</b>	Shri M.. Venkata Reddy, Gen. Secy. Shri A.K. Biswas, Vice President
8	<b>Hind Mazdoor Kissan Panchayate</b>	Shri A.V.K. Chaitanya, State President Shri M. Madhava Reddy, Gen. Secy. Shri V. V. Reddy, Ex. Member Shri V.A. Reddy, W. Member
9	<b>HMS</b>	Shri Nayani N. Reddy, President Shri S. Sudarshan, Secy. Shri P. Venkateshwarin, Secy. Shri S.N.C. Ramakrishnama, Member
10	<b>Federation of A.P. Chamber of Commerce &amp; Industry</b>	Shri J.VR. Lakashmanrao, Deputy Secy. Shri Shiv Kumar Rungta, Chairman Shri V. Kumar, Personel Manager Shri D.N. Mohanamurti, Consultant
11	<b>Employers Federation of Southern India</b>	Shri D.V.S. Raju Shri Ram Mohan Rao Shri G.J. Roy
12	<b>Confederation of Indian Industries</b>	Shri V.M. Chary Shri B.R. Virmani Shri K.N. Sinha Shri Raju
13	<b>INTUC</b>	Shri M.H. QURASHI Shri K.G. Rao Shri V. Ramulu, Org. Secy. Shri M. Umanagendramani, Chairperson Shri M. Satyanarayana, Gen. SEcy. Shri Masoom Shareef Shri V. Bhaskar Reddy Shri R. P. Goud
14	<b>A.P. Hoteliers Association</b>	Shri Hitendra Uypadhay, President Shri Sudheer Sable, Chairman Shri J.S. Shaw, HRD Manager
15	<b>Federation of A.P. Small Scale industries Association</b>	Shri T.V.R. Murthy Shri V.B. Shankar Dr. B. Yerram Raju
16	<b>A.P. Labour Practitioners Association</b>	Shri A.K. Jaya Prakash, Advocate Shri V. Hariharan, Advocate Shri B.G. Ravindra Reddy Shri K.V.R. Choudhary

**HYDERABAD (ANDHRA PRADESH) 12.10.2000 - 14.10.2000**

S.No	Name of the Organisation	Name of the Participants with Designation
	<b>A.P. Labour Practitioners Association</b>	Shri C. Lakshminarayanan
17	<b>National Institute of Personnel Management</b>	Shri C.V.Ram Mohanrao, G.M. Shri S. Naryanan, DGM Shri T.N.J. Raman, Consultant Shri K. Rao, Manager
18	<b>Industrial Relations Association</b>	Shri Y. Bhardwaj, Consultant Shri A. Y. Yadav Shri K.C. Rao Shri K.S.R. Arjeneyulu Shri P. Ravindran Shri V.V. Suba Rao
19	<b>Inspectorate of Factories</b>	Shri G. H. Babu, Director Shri M.V. Reddy, Dy. Chief Inspector Shri G.S.N. Raju, dy. Chief Inspector Shri R.K. Rao, Dy. Chief Inspector Shri N. Surendra, Joint Chief Inspector Shri Mahender, Dy. Chief Inspector Shri P. Satyanarayanan, Dy. Chief Inspector Shri T.P. Krishna, Dy. Chief Inspector

**BANGALORE (KARNATAKA) 27.11.2000-29.11.2000**

1	<b>Indian National Trade Union Congress</b>	Shri M.K. Swaminath, Ex.Wg.Com, Gen. Secy. Shri Chandrashekhar, PR Shri B. Rama Khary
2	<b>Hind Mazdoor Sabha</b>	Shri S. Srinivasa Murthy Shri H.N. Devaraj
3	<b>Bharatiya Mazdoor Sangh</b>	Shri Allampalli Venkataram Shri D.K. Sadushira Ms. Mangalamba Rao
4	<b>Centre for Unorganised Workers Union</b>	Shri V.G. Varma Shri K.S. Venkasubbaiah
5	<b>Karnataka Sugar Workers Federation</b>	Shri A. Basavana Gowda Shri B. Nagraj
6	<b>Karnataka State Hotel Workers Welfare Association</b>	Shri K. Puttaswamy Shri R. Venkatesh
7	<b>National Centre for Labour, Karnataka Unit</b>	Shri N.P Swamy
8	<b>Karnataka Estate labour Union, Jayapura, Chickmangalu</b>	Shri PPS Mani
9	<b>Karnataka Plantation Trade Unions Federation, INTUC, Jayapura, Chickmangalur</b>	Shri V. Adishesan
10	<b>Karnataka Employers Association</b>	Shri C.B. Ayappa
11	<b>FKCCI, Bangalore</b>	Shri K. Ramaswamy Shri G. Ramanand

**BANGALORE (KARNATAKA) 27.11.2000 - 29.11.2000**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
12	<b>KASSIA</b>	Shri E.M. Noel Dr. S. Krishna Kumar
13	<b>Greater Mysore Chamber of Industry</b>	Shri S.A. Srinivasa Murthy Shri N.K. Sinha
14	<b>All India Manufacturers Organisation</b>	Shri Asit K. Sarkar
15	<b>Karnataka Pradesh Hotels and Restaurants Association</b>	Shri U. Anantha Padmanabha Ballai Shri K. Subrahmanya
16	<b>Builders Association of India</b>	Shri H.N. Vijaya Raghave Reddy Shri K. Appi Reddy
17	<b>All India Banks Employees Association. All India Banks Officers Association.</b>	Shri KM Shetty, President Shri K.V. Naik, Gen. Secy. Shri M. Kiran, Org. Secretary. Shri H.S. Hegde, Secretary
18	<b>Bharat Electronics Ltd., Bangalore CPSU</b>	Shri H.S. Bhadoria, GM (D)/CO Shri Eshwara Rao, GM(P)/Bg. CX Shri v. Ammineidu, Director (P) Shri A. Ratna Sekuan, Dy. Mgr.
19	<b>Hindustan Aeronautics Ltd.</b>	Shri T.K. Dhar, Director (P&A) Shri Sanjeev Sahi GM (P&A)
20	<b>LRDE Employees Union</b>	Shri RN Nagaraj G.S. Shri Sommanya V. President Shri Godwadih EEC Shri Tamilaru Asst. Secy Shri B. Bhaskara EEC(M)
21	<b>Hindustan Aeronautics Ltd, Employees Association</b>	Shri G. Nagaraja, President Shri Sreekantaiah, Gen. Secy. Shri Nagarasa Kumar, Vice President
22	<b>FCI Employees Union</b>	Shri M.R. Mahadevan, Zonal Chairman Shri P. Krishna Paramathama, Zonal Secy. Shri K. Ayyathurai, Zonal Secy. Shri H. Nandakumar, Dist. Secy.
23	<b>Campaign Against Child Labour, MAYA</b>	Shri P. Lakshapathi, Core Team Member Shri Prasanna, Core Member MS Suchitra Rao, Core Member Shri Fr. Varghese Pallipura, Core Member Shri Vasudeva Sharma, Reg. Manager Shri Mathew Philip, Executive Director MS Sreeja, Ms. Vinita, Prog. Coordinator
24	<b>All India Agarbati Manufacturers Association</b>	Shri K.L. Ramesh Shri K.S. Shankar Shri R. Subramaniam
25	<b>Canara Bank Bahujan Employees and Officers Union</b>	Shri M. Varala Raju Shri S. Chikkanna Shri S. Rajappa Shri C. Basarama

**BANGALORE (KARNATAKA) 27.11.2000 - 29.11.2000**

S.No	Name of the Organisation	Name of the Participants with Designation
26	National Union of Telecom Engineering Employees	Shri Puttaraje Gowda, Circle Secy. Shri K.R. Sundaram, Dist. President Sh. Nanjappa, Financial Secy. Sh. Chaluva Sh. NR. Hegde, Asst. Secy. General
27	Co-operation Bank Employees Guild	Shri K. Krishnaraya, Gen. Secy. Shri B. Madhukar Rao, Tresurer Shri G. Surendra, Zonal Secy. Shri S. Vijayasathya, Joint Secy. Shri Venkatesha Sharma, Org. Secy.
28	Karnataka Railway Porters Union	Shri T.K. Mirjahird, Advisor Shri Azeej Ahmed, Secretary
29	All India Bank Sub Employees Union	Shri N. Balakrishna Shri A. Raju Shri Naushad Pasha Shri R. Rangaraj
30	Professional Workers Trade Union Centre of India	Shri R.N. Godbole, Secy. General Shri B.R. Krishnamurthy, Vice President
31	Wipro Group of Companies	Shri Shikant Lonikar, GM, HR Shri BC Prabhakar
32	HMKP	Shri Michel B.
33	Infosys Technologies Ltd.	Sh U. Ramadev Kamad, Associate Vice President Shri Provaiah C.K. Manager-Pers.

**THIRUVANANTHAPURAM (KERELA) 6.12.2000 - 8.12.2000**

1	M.S. Institute of Labour and Management	Shri R. Prakasan, Ex. MLA and Member
2	United Trade Union Centre	Shri D. Sunderasan, Secretary Shri P.J. Prakash, Joint Secretary Shri B. Imamuddin, Joint Secretary
3	Handloom Weavers Development Society, Thumpodu	Shri Siva Kumar R S Shri K. Rajan Shri Madhu K. Krishnan
4	M/s Hindustan Latex Ltd. Pujappura	Shri g. Rajamohan Chief Managing Director
5	All Kerala Independent Swathanthra Peeling Thezhilail Union, Alapuzha	Shri V. Sasidharan, President
6	Vishwakarma Educational Organisations Jagathy	Dr. P.N. Sankaran, President
7	South India Mills Association, Coimbatoor	Shri P.R. Subramaniam, Secretary
8	M/s Thanikudam Bagawate Mills Ltd., Thrissur	Shri S. Nofudin, Managing Director Shri M V Padmanava
9	Kaithari Thozhilali Congress Kerala State Committee, Oottara	Shri G. Subodhan, Gen. Secy. Kothikal Krishna Kumari, Secy. Shri A. Venkateshwari, Advisor
10	Kerala Agriculturalists Association Mangeri,	Shri K.K. Joseph, Gen. Secy.

**THIRUVANANTHAPURAM (KERELA) 6.12.2000 - 8.12.2000**

S.No	Name of the Organisation	Name of the Participants with Designation
	<b>Indian Farmers Movement Kanjirapally</b>	Shri M. Jishnu, Advisor
11	<b>National Fish Workers Forum &amp; Kerala Malsiya me, Velankanny Jn</b>	Shri V.K. Sivaraman Nair, Advisor Ms. Sister Cecily
12	<b>Bharatiya Mazdoor Sangh, Kochi, Kerala</b>	Shri Gigi Anthony Shri R. Venugopal, Working President Shri N.M. Sukumaran, Gen. Secy. Shri K.K. Vijaykumar, Secy. Shri T.V. Sanudra Narayanan
13	<b>Zilla Bus Owners Association, Alapuzha, Parthanamthitta</b>	Shri S. Udayabharun, Gen. Secy.
14	<b>Indivaram Srilangam Lane, Trivandrum</b>	Prof. K.M. Pillai, Academician
15	<b>Upasi &amp; State Association of Planters of Kerala and Karnataka, Coornoor &amp; Kochi, Kerala</b>	Shri C. Sankaranarayanan, Advisor Shri Ullas Menon, Secy. General Shri K.J. Joseph, Secretary Shri P.G. Praskash shankar Shri C. Vijayraghavan Shri G.I. Avcherk, Chairman
16	<b>Hind Mazdoor Sabha</b>	Shri N.B. Unikrishna, Member & Gen. Secy.
17	<b>Integrated Child Development Services, Chavara</b>	Ms. Maheshwari M.S. Secretary Ms. Preetha K.
18	<b>Indian National Trade Union Congress</b>	Shri T.N.G. Panickar, Joint Gen. Secy. Shri K. Suresh Babu, President Shri K. Surendran, President Shri Ben Morris, Gen. Secy. Shri Adv K.P. Haridas, District President Shri K.P. Elizebim Master, Treasurer Ms. Padmini Thomas, Vice President Shri Palode Ravi, President Shri A. Renkitachalam, Gen. Secy.
19	<b>High Range Plantation employees Union, Permadedu</b>	Shri B.C. Aryadurai, Gen. Secy. Shri M.K. Thakappan, Secretary
20	<b>Coir Shipper Board, Charkela</b>	Shri K.C. Eapen, Secretary
21	<b>Kerala Chapter &amp; NIPM</b>	Shri R.S. Subeshkar, Manager Shri P.T. George, Sr. Manager Shri A.S.G. irish, Head Shri S.S. Nair, Ex-Chairman Shri P.J. Joy, Secretary Shri Babu Thomas, Chairman
22	<b>G. Ramanujam Institute of Labour, Kollam</b>	Shri R. Chandrasekhar, Chairman Shri A. Venkatratnam, Advisor Shri M.S. Avasthi, Director Shri Subodham, Director
23	<b>Malabar Management Association, Kannur</b>	Shri G. Govindam Shri P.K. Shameem Shri P.K. Mayan

**THIRUVANANTHAPURAM (KERELA) 6.12.2000 - 8.12.2000**

S.No	Name of the Organisation	Name of the Participants with Designation
24	Kerala Private Bus Operators Federation, Kannur	Shri A.K. Aledullu, Gen. Secy. Shri E. Askam, Treasurer Shri T. Balaramachandran, Vice President Shri V.J. Sebastrian, President
25	Cashew Manufacturers & Exoporters Association Kollam	Shri A. Abudl Salem, Gen. Secy. Shri B. Gopinathan, Secy. Shri T.K. Muralidharan Pillai
26	Self Employers Workers Association	Ms. Aleyamma Alvernas, Secretary Ms. Aleyamma Vijayam, Cooridnator Ms. Mercy Alexander Ms. M.M. Gracy
27	Co-ordination Committee of Plantation Labour Union	Shri G. Jagannathan, Convenor Shri Manickar, Gen. Secy. Shri S. Balam, Gen. Secy.
28	Kerala State Mnuufacturing Federation Ltd.	Shri T.T. Mathew, Asst. Manager & Gen. Secy.
29	Don Bosco Veedu Society	Shri Rev. Philip Parakutt, Director Shri Stanley Johnson, Programme Coordinator
30	Association of Plantation Welfare Officers of Kerala, Munnar	Shri Benny Mathew Shri J.M. Albert, Welfare Officer
31	LIC Development Officers Association	Shri R. Jayprakash, Zonal Secy.
32	United Trade Union Congress Kollam	Shri K.C. Vamadevan, President Shri Behidivakaran, Secretary
33	Baliapatnam Tile Works Ltd. Kannaur	Shri Sabu Augustine, Pers. Officer

**BHUBANESWAR (ORISSA) 18.12.2000-19.12.2000**

1	Hind Mazdoor Sabha	Shri R K Samantrai, V. President Shri B Barik, Working President Shri B K Mohanty, V President Shri N K Swain, Advocate Shri J Tripathy Shri U M Satpathy, Secretary
2	Bharatiya Mazdoor Sabha	Shri K C Rout, President Shri K C Mishra Shri G M Jena Shri P Panda Ms S Das
3	Orison Kenduleaf Karamchari Union	Shri B K Mohanty, V President Shri U M Satpathy, Secretary Shri P Batikisan, Ex Member Shri J Tripathy Shri R K Samantrai Shri N K Swain Shri B Barik, Working President

**BHUBANESWAR (ORISSA) 18.12.2000-19.12.2000**

S.No	Name of the Organisation	Name of the Participants with Designation
4	Indian National Trade Union Congress	Smt B Sahu Shri D Swain,Secretary Shri S Ch Mohanty,Gen Secretary
5	Ramji Yuvak Sangha,Bolangir	Shri S Mishra
6	Campaign Against Child Labour	Shri Ranjan Mohanty,Co-Convenor Shri H.Naik, Co-Convenor Shri Arjun,Co ordinator
7	Individual	Shri G Pujari
8	Utkal University	Shri Abhay Kumar,Professor(Retd) Dr R C Mohapatra,Professor
9	Minimum Wage Advisory Board	Shri S C Mishra,Chairman
10	Rourkela Steel Plant	Shri B K Mohanty,Chief Pers Manager Shri A K Panda,Chief Legal Advisor
11	NALCO, Bhubaneswar	Shri P Parvathisem,CMD Shri K N Misra,D(P&A)
12	NTPC, Angul	Shri A K Bala,DGM(pers) Shri P K Mohapatra,Manager(P&A)
13	Indian Metal & Ferro Alloys Ltd	Shri M K Mohapatra,Dy G M Shri R N Panigrahi,Chief ( P R)
14	Paradeep Phosphate Ltd	Shri A K Mohanty,Dy Gen Manager
15	Chief Conservator of Forest	Shri B K Mishra,CCF
16	IndustrialDevelopmentCorporation	Shri R K Samal,D G M
17	Orissa Hydro Power Corporation	Shri S K Rath,Manager(HRD) Shri A K Mitra,Asst Gen Manager(HRD)
18	Orissa Mining Corporation	Shri P S Kanungo,Manager
19	Utkal Chamber of Commerce& Industries	Shri N Mohanty, Ex Member
20	TISCO	Shri R N Mishra,Dy Div Manager
21	Larsen & Tubro,Sundergarh	Shri J Kumar,Gen Manager Shri AN Tripathy,Pers Officer
22	Orissa Union of Working journalists	Shri R Mishra,President Shri Jayasish Roy,Gen Secretary Shri Srikant Sahu,Secretary
23	Central Government Officials	ShriAPrabhakar,Welfare Commissioner Shri M Rama Rao,Reg Director,ESI Shri S K Mohanty,LEO Shri N C Sarangi,RLC
24	State Government Officials	Shri B C Das,Labour Commissioner Shri N C Mohapatra,DLC Shri P C Pal,ALC Shri L K Jena,ALC Dr PC Das,DyDirector,StateLab Institute Smt J Sahu,Labour Officer Shri P K Udgata,RPFC,EPFO Shri A K Patnaik,ALC

**BHUBANESWAR (ORISSA) 18.12.2000-19.12.2000**

S.No	Name of the Organisation	Name of the Participants with Designation
	<b>State Government Officials</b>	Dr P K Tripathy,ALC Shri P K Baliarsingh,ALC Shri L D Rath,ALC Shri N Kar Smt Gitanjali Pati,ALC Smt Namita Mishra,ALC Shri P C Panigrahi, Labour Inspector Shri S S Mishra, Labour Inspector

**JAIPUR (RAJASTHAN) 22.1.2001-24.1.2001**

1	<b>Indian National Trade Union Congress, Jaipur</b>	Shri B. L. Meena, Gen. Secretary Shri V. K. Sharma, Secretary Shri Babulal Sharma, Vice President Shri Shyamlal Mathur, Secretary Shri Sohanlal Veragi, Jt. Secretary Shri Sankar Das, Member
2	<b>Bharatiya Mazdoor Sangh, Jaipur</b>	Shri G. C. Sing Gill, President Shri Prahlad S. Awana, Act. President Shri Hanuman Sahai, Gen. Secretary
3	<b>RCITU, Jaipur</b>	Shri Ibrahim Khan Shri Brij
4	<b>National Child Labour Project, Udaipur</b>	Shri N. N. Nandwana, Director Shri Sanjay Agrawal,
5	<b>Society For Education Research and voluntary Effort, Jaipur</b>	Dr. Arvind Agrawal, Secretary
6	<b>National Campaign Committee for Legislation on Construction Labour</b>	Ms. Hemlata Kamsotia
7	<b>SEWA Mandir, Udaipur</b>	Shri Nitin Sharma, Manager (HRD)
8	<b>Individual</b>	Shri P. K. Sharma, Advocate Shri C. N. Shrama, Sr. Advocate
8	<b>Mazdoor Kisan Shakti, Tilonia</b>	Ms. Kavita Srivastava
10	<b>Individual</b>	Shri P. C. Jain, Former Judge, H. Court Shri V. S. Dave, Former Judge, H. Court
11	<b>National Institute of personnel Management, Jaipur</b>	Shri S. K. Sharma
12	<b>Individual</b>	Dr. N. D. Sharma, Shri R. S. Antil, E.D
13	<b>Hindustan copper Ltd.</b>	Shri Anil Kumar, DGM
14	<b>National Thermal Power Corporation, Anta</b>	Shri Arvind K. Bharadwaj
15	<b>Rajasthan State Mineral Development Corporation Ltd.</b>	Shri J. P. Vimal, Ex. Director Shri A. K. Ahluwalia Shri M. Shivhane Shri R. L. Bhetrapur
16	<b>Rajasthan State Electricity Board, Jaipur</b>	Shri O P Sharma, Pers. Officer Shri Mustuffar Ali, Personal Officer

**JAIPUR (RAJASTHAN) 22.1.2001-24.1.2001**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
17	Industrial Tribunal and Labour Court, Jaipur	Shri R K Chauhan, Judge Shri R R Verma, Judge Shri M C Bhagwati, Judge Shri B L Meena, Judge Dr D S Meena, Judge
18	Rajasthan State Road Transport Corporation, Jaipur	Shri S K Pareek Shri Ghanshyam
19	Rajasthan State Roadways Labour Union, Jaipur	Shri Harnam Singh Sikwar, President Shri Shamim Khan, Vice President
20	Rajasthan Chamber of Commerce and Industry and Rajasthan Laghu Udyog Mahasangh	Shri T C Jain, Advisor Shri M Sayeed Khan, Secy General
21	Empolyers Association of Rajasthan	Shri B B Sharma, Secretary Shri L Bapra ,President Shri V K Arya, Vice president Shri VNL Rao, Advisor
22	PHD Chamber of Commerce and Industry	Ms Malti Chandrika Shri G D Maheswari
23	Conferderation of Indian Industry	Shri N Gupta, Executive Shri Rameshwar Prakash, Head Shri Govind Sharma
24	Rajasthan Textiles Mills Association, Jaipur	Shri R N Sharma, Secretary Shri N L Ahuwallia, Dy Chairman Shri V K Ladia, Chairman Shri A L Maheswari, Chair, Lab. Comm
25	Jewellers Association, Jaipur	Shri Harsh Mathur, Ex Secretary
26	Rajasthan Carpet Manufacturers and Exporters Association, Jaipur	Shri Anil Baxi, President Shri Mahendra Saraf, Member Ms Indra Bhatia, Ex. Director
27	Laghu Udyog Bharati, Jaipur	Sshri D D Jain Shri OP Mittal Shri OP Agarwal
28	Rajasthan Oil Industries Association, Jaipur	Shri G Goenka ,Director Shri L N Goyal , Secretary Shri D D Jain Shri O P Mittal Shri N L Data
29	National Engineering Industries Ltd	Shri R N Kaushik Shri Rajesh Sharma
30	J K Cement Works	Shri K C Tiwari Shri RC Gupta
31	Sangam Processors Ltd, Bhilwara	Sshri P K Chhajer, Manager
32	Popular Art Palace, Jaipur	Shri Rajesh Kumawat , Accts Manager
33	Federation of Rajasthan Trade and Industry, Ajmer	Shri S D Bakshi, Secretary

**JAIPUR (RAJASTHAN) 22.1.2001-24.1.2001**

S.No	Name of the Organisation	Name of the Participants with Designation
34	Chief Conservator of Forest, Jaipur	Shri D C Sud ,CCF Shri A Sen, CF Shri V Ksharma, ALC
35	Public Works Department, Jaipur	Shri Murlidhar Ms Anjana Dixit, Sr. Pers. Officer
36	Addl. Chief Engr Irrigation Zone, Jaipur	Shri B P Sharma
37	Directorate of Industries, Rajasthan	Shri Lalit Mehra, Director
38	Department of Labour and Employment, Rajasthan	Shri B B Mohanty, Secretary Dr D K Goyal, Labour Commissioner
39	Welfare Commissioner, Bhilwara	Shri G. M. Kadavan, W. Commissioner
40	RPFC and ESI, Jaipur	Shri N N Sharma, P F Commissioner Dr Fateh Singh, Director, ESI
41	ESIC, Jaipur	Shri Anil Kumar, Reg. Director

**GUWAHATI (Assam, Arunachal Pradesh, Nagaland, Meghalaya) 17.02.2001-24.02.2001.**

1	Sharam Parishad Asom	Shri Haradhan Kumar, President
2	BMS	Shri S. Biswas, Gen. Secy. Dr. S. Kulkarni, Organising Secy.
3	Cachor Chah Sramik Union, Silchar	Shri Sanatan Mishra, Asst. Gen. Secy. Shri Ajit Singh, Asst. Gen. Secy.
4	BCMS	Shri Pradyumna Rai, Gen. Secy.
5	Indian Tea Employees Union	Shri Pravas Sen Majjumdar, President
6	Assam Jute Association	Shri M.K. Surana, Secy. Shri J. Baurah, Member
7	Assam Chah Mazdoor Sangh	Shri Sumer Singh Guha, Secy. Shri Rameshwar Dhanwar, Secy. Shri Madhsudan Khandait, Gen. Secy. Shri Mohammad Nasurudin, Secy.
8	Assam Tea Planters Association	Shri D. Bora, Secy. Shri Om Chokhani, Chairman
9	Tea Association of India	Shri N.C. Baruah, Secy. Shri D. Deka, Asst. Secy.
10	Bhartiya Cha Parishad	Shri R. Chokha, Advisor Shri S.P. Verma, Secy.
11	Assam Branch Indian Tea Association	Shri B.P. Chaliha, Asst. Secy.
12	Assam Cha Karamchari Sangh	Shri G.C. B. Gohari, Gen. Secy. Shri Biran Adihyapak, Member
13	Individuals	Shri Partap Chand Deka, Advocate Shri Biman Kar, Prof. Of Economics Shri Atul Goswami, Professor Shri H. Goswami, Professor
14	North – Eastern Social Legal Training & Research Institute.	Dr J Baruah, Director Shri N Baruah, Member

**GUWAHATI (Assam, Arunachal Pradesh, Nagaland, Meghalaya) 17.02.2001-24.02.2001.**

S.No	Name of the Organisation	Name of the Participants with Designation
15	Biri Mazdoor Federation,Dhubri	Shri Paresh Baruah,President
16	Coal India Ltd	Dr Ranjit Datta,Pers Manager
17	Oil India Ltd, Dibrugarh	Shri D D khanna,I R Manager Shri V K Verma,Sr Manager Shri M M Mazumdar,Manager
18	Indian Oil CorporationLtd GHY Refinery (Assam Oil Division)	Shri M S Kumar,GM Shri M D Kaushik,DGM Shri A K Kalita,SAM Shri A Tamuh,DPM
19	Numaligarh Refinery Ltd	Shri P L Baruah,Advisor Shri B Ekka,CM
20	Bongagaon Refinery & Petro Chemical Ltd	Shri P K Barua,GM
21	Assam Asbestors Ltd	Shri L M Srivastava,V.President Shri M Ojha,Dy Manager
22	INTUC	Smt Renuka Devi,President Shri Dinesh Prasad Gorkha,Gen Secy Shri Sanatan Mishra,Asst Gen Secy Shri Jayanta Kumar Das,Gen Secy Shri J C Kakoti,President(Apex Banks) Shri Ajit Singh,Asst Gen Secy Shri Golak Sharma,Advisor Shri S.Condapan,V President Shri P Majhi,Ex. Member Shri S Sinha,V President Shri P Sen,Gen Secy Shri J K Das,Gen Secy
23	Assam Industrial Development Corpn.	Shri U. C. Bumagohan, AIDC
24	Assam Tea Corpn. Ltd.	Shri P. C. Goswami, Manager
25	Beedi Manufacturers, Dhubri	Shri A. R. Das
26	Assam Carbon Products Ltd. Guwahati	Shri R. C. Gupta, Director Shri B. K. Saikia, Manager
27	Federation of Industries (N-E Region)	Shri B. L. Aggarwal, Shri S. S. Pariekh
28	Shadow Assam Bolsobi Karmi Sangh, Guwahati	Shri Ragbir Singh, President
29	State Govt. Officials	Shri N. C. Barooah, Secretary(Labour) Shri S. J. Das, CIB Shri S. Haque, Addle. CIB Shri A. K. Malakar, Lab. Commissioner Shri R. Chakraborty, Jt. Director Shri B. K. Kakoti, Chief. Inspector of Fac. Shri M. K. Bhutta, Adle. Chief Inspector of Factories Shri P. R. Dolay, DLC Shri P. K. Barua, Director (Emp. & Craftsman Training Institute)

**ARUNACHAL PRADESH**

S.No	Name of the Organisation	Name of the Participants with Designation
1	All Puroik Welfare Society, Papunpara	Shri C. Adeng Yachu, President Shri Kasyak Halley, Shri Bopai Puroik,
2	Labour Cell (B. J. P)	Shri Madang Sonam, Chairman
3	Dept. of Labour & Employment, Naharlagun	Dr. S. P. Bhardwaj, ALC
4	All Assam SSI Association, Bamuni Maiden	Shri Dilip Pukhan Shri B. L. Aggarwal

**NAGALAND**

1	Labour & Employment. Dept.	Shri E. Pichho Aguli, Jt. Lab. Commissioner Shri Haizing Zecieng, ALC Shri C. N. Shidio, DLO
2	Dimapur Cycle Rickshaw Pullar Union,	Shri P. Bedang Jamir, President Shri Kami Rongmei, Gen Secy
3	Nzanchi Women Welfare Society, Dimapur	Smt. Janpani, Chairman
4	Nagaland Pulp & Paper Workers' Union, Tuli	Ms. Sikha Guha, Gen. Secy Shri Someshwar Barua Mrs. Bendang Shingla, Secretary
5	Nagaland Sugar Mill Workers Trade Union, Dimapur	Shri R. Murry, President Shri Y. Khehoto Khind
6	Dimapur Motor Workers Trade Union	Shri L. Ghoshiw Uni, President
7	Eastern Farming Association, Twensang	Shri Mamya Sipang, President Shri Y. Tochaang, Chairman Shri K. Viniho, Project Secretary Shri H. Z. Maggayang, Secy. Gen.

**SHILLONG**

1	AITUC	Shri Bevog, President Shri Dalington Dyapep, Gen. Secretary
2	INTUC	Shri B R Tiewseh, President Shri W S Wahlay, Vice President
3	Meghalaya PWD Master Roll Workers Union	Shri Dalington Dyonpep, Gen Secretary
4	State Government Officers (labour Department)	Shri P Das, Sr Inspector of Boilers & Factories Shri S D Shira, DLC Shri Er Garod L S N Dykes, Inspector Shri K C Chyne, Labour Inspector Shri Sriranjana, Secretary & Commissioner Dr A S Kyijing, ESI
5	Khasi Jaintia Labour Union	Shri A P Sylliang, President Shri S Nongspung
6	Shillong Club Workers Union	Shri N L Yadav, Secretary

**SHILLONG**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
7	<b>Meghalaya Khadi Workers Union</b>	Shri N S Nongrem, Extension Officer
8	<b>North Eastern Joint State Committee (Migrant Nepalese Association)</b>	Shri P Chakraborty, Auditor Shri T B Viswakarma, Head Shri Yuvraj Acharya, Asst Chairman
<b>PORT BLAIR (ANDAMAN &amp; NICOBAR ISLANDS) 26.02.2001- 28.02.2001</b>		
1	<b>Andaman Harbour Works</b>	Shri M. O. K. Nambair, Admn Officer
2	<b>ANDICO</b>	Shri C. Balakrishanan, Manager Shri A. R. Nair, Manager
3	<b>A &amp; N Island FPDC Ltd, Port Blair</b>	Shri B. S. Sajwan, M. D Shri D. Biswas, Div. manager Shri T. B. Menon, Acct. Officer Shri P. Goel, Admn. Officer Shri S. B. Chakraborty, Assistant
4	<b>Andaman Chamber of Commerce &amp; Industry, Port Blair</b>	Md. Jawed, President
5	<b>Port Management Board &amp; Director of shipping Services</b>	Col J .S .Bedi
6	<b>Animal Husbandry , Port Blair</b>	Dr R B Rai, Director Dr N P Singh
7	<b>Department of Agriculture</b>	Dr Udayan Chakraborty, Director Dr S K Mukherjee, Special Officer Ms Victoria
8	<b>Municipal Corporation</b>	Shri S A Awardi, Secretary
9	<b>Directorate of Fisheries</b>	Shri Nagesh Ram, Director
10	<b>APWD, Port Blair</b>	Shri R K Singh, C E
11	<b>Forest Department, Port Blair</b>	Ms Jaya Ray, Dy Conservator of Forest
12	<b>Directorate of Joint Women Programme</b>	Dr Prasad J Karzivi, Asst Director
13	<b>A&amp;N Forest Shramik Karamchari Union</b>	Shri D Dalta Shri K Vijay Kumar Shri K N Balam
14	<b>A&amp;N Bijali Sewa Shramjiva Union</b>	Shri P K Biswas Shri K Chand Shri Abdul Nadir Shri A K Pathak Shri S C Yadav Smt. Christina
15	<b>State Labour Department</b>	Shri P Dutta, Secretary Shri V Murali, Labour Commissioner
16	<b>BMS</b>	Shri S Raju, Gen Secretary Shri R Kandaswamy, Fin Secretary Shri S Ramaswamy Shri Raj Shri R D Sharma

**PORT BLAIR (ANDAMAN & NICOBAR ISLANDS) 26.02.2001- 28.02.2001**

S.No	Name of the Organisation	Name of the Participants with Designation
17	INTUC	Shri R S Krishna, President Shri K Madhava Rao Shri S P Karikalavan Shri R A Krishna Shri T A Backer
18	CITU	Shri P A Samad, Gen Secretary Shri R P D'Silva, President Shri B Chandrachoodan, Working President
19	AICCTUC	Shri M Sadashiv, President Shri N K P Nair, Gen Secretary Shri N Gopal, V President Shri K Padmadas, Secretary

**GOA 05.03.2001- 06.03.2001**

1	INTUC, Goa Branch	Shri N. N. Karmali, President, Shri P. V. Salgaokar, General Secretary, Shri G. N. Mani, Gen. Secretary, Shri Cristopher Tonseea, Secretary
2	AITUC, Panaji	Shri P. Goenkar
3	BMS, Panda	Shri D. P. Sinha, Vise President, Shri Gautam Das, Dy. Com. Personnel, Shri Arvind Cordeiro, Chief Manager, Shri MohanMahambre, Sr. Manager, Shri Ravi Rebllo, Asst. Manager,
4	Zuari Industria, Zuarinagar	Shri Govind Bhosle, Secretary
5	HMS, Goa Branch	Shri M. V. Limaye, Vice President, Shri Pravin Gharlute, Personnel Manager
6	Syngenta India Ltd, Ilhas	Shri B. T. Boke, Gen. Manager
7	V.S.Dempo & Co. Ltd, Panaji	Shri Subhas Naik George, Gen. Secretary
8	All Goa Corporative Bank Employees Federation, Panjim	Shri M. S. Bamdesh, Advocate
9	Advocate	Shri Cristopher Tonseea, President, Shri Nanda D. Vaghummkar, President
10	All Goa Panchyat Workers' Union	Shri A. G. Balasubramanium, Reader & Head
11	Goa University, D/o Management Studies	Ms. Sabina Martin, Member
12	Commission on Women's Right, Panjim	Ms. Sarita D'Souza, Faculty,
13	Goa Institute of Management, Ribander	Shri J.B. Dhewde, Dy. Secretary, Shri S. V. Verenku, Labour Officer, Shri S. Kontilo, Lab. Inspector
14	Marmagaon Port Trust	Shri Y. R. Vishwanath, Com. Member
15	National Institute Of Personnel Management, Panaji	Shri R. K. Vajjalo, GM, Shri M. D. Ubale, Chief Manager Shri D.B. Raju, Dy. Manager
16	Goa Shipyard Ltd. Vasco da Gama	

**GOA 05.03.2001- 06.03.2001**

S.No	Name of the Organisation	Name of the Participants with Designation
17	Economic Development Corporation of Goa, Panaji	Shri A. V. Palekar, Gen. Manager, Shri S. V. Barnikar, Dy. GM
18	Goa Antibiotics & Pharmaceuticals Ltd.	Shri A. V. Palekar, Vice Chairman, Shri S. V. Varnikar, MD Shri M Ambole
19	Kadamba Transport Corpn. Ltd. Panaji	Shri Ashok B. Bhartu, MD, Shri V. D. Harmalkar, LA
20	Goa Chamber of Commerce & Industry	Shri G. B. Halkar, GM, Personnel
21	Goa Mineral Ore Exports Association, Panjim	Shri S. Sridhar, Secretary
22	Goa Mining Association, Panjim	Shri Glenn Kalavampara, Dy. Secretary
23	All Goa Small Scale Industries Association, Panaji	Shri M. N. Pai Raiku, Vice President, Shri Millind Angle,
24	State Government	Shri R.S. Mardolker, Lab. Commissioner Shri S. S. P. Desai, Chief Inspector, Factory & Boilers,
25	Central Government	Shri K. P. Babu Kutty, RPFC, Shri S. L. Jain, Welfare Commissioner, Shri Ganapath Bhatt, ALC

**LUCKNOW (UTTAR PRADESH) 12.03.2001-14.03.2001**

1	State & Central Govt Officials	Shri Anis Ansari, Labour Commissioner Shri M N Siddiqi, Director of Factories Shri Madhukar Dwivedi, Spl Secretary Shri Ashok Dixit, Addl Director Shri Dilip Kumar, J D O Shri Vishnu Saran, Director of Boilers Shri K K L Sivastava, Regional Director Shri Roman Saikia, Jt Director Shri B S Duggal, RLC Shri Rudesh Kumar, Presiding Officer Dr Ashok Kumar, Commissioner & Director ESI Shri Pankaj Agarwal
2	Central Govt Industrial Tribunal Cum Labour Court	Shri Rudresh Kumar, Presiding Officer
3	BMS	Shri Devnath Singh Shri Ramakant Shukla Shri Sukdev Prasad Mishra Shri Shrikant Smt. Kailash Tripathi Shri Saxena Shri B.N. Mishra Shri Ambika Prasad Singh
4	HMS	Shri Uma Shankar Mishra, Gen. Secy. Shri V.D. Pandey, Vice President Shri A. Sharma, Vice President
5	Nirman Mazdoor Panchayat Sangam	Shri Vishnu Shukla, Org. Secry.

**LUCKNOW (UTTAR PRADESH) 12.03.2001-14.03.2001**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
6	<b>Bidi Udyog Karmchari Union</b>	Shri Arun Shukla, Member Executive
7	<b>INTUC</b>	Shri Iqbal Husain, President
		Shri Ashok Singh, President
		Shri D. H. Ansari, Vice President
		Shri C.P. Singh, Gen. Secy
		Shri P.K. Sharma
		Shri Ansuya Sharma
		Shri Surinder Singh, Gen. Secy.
		Shri Ram Yash Prajapatui, Gen. Secy.
8	<b>Indian Federation of Working Journalists</b>	Shri K. Vikran Rao, President
9	<b>Glass Bangles Workers Union</b>	Shri Irfan Rahi, President
10	<b>PHD Chamber of Commerce and Industry</b>	Shri Sudakar Tiwari, Chairman
		Shri P.K. Sharma, Addl. Labour Advisor
		Ms. Punita Priyadarshani, Resident Director
11	<b>Indian Industries Association</b>	Shri V.K. Agarwal, President
		Shri Sanjay Kaul, Chief Co-ordinator
		Shri G.C. Chaturvedi, Chairman
		Shri Rajeev Kapil, Executive Director
12	<b>Associated Chambers of Commerce and Industries</b>	Shri Shailendra Jain, Committee Member
		Shri U.R. Agarwal, Committee Member
		Shri Sohal Lal, Member
		Shri R.K. Jain, Secy. Gen.
		Shri D.P. Dikshit, CEO
13	<b>Udyog Bandhu</b>	Shri Sanjay Bhatia, Joint Executive Director
14	<b>Carpet Export Promotion Council and All India Carpet Manufacturers Association</b>	Shri Ashraf Ansari
		Shri Malik Qamar
		Shri Khalid Jamal
		Shri R. Izwan
15	<b>Glass Industrial Sydicate, Firozabad</b>	Shri Mahendra Prakash Agarwal, President
		Shri J.S.P. Pandey, Representative
16	<b>Tata Engineering and Locomotive Company Limited</b>	Shri A.K. Ghose, Asst. Gen. Manager
		Shri Deepak Kumar, Asst. Manager
		Shri P.K. Kausahl, Deputy Manager
17	<b>Indo-Gulf Corporation Limited (Fertilizer), Sultanpur</b>	Shri Alok Ranjan (M – ER)
		Shri S.M.A. Rizvi (M – PR&A)
		Shri Sudhakar Tiwari, GM- PR&A
18	<b>HINDALCO</b>	Shri P.K. Pandey, Sr. Vice President
		Shri Manoj Sharma, Dy, G.M.
		Shri Rajesh Tiwari, Sr. Officer
19	<b>Scooters India Limited</b>	Shri Jacob Joseph, Private Secretary
20	<b>UPTRON</b>	Shri Madan Lal, Legal Officer
21	<b>Pulse, Oil Seed Production &amp; Marketing Corporation Society</b>	Shri Liaqat Ali, President
22	<b>UNI Kalin Bunder Mazdoor Sabha, Mirzafar Pur</b>	Shri H.M. Wahid Khan, Secretary
23	<b>Lucknow University</b>	Prof. V.G. Goswami, Deptt. Of Law.

**LUCKNOW (UTTAR PRADESH) 12.03.2001-14.03.2001**

S.No	Name of the Organisation	Name of the Participants with Designation
24	NCLP, Muradabad	Ms. Rita Bhadauria, Project Director, NCLP
25	NCLP, Bhadohi	Shri A.K. Ray, Project Director
26	Kanpur University	Dr.(Smt.) Hemlata Swaroop, Ex. Vice Chancellor & President
27	Dr. Shambhunath Singh Research Foundation, Varanasi	Shri Rajeev Kumar Singh, Gen. Secy. Shri Kanhaiya
28	Care & Fair India, Bhadohi	Shri Prakash Mani Sharma, President Shri Ansan Khan, Secy. Shri Avinash Mishra
29	UNICEF	Shri Jeroo Master (MS)
30	Rashtriya Mahila Sangh, Red Cross, National Youth Foundation & Suvidha International	Shri Parveen, Secy. Red Cross Shri Adarsh Kumar, Secy. Gen. (RMS) Smt. Krishna Sinha, National President (RMS) Shri Hanumant, Secy (NYF) Shri Rakesh Madhu, Secy (SI)
31	Forest Department	Shri R.S. Shukla, Chief Conservator of Forests
32	Agriculture Department	Shri G.S. Rajput, Joint Secy.
33	U.P Road Transport Corporation	Shri M.K. Saxena, Gen. Manager Shri C.D. Pant, Officer

**DEHRADUN (UTTAR ANCHAL) 15.03.2001- 16.03.2001**

1	State Labour Department	Shri N N prasad, Secretary Shri Daya Ram, Addl Secretary Shri J S Bisht, DLC Shri R R Arya, DLC Shri Jhapli, ALC Shri G P Bahuguna, ALC Shri S P Kukrety, LEO Shri N C Kulashri, LEO Shri K N Singh, LEO Shri K P Nautiyal, LEO
2	Academicians	Dr Sudha Pandey, Principal Dr Girija Shanker Trivedi Shri Bramhananda Tyagi Shri Avi Nanda
3	Indian Industries Association	Shri Pankaj Gupta, President Shri Rajeev Agrawal, Vice President
4	Uttanchal Industries Association	Shri Anil Marwah, Sr. Vice Chairman Shri Rakesh Bhatia, Gen. Secy. Shri MP Dewan
5	BMS	Shri Sundar Lal Uniyal, State President Shri D.D. Sharma, Shri Kamlesh Km. Srivastav

**DEHRADUN (UTTAR ANCHAL) 15.03.2001- 16.03.2001**

S.No	Name of the Organisation	Name of the Participants with Designation
	<b>BMS</b>	Shri Surinder Prasad, Cashier Shri Kalicharan Solanki Shri S. K. Dabral, State Vice President
6	<b>Sugar Mill Mazdoor Union</b>	Shri Ashok Kumar, Chairman
7	<b>INTUC</b>	Shri Surinder Sharma, President Shri H.S. Bisht, Vice President Shri Rakesh Sharma, Shri O.P. Sudi, President
8	<b>Kumaon Labour Law Consultants Association, Haldwani</b>	Shri Puran Chand Sunwal Shri Lalit Mohan Pandey
9	<b>BEL</b>	Shri Balam Singh, President Shri Roshan Lal, Shri D.S. Rawat Shri K.P. BHAT Shri S.R. Bhat Smt. Bindu
10	<b>National Development and Welfare Society</b>	Shri Tapan Mukerjee, Consultant
11	<b>Rural Litigation and Entitlement Centre</b>	Ms. Anita Pathak, Human Rights Activist Ms Jugnu Nautiyal, Human Rights Activist Shri Raj Maheswaran, Activist
12,	<b>Nanhi Dunya Movement</b>	Shri Alok Ulfat, Education Co-ordinator
13	<b>BHEL, RANIPUR</b>	Shri H.N. Gupta, Gen. Manager Shri J.P. Mittal, Dy. Gen. Manager
14	<b>BEL, Kotdwara</b>	Shri M.S. Khan, Manager Shri Sanjeev Kumar, Deputy Manager
15	<b>Hotel and Restaurant Association</b>	Shri R.N. Mathur, Secretary General Shri H.S. Panwar, President Shri S.P. Kocchar, President
16	<b>Doon Brick and Tile Association, Sharanpur</b>	Shri Ramesh Battu, President

**PATNA (BIHAR) 23.03.2001 - 24.03.2001**

1	<b>BMS, Patna</b>	Shri Rajdeo Tiwari, Gen Secretary Shri B K Sinha, Member Shri Ashok Vijay, Treasurer Shri S P Sinha, Vice President
2	<b>Jay Prabha Academy, Patna</b>	Shri Lal Babu Prasad, Secretary
3	<b>INTUC, Patna</b>	Shri C P Singh, President Shri D N Ram, Gen Secretary
4	<b>Confederation of Free Trade Unions of India</b>	Shri A K Divedi, President
5	<b>Bachpan Bachao Andolan, Patna</b>	Shri A K Singh, State Coordinator
6	<b>Bal Sakha, Patna</b>	Shri Indu Shekhar, Coordinator Shri R K Sinha, Coordinator
7	<b>UNICEF, Patna</b>	Shri A I Veliath, O C

**DEHRADUN (UTTAR ANCHAL) 15.03.2001- 16.03.2001**

S.No	Name of the Organisation	Name of the Participants with Designation
8	National Alliance of Street Vendors	Shri A Singh Shri Monoj Kumar
9	CACL, Patna	Shri A Das, State Convenor
10	Labour Court, Patna	Shri K N Gupta, Advocate
11	State Child Labour Institute	Dr Kumar Vimal, Chairman
12	Patna University, Deptt. of Labour & Social Welfare	Dr B N Sukla, Professor
13	Hindustan Fertiliser Corporation, Patna	Shri S P Himanshu, Pers. Officer Shri U C Mishra, Pers Officer
14	Indian Oil Corporation, Begusarai	Shri M P Choudhary, Dy Gen Manager Shri S Padhi, Sr H D Manager Shri S K Mahata, Pers Administrator Shri A K Sinha, Sr Pers Officer Shri Vikash Garg, C.CO
15	NTPC, Patna	Shri R K Singh
16	BELTRON, Patna	Shri Anup Mukherji, M D
17	C I I, Patna	Shri K P S Kesri, Chairman
18	Bihar Industrial Association	Shri D K Churiwal, Secretary Shri V Singh, Treasurer Shri D K Rathi, Member Shri A K Sinha, Exucutive Officer
19	Laghu Udyog Bharti, Patna	Shri R Shekhar Shri G Khemka, V. President
20	MACDOWELL'S Co. Ltd, Patna	Shri R P Singh, Sr Executive
21	KALYANPUR CEMENT LTD	Shri M Hasan, Asst Vice President
22	Central Government Officials	Shri S K Chand, RLC Shri A K Mukhopadhyay, RD, ESI Shri S K Thakur, RPFC Shri P D Sinha, R P F C
23	State Government Officials	Shri V K Singh. LC

**RANCHI (JHARKHAND) 26.03.2001-27.03.2001**

1	INTUC, Jamshedpur	Shri S K Baidyania, Working President Shri D K Singh, Gen. Secretary Shri KNP Singh, Jt. Gen Secretary
2	BMS, Jharkhand	Shri A. Singh, Gen. Secretary Shri Damodar Prasad, Secretary Shri A. Kumar, Vice President Shri R P Jaiswal, Tresurer
3	HMS, Ranchi	Shri M K Gopalan, Org Secretary
4	CITU, Ranchi	Shri M Choudhury, Gen Secretary Shri Bhawan Singh, Secretary Shri R N Sinha, Member

**RANCHI (JHARKHAND) 26.03.2001-27.03.2001**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
5	NFITU, Dhanbad	Shri B K Singh, Member Shri G Wheller, Gen Secretary
6	Vikas Bharti, Research and Study Centre, Bisnupur	Dr. Vijaypani Pandey, Director Shri Bhikari Bhagat, Jt Secretary
7	Krisi Gram Vikas Kendra, Ranchi	Dr S C Tripathy, Advisor
8	Academicians XLRl	Shri G S Verma, Consultants Dr E M Rao, Professor,
9	Jharkhand High Court, Ranchi	Shri P K Sinha, Sr. Advocate Shri C K Mehta, Advocate Shri Satish Bakshi, Advocate
10	HMS, Ranchi	Shri R S Yadav, Gen Secretary
11	Jharkhand Sail Mazdoor Morcha, Ranchi	Shri Surendra Thakur, Gen Secretary Shri Sunil Ku Verma Shri Parwez Alam Shri Mahesh Singh
12	Bokaro Steel Plant Ltd	Shri N K Prasad, GM Shri Rangit Lal, CPM Shri Shitanshu Prasad, CPM
13	SAIL, RDCIS, Ranchi	Shri K K S Menon, Chief Personnel Shri V K Sinha, DY, CPM Shri A K Sinha, Dy Manager
14	Damodar Valley Corporation, Dhanbad	Shri Dwarika Prasad, Addl Director
15	Hindustan Copper Ltd, Singbhum	Shri N K Gami, Dy G M
16	HEC, Ranchi	Shri V P L Das, Sr Dy G M Shri Avinash Deogharia, Sr Manager
17	CMPDI, Ranchi	Shri G S Choubey, G M Shri R N Pandey, CPM
18	Indian Aluminum Co Ltd, Chotamuri	Shri V R Agrawal, Works Manager Shri N Sinha, Sr Manager Shri G C Singh, Asst Manager
19	TISCO & CII Jamshedpur	Shri R N Misra Shri R S Ambastha
20	Usha Martin Industries, Ranchi	Shri A Prasad, G M
21	Indian Explosive Ltd, Bokaro	Shri A K Singh, Pers Manager
22	Small Scale Industries Association, Ranchi	Shri Ranjit Tibrewal, President
23	Chhotanagpur Chamber Of Commerce, Ranchi	Shri Prem Mittal, Sr V. President Shri R Tebrewal, Secretary Shri Chandrakant Raipat, Chairman
24	Eastern Zone Mining Association, Chaibasa	Shri N L Rungta, President Shri R Agarwal, Advisor
25	Laghu Udyog Bharati, Jamshedpur	Shri D K Purandare Shri N K Singh, Gen Secy Shri L P Rai, Org Secy

**RANCHI (JHARKHAND) 26.03.2001-27.03.2001**

S.No	Name of the Organisation	Name of the Participants with Designation
	CITU, Ranchi	Shri S P Singh, Gen Secy Shri R Gupta, President
26	State Government Officials	Shri P S Cheema, Secy Shri A K Sinha, Labour Commissioner Shri R K Chaudhary, ALC Shri M M Mishra, Jt. L C Shri M N Thakur, ALC
27	Central Government Officials	Shri K T Thorave, RPFC Shri B B Singh, Addl Director of Mines Shri S K Sinha, Mining Officer

**CHANDIGARH (PUNJAB) 09.04.2001-10.04.2001**

1	Peoples Vigilance Committee	Shri Jai Singh, Chairperson Shri B.S. Rawat, advocate
2	INTUC	Dr. Subhash Sharma, President Shri Mohinder Singh, Vice President Shri Subhash Sharma, President Shri Amarjit Rai, Gen. Secy. Shri R.K.S. Parwa, vice President Shri Darshan Singh Brar, Vice President Shri Kewal Krishan Sharma, President, Ludihana Shri Sarabjet Singh, Chairman Youth INTUC, Ludihana
3	BMS	Shri Kartar Singh
4	HMS	Shri S.D. Kapoor, Gen. Secy. Shri Ram Kishan Sharma, (E.M.) Shri Sudhakar Pathak Shri Kulwant Bawa Shri Prithviraj Shukla Shri Nandan Singh Shri Sant Ram
5	Markfed Employees Union	Shri Ranjit Goyal, President Shri Harbhajan Das, Gen. Secy. Shri Kuldeep Singh, Joint Secy. Shri Satish Kumar, Executive Member Shri Balam Giri, President
6	Punjab Mazdoor Dal	Shri Kashmir Singh Kang, President
7	Netaji Azad Trade Union, Amristar	Shri Chatur Bhuj Joshi, President Shri D.P. Singh, Gen. Secy. Shri Ranjit Singh, Member Shri Balbir Singh, Member Shri Jamini, Secretary

**CHANDIGARH (PUNJAB) 09.04.2001-10.04.2001**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
	<b>Netaji Azad Trade Union,Amristar</b>	Shri Pinder, Member Shri Rakesh Kumar, Member
8	<b>Punjab State Karamchari Dal</b>	Shri Hari Singh Tohra Shri Jagdev Singh Shri Ajit Singh Shri Trilok Singh Shri Jaswinder Singh Shri Hari Singh Shri Harkash Singh Shri Pargat Singh Shri Balbir Singh
9	<b>Volunteers for Social Justice,Phillor</b>	Shri Jai Singh, Chairperson Shri B.S. Rawat, Advocate
10	<b>Pendu Mazdoor Union</b>	Master Gurdev Singh, President Shri Tarsem Peter, Secretary
11	<b>Rotary International,Jalandhar</b>	Shri Surender Seth, Co-ordinator
12	<b>Individuals</b>	Shri Mohan Singh Sachdeva, Advocate Shri B.D. Arora, Advocate Shri Gurdeep Singh, Advocate Shri R.P. Bedi, Advocate Shri P.D. Sharma, Advocate Shri Rajinder, Advocate Shri B.N. Sehgal, Advocate Shri Sharwan Sehgal, Advocate
13	<b>Punjab Agricultural University</b>	Dr. M.S. Sidhu, Economist Dr. Karan Singh, Director Dr. B.K. Agarwal, Professor Dr. P.S. Rangi, Senior Economist
14	<b>Department of Law,Punjab University</b>	Dr. Gurpa Singh, Professor Dr. Paramjeet Singh, Head Dr. (Mrs.) Gurpreet Pannu
15	<b>Workers of Spinning Textile Mills,Hoshiarpur</b>	Shri Rajdhari Shri Ramsagar Shri Rajinder Pal Shri Faiz Alam
16	<b>Punjab University,Chandigarh</b>	Dr. Veer Singh, Prof. Law Department Shri P.P. Arya, Professor Shri K. Gopal Iyer, Professor
17	<b>Pipe Fittings Manufacturers Association</b>	Shri Igbal Singh, Labour Law Advisor Shri Satish Kumar, President Shri V. Mehta, Chairman Shri Dharam Jeet Mohan, Gen. Secy.
18	<b>Petro Chemical &amp; Pharmaceuticals Limited,DeraBassi</b>	Shri Joginder Singh Shri Gurmit Singh

**CHANDIGARH (PUNJAB) 09.04.2001-10.04.2001**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
	<b>Petro Chemical &amp; Pharmaceuticals Limited, Dera Bassi</b>	Shri Raj Kumar Shri Tarsem Lal Shri Nathi Ram Shri R. Ram
19	<b>Swaraj Group of Company, Mohali</b>	Shri P.K. Verma, Director
20	<b>National Fertilisers Limited</b>	Shri N.K. Gupta Shri C.M. Nagpaul
21	<b>Federation of Small Industries Association</b>	Shri V.P. Chopra, President
22	<b>Punjab Rice Millers Association</b>	Shri Tarsem Saini, President Shri Ravinder Puri, Vice President Shri Chaman Goyal, Joint Secy. Shri Jiternder Kumar. Secy. Shri Sanjeev Kumar, Gen. Secy.
23	<b>Dera Bassi Industrial Association</b>	Shri S.L. Seltue Shri A.S. Kalsi Shri Manoj Talwar Shri Raj Singh Shri Sanjay
24	<b>Mohali Industries Association</b>	Shri S.S. Sandhu, President Shri S.K. Soi, Labour Consultant Shri V.S. Aulakh, Executive Member Shri Gajinder Singh, Office Secy. Shri R.S. Sachdeva, Ex. President Shri S.S. Lehal, Executive Member Shri Gurmeet Singh Shri R. Sachdev
25	<b>Godrej Appliances Limited, Mohali</b>	Shri Awdhesh Krishna, Gen. Manager Shri Asit Baran Das, Senior Manager Shri S.K. Agarwal, Senior Manager
26	<b>Textile Manufacturers Association</b>	Shri H.S. Mabohri, (TMA) Shri T.C. Khanna, Shri N.R. Kaushal
27	<b>PHD Chamber of Commerce</b>	Shri Satish Bagrodia, Chairman (Himachal) Shri Vikram Sehgal, Chairman (Chandigarh) Shri Amarjeet Goyal, Chairman (Punjab) Shri Rajiv Bali, Co-Chairman Shri R.S. Sachdeva, Co-Chairman Shri Beant Singh Shri P.K. Sharma Shri H.S. Malik
28	<b>Handtools Exporters Association &amp; Focal Point Industrial Association, Jalandhar</b>	Shri Sukhdev Raj Shri Ashwani Kumar Shri Mohan Singh Shri R.K. Gandhi Shri Kewal Chowdhary

**CHANDIGARH (PUNJAB) 09.04.2001-10.04.2001**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
29	<b>Laghu Udyog Bharati</b>	Shri Ashwani Kapoor, Gen. Secy.
30	<b>Brick Klin Owners Association</b>	Shri Kuldeep Singh Shri Sahibjit Singh Sandhu, President Shri Kuldip Kumar Khanduja, Vice President Shri Vivek Vahi, Shri Jagdeep Sukhiya
31	<b>Apex Chamber of Commerce &amp; Industries</b>	Shri P.D. Sharma, President Shri S.M.S. Bhogal Shri Rajesh Ahuja, President Shri G.P.S. Sehmbi, Secy.
32	<b>Conferederation of Indian Industry</b>	Shri K. Sachdev, President & CEO Shri Y. Saboo, Managing Director Shri D.L. Sharma, Executive Director Shri Raj Singh, Sr. Manager Shri Jorawar Singh, HR Chief Ms. Madhu Pillai, Deputy Director
33	<b>Patiala Chamber of Industries</b>	Shri N.S. Khurana, President Shri Y.P. Kapur Shri Anil Agarwal Shri Dinesh Gupta
34	<b>ESI</b>	Dr. T.C. Mehta, Director Shri S.K. Sharma, D.C.
35	<b>Ranbaxy Labs Limited</b>	Dr. Naresh Kumar, Vice President Shri V.N. Das, Director Dr. S.K. Sharma, Professor Shri Ashok Huria, Hony. Secy.
36	<b>State Government Officials</b>	Shri B.C. Gupta, Secy. Labour & Employment Justice Iqbal Singh, P.O. Industrial Tribunal Shri Inder Singh, Addl. Distt. & Session Judge Shri S.K. Agarwal, Addl. Distt. & Session Judge Shri Hardyal Singh, Addl. Labour Commissioner Shri L.D. Sharma, DLC Shri B. Sarkar, Special Secy. Labour & employment Shri Inderjit Singh, ALC Shri R.P. Bangar, LCO Shri S.S. Bains, ALC Shri G.S. Walia, ALC Shri Darshan Singh, LCO Shri Ram Lubhaya, LCO Shri Harish Nayyar, ALC Shri SS Bandi, ALC Shri Nirmal Singh, LCO Shri Faqir Chand, LCO

**CHANDIGARH (PUNJAB) 09.04.2001-10.04.2001**

S.No	Name of the Organisation	Name of the Participants with Designation
	<b>State Government Officials</b>	Shri H.R. Badru, ALC Shri Jacob Partap, LCO Shri C.S. Bhatia, LCO Shri P.K. Jain, LIT Shri Sanjeev Kumar, Executive Officer Shri Jaspal Singh
<b>HARYANA 11.04.2001-12.04.2001</b>		
1	<b>BMS</b>	Shri Ram Lal Sharma, President Shri Jung Bahadur, Gen. Secy. Shri Pawan Kumar, Secry. Shri Ved Prakash Saini, Secry. Shri Nandoo Yadav, Finance Secretary Shri Karan Singh, Vice President Shri Sohan Lal Gupta, Executive Member Shri Bachan Singh Malik, Vice President Shri Prem Chand Saini, Ex. Member
2	<b>HMS</b>	Shri R.D. Yadav, Secretary Shri Narainder Bhasin, Gen. Secy. Shri Ram Karan, Vice President Shri Ramdhir Singh, Vice President
3	<b>INTUC</b>	Shri K.L. Sharma, Gen. Secy. Shri Vasudev Sharma, Org. Secy. Shri Mamraj Singh, Committee Member Shri Brij Bhusan, Committee Member Shri Vir Bhan Gupta, Gen. Secy. Shri R.P. Verma, Working President
4	<b>Kissan Khetihar Mazdoor Union, Panipat</b>	Shri Inder Singh, President Shri R.S. Ahlawat
5	<b>Yamuna Nagar Chambers of Commerce &amp; Industry</b>	Shri Satish Saluja Shri Kamal Gupta Shri Vikram Kumar
6	<b>Firadabad Small Scale Industries</b>	Shri Rajiv Chawal, Gen. Secy.
7	<b>PHD Chamber of Commerce and Industries, Chandigarh</b>	Shri P.K. Jain, Chairman Shri P.K. Sharma, Labour Advisor Shri Beant Singh Shri O.P. Malik Shri O.P. Thabliyal
8	<b>Gurgaon Industries Association</b>	Shri M.N. Ajaya Kumar, Executive Secy. Shri R.C. Bhatia, Asstt. Manager
9	<b>United Trade Union Congress, Sonapat</b>	Shri Hari Parkar
10	<b>Gurgaon Chambers of Commerce and Industries</b>	Shri Sunil Sabarwal, President Shri G.C. Walesha, Ex. Member

**HARYANA 11.04.2001-12.04.2001**

S.No	Name of the Organisation	Name of the Participants with Designation
11	Whirlpool India Ltd. Faridabad, M/s Laxmi Precisian Ltd. Rohtak & Personnel Manger's Association, Faridabad	Shri R.P. Prasad, Director Shri J.L. Gupta, Vice President Shri A.K. Saladhar, Gen. Manager
12	Laghu Udyog Bharti, Faridabad	Shri Deepak Jain Shri Sudheer Chandar
13	Harayana Chamebr of Commerce and Industry, Kurukshetra	Shri S.P. Gupta, Head Shri C.B. Goel Shri Bhusan Goel Shri Bharat Bhusan, President Shri Manmohan Singhal, President
14	State Officers, Labour Department, Haryana	Shri K.G. Verma, Secy. and Commissioner Shri H.S. Mandiwal, JLC Smt. Shakuntala Jakhu, LC Shri S.M. Madan, Addl. Director Shri K.S. Sheoran, Dy. Director Smt. Manorama Rana, DLC Shri Anupam Malik, DLC Shri Azad Singh, DLC Shri S.S. Sharma, Editor Shri Mastan Singh Rana, LO Shri R.K. Saini, Statistical Officer

**CHANDIGARH (UT) 11.04.2001-12.04.2001**

1	INTUC – Chandigarh	Shri Ram Pal Sharma, President Shri Satpal Sharma, Senior Vice President Shri M.L. Narang, Gen. Secy. Shri Janak Raj, Gen. Secy. Shri Harjinder Singh, Vice President
2	BMS, Chandigarh	Shri Subhash Talwar, Gen. Secy. Shri J.L. Bajan, President Shri M.R. Thakur, Office Secy.
3	HMS, Chandigarh	Shri A.D. Nagpal, National Secy. Shri V.P. Vadhera, Gen. Secy. Shri Kamlesh Chander, Ex. Member Shri R.D. Bansal, EX. Member
4	Organisations of Employers of Service Industry – Chandigarh	Shri Rajeev Kumar, Office Secy. Shri Manmohan
5	Individuals	Dr. B.B. Tandon, Professor, Punjab University Dr. P.S. Jaiswal, Professor – Law Manjit Singh, Reader – Sociology Ms. Sangita Bhalla, Lecturer – Law Shri D.P. Sharma, Labour Law Advisor

**CHANDIGARH (UT) 11.04.2001-12.04.2001**

S.No	Name of the Organisation	Name of the Participants with Designation
6	Kamla Dial & Devices Ltd. M/s Groz Beckert Asia Ltd.	Shri Sanjay Sagar, Asst. Manager M.S. Dhaliwal, Gen. Manger
7	Industries Association of Chandigarh	Shri S.C. Kohli, President
8	Chamber of Chandigarh Industries	Shri Ravinder Kumar
9	Federation of Small Scale Industries	Shri Yashpal, President

**BHOPAL (MADHYA PRADESH) 23.04.2001-24.04.2001**

1	INTUC, Bhopal	Shri Tara Singhvijay, President Shri R D Tripathi, Gen Secretary Shri S S Yadav, SEC
2	HMS	Shri Ahmed Samil, Sr Superintendent Shri Mansingh, Secretary
3	Tata International, Ltd, Devas	Shri D K Srivastava, Dy G M ,HRD
4	Anant Spinning Mills, Mandideep	Shri D R Badhwar, V President Shri R. Tiwari, Sr Manager
5	M P Daily Wage Workers Mahasangh, Bhopal	Shri D R Kaushik Shri V P Kulkarni Shri A P Singh
6	M P Vidyut Karamchari Sangh Federation, Jabalpur	Shri D P Pathak, Gen Secretary Shri S P Mishra Shri B D Gautam, Gen Secretary
7	M P Angadwadi Karyakanta Sangh, South T T Nager, Bhopal	Ms Asha Mandlik
8	Industrial Health & Safety, Indore	Shri S. D. Verma, Director
9	SEWA, Indore	Ms. Sikha Joshi, Programme Head
10	Federation of Chamber of Commerce & Industry	Shri B. C. Palundolkar, Lab. Consultant Shir Pratap Verma, Shri S. C. Bhangana, V. President
11	Reymond Ltd. Chindwara	Shri S. S. Maitra, G.M Shri M. S. Katwa, Manager
12	Individual	Shri G. K. Chibber, Advocate
13	M. P. Textiles Mills Association, Indore	Shri Mahendra S. Tyagi, Dy. Chairman Shri V. S. Choudhury
14	P. S. Small Scale Industry Association, Bhopal	Shri R. Swaminathan, V. President, Shri S. C. Bhargava, Patron
15	Audyogi Sangathan, Indore	Shri Gautam Kolahari, President
16	M. P. Beedi Udyog Sangh, Sagar	Shri D. K. Shah, Gen Manager, Shri Virendra Jain, Secretary Shri Hiralal Jain
17	Laghu Udyog Bharati, Bhopal	Shri Jitendra Gupta, Secretary Dr. Ajoy Narang, Vice President Shri Ram Bansal, President Shri Sudhir Datey, Member

**BHOPAL (MADHYA PRADESH) 23.04.2001-24.04.2001**

S.No	Name of the Organisation	Name of the Participants with Designation
18	BHEL, Bhopal	Shri V. K. Kapoor, ALM Shri K. K. Nair, Sr. Manager Shri G. P. Pathak, Sr. DGM
19	Labour Welfare Board	Shri R. G. Pandey, WC
20	Welfare & Cess Commissioner	Shri A. K. Pradeep, Wel. Administrator
21	ESIC, Indore	Shri K. Mishra, Regional Director
22	EPFO, Bhopal	Shri V. Balakrishan, RPFC Shri M. Agnihotri, APFC Shri Govind Sharma, EO
23	BHEL Theka Karmachari Sanjukta Morcha, Bhopal	Shri Bara Lal Ahirwar Shri Vinod Bhaghela Shri Sanjay Sharma, Shri Suresh Verma Shri Pratap Ram Arya
24	M. P. Forest Department	Shri V. R. Khara, MD Shri Ramesh Dave, ED Shri R. S. Negi, CCTF Shri Anil Oberai, CCD
25	Commerce & Industry Dept.	Shri A. N. Tiwari

**RAIPUR (CHATTISGARH) 26.04.2001- 27.04.2001**

1	AITUC,Raipur	Shri N Khobragade,President Shri R L Shrustht,Secretary
2	CITU, Bhillai	ShriKamal Rai,Gen Secretary
3	HMS, Bhillai	Shri H S Mishra Shri R K Yadav Shri Ramakant Yadav
4	BMS Bhillai	Shri Narayan Tiwari,President Shri Y C Sharma,Gen Secretary Shri N S Nair,V President Shri R S Srivastava,President Shri A Gautam,V President Shri A Dewangan,Org. Secretary Shri V Chandraker,Gen Secretary
5	INTUC, Chatisgarh	Shri K N Trivedi,President Shri R C Arya,President Shri R. Dutta Shri R L Yadav Shri B Khanuja Shri R Sharma Shri H Patil
6	Samta PartyRajnandgaon	Shri J P L Francis Shri V K Shukla,President

**RAIPUR (CHATTISGARH) 26.04.2001- 27.04.2001**

S.No	Name of the Organisation	Name of the Participants with Designation
	Samta PartyRajnandgaon	Shri R S Verma,Gen Secretary Shri R B Verma,Org Secretary Shri S Yadav,Secretary Smt Kanchan Singh,President
7	Raipur Cinema Operator Karamchari Sangh	Shri Vilas Sudershan Shri Arun Dubey
8	Bharat Aluminum Mazdoor Sangh, Korba	Shri B Singh,Gen Secretary Shri V K Sharma,Secretary Shri K V S Y Rao,Treasurer Shri P S Skhri,Secretary
9	Chattisgarh Mahila Seva Sadan, Bhillai	Shri Nusrat Rizvi Smt Usha Prasad,Ex Member
10	Individual	Shri A K Vaishnava
11	D M C Co Ltd,Kumhari	Shri S V Sachdev,Works Manager Shri P K Panda,Manager
12	UNI WORTH Ltd,Urla	S Majumdar,DGM
13	Chemical Employees Union	Shri P N Misra
14	Jindal Steel & Power Ltd, Raipur	Shri M Lakhota,DGM Shri V R Pandey,Manager
15	Chattisgarh Mukti Morcha	Shri Anup Singh
16	Electricity Board Employees Union,Raipur	Shri N P Mishra Shri M A Iqbal
17	M P Womens Wing INTUC	Ms N B Soloman.Gen Secretary
18	Chattisgarh Vidyut Karamchari Janta Union,Raipur	Shri J Hardas Shri R K Pandey Shri Premshankarji
19	Bal Shramik Karamchari Sangh	Shri Papa Rao Shri AK Singh Shri Gulab Chand Shah Shri G Verma
20	Bhillai Engineering Corporation Ltd	Shri G K Singh,Asst Manager Shri R Thomas,Executive
21	Bhillai Steel Plant	Shri G Ozha,GM Shri K Patel,Dy GM, Shri G BhattacharyaDy GM
22	URLAIndustriesAssociation,Raipur	Shri G K Agarwal Shri L K Agarwal Shri S N Agarwal
23	Chattisgarh Udyog Mahasangh	Shri Mahesh Kakkar,Gen Secretary Shri P N Khandelwal,Jt Secretary Shri Sunil Arora,Secretary Shri Anil Pateria,Ex Member
24	Grasim Cement Ltd	Shri M M John,Manager

**RAIPUR (CHATTISGARH) 26.04.2001- 27.04.2001**

S.No	Name of the Organisation	Name of the Participants with Designation
25	Individual	Shri S L Gupta, Advocate Shri K S Khanuja, Advocate Shri S N Sadhu, Advocate Shri H N Vyas, Advocate Shri Sameer Tripathi, Advocate Shri P R Pendse, Judge Shri A K Sharma, Judge
26	Ekta Parishad, Raipur	Shri G Bandhopadyay Shri J Bahidar
27	Central Govt Officials	Shri M S Murti Labour Secretary Shri M K Varma Dy Lab Commissioner Shri S Prakash ALC Shri A Tirkey Asst Director Shri V K Kachhap ALC Shri U K Meshram LO Shri S L Janade, ALC Shri S K Fuicsha, ALCr Shri R Kapur, LS

**NEW DELHI 08.05.2001- 09.05.2001**

1	PHD Chamber of Commerce and Industry, New Delhi	Shri P.K. Jain Shri B.L. Sahani Shri Arun Kapur, Vice President Shri Rani Wing, Member Shri P.K. Sharma, Labour Advisor
2	ASSOCHAM, New Delhi	Shri M.K. Garg, Advisor Shri P. Dwarakanath, Director Shri Kamal Mittal, CEO
3	INTUC New Delhi	Shri Mohinder Kumar, Joint Secretary Shri Om Prakash Sharma, V. President Shri A.K. Ahluwalia, Secretary
4	FICCI, New Delhi	Shri B.P. Pant, Dy Secretary
5	HMS, Delhi	Shri R.A. Mittal Shri H.S. Sidhu
6	Municipal Employees Union, New Delhi	Shri Rajiv Agarwal
7	Naraina Industries Association, Industrial Area, New Delhi	Shri M.R. Alagh, President Shri K.S. Bagga, Gen. Secy.
8	Save Our Souls, New Delhi	Shri Rajesh Kargeti, Asst. Director
9	Laghu Udyog Bharati, New Delhi	Shri O.P. Gupta, Gen. Secy. Shri B.C. Malhotra Shri Vijay Malik
10	Mayapuri Industrial Welfare Association, New Delhi	Shri Devinder Singh, Gen. Secy. Shri O.P. Kapoor, President

**NEW DELHI 08.05.2001- 09.05.2001**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
11	<b>Okhla Factories Owners Association, New Delhi</b>	Shri A.K. Sood, President
12	<b>All India Women's Conference, New Delhi</b>	Shri Darshan Lal, Accounts Officer Shri N.K. Agarwal, Estate Manager
13	<b>Anurah Federation of Trade Unions, New Delhi</b>	Shri Ashok Pandey, Secy. Shri Jaswant
14	<b>Consortium of Connaught Place, New Delhi.</b>	Shri Rakesh Jain Shri Rai singh
15	<b>Udyog Nagar Industrial Estate, New Delhi</b>	Shri A.S. Kohli
16	<b>Wazirpur Udyog Sangh, New Delhi</b>	Shri Amar Nath Gupta, President Shri Chandra P. Nangia, Ex. Member
17	<b>Vyapar Mandal, Karol Bagh, New Delhi</b>	Shri Ram Lal, President Shri Satinder Singh, Gen. Secy.
18	<b>All India Garment Exporters, Common Course Guild</b>	Shri Chand K. Anand, President
19	<b>Patparganj F.I.E. Entrepreneurs</b>	Shri V.N. Sharma, Gen. Secy. Shri C.M. Aggarawal, Ex. Member
20	<b>Hotel Restaurant &amp; Club's Employers Association</b>	Shri G.M. Saini, President
21	<b>Garments Exporters Association</b>	Shri Satish Lakhina, Vice President Shri T.P.S. Mamik, Member Shri Sudhir Kharabamda, Gen. Secy. Shri Surinder Anand, Ex. Secy.
22	<b>Jhil Mil Small Industrial Association</b>	Shri Kamal Gupat, President Shri Harbajan Singh, Vice President Shri D.K. Sharma, Secy.
23	<b>Labour Law Association</b>	Shri Alok Bhasin, Former President
24	<b>Lawyers Chambers</b>	Shri Raj Birbal, Senior Advocate
25	<b>Employees State Insurance Corporation</b>	Shri T.R. Gautam, Regional Director Shri S.K. Sinha, Deputy Director Shri M. Chakravarti, Deputy Director
26	<b>Delhi Commission for Women</b>	Shri Reny Jacob, Member
27	<b>Labour Department</b>	Shri Z.U. Siddiqui, Joint Labour Commissioner Shri K.R. Sahney, Dy. Labour Commissioner Shri C.M. Bhasin, Chief Inspector

**JAMMU & SRINAGAR (JAMMU & KASHMIR) 03.07.2001-06.07.2001**

1	<b>ITI Employees Union, Srinagar, J&amp;K</b>	Shri Nisar Ahmed Banday, Secy Shri Haji G N Dar, President
2	<b>HMT Employees Union, J &amp; K</b>	Shri R.K. Bhat, Secretary Shri Bashir Muntazir, Joint Secretary
3	<b>Coordination Committee of Trade Unions</b>	Shri Ali Mohd Mir, Gen Secretary Shri M.A Meer Shri M Y Bhat Shri Gh Hassa Dar Shri Mohd Muqbul

**JAMMU & SRINAGAR (JAMMU & KASHMIR) 03.07.2001-06.07.2001**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
4	<b>State Central Labour Union, J &amp; K</b>	Shri Nisser Ahmed Shri Abdul Rashid Parsey, President, Shri Gh Ahmed Malik, Chairman Shri Gh Hassan Peer, General Secretary Shri Gh Rasid Hujar, Secretary
5	<b>State Central Labour Union, J &amp; K</b>	Shri Masood Audrabi, President Shri GM Shaha, Chief Organiser Shri GA Gujre, Pub. Secretary Shri Mohd Ayoub, Vice President
6	<b>All J &amp; K Public Sector Employees &amp; Workers Federation J.K. SRTC Employees Coord. Committee</b>	Shri Gh Nabi Bhat, Chairman Shri Ab Rashid Mir, President Shri Nissar Ahmed Andrabi, Gen. Secy. Shri Ab Rashid Regu, Gen. Secy Shri Ab Rahim Organiser Shri Dileswar Mir, Advisor Shri Mohd Lateef, Sr. Vice President Shri Mohd Armin, Secy. Shri Ah Majid, Advisor
7	<b>All India J &amp; K Bank Employees Federation, Srinagar</b>	Shri Riyaz Ahmed Bhat, Gen. Secy. Shri Riyaz Ahmed Wani, Member Shri Abid Hussain, Member Shri Tariq Parvez, Member
8	<b>Bank of India Employees Association, Srinagar</b>	Shri A.H. Mir, Clerk-Cashier Shri A.R. Bhatt, Head Cashier
9	<b>JK Tourism Development Corp. Srinagar, M/S JK Industries, Srinagar JK Industries and Commerce Deptt. Srinagar</b>	Shri Tanveer Trehan, Managing Director Shri R.A. Quadrim Managing Director Shri Saleem Beg, Director Shri Pratap
10	<b>Kashmir Hotels &amp; Restaurant Owners Federation, Srinagar</b>	Shri M. Afzal Parray, Convenor Shri Manzur Ahmed, Member
11	<b>Kashmir Chamber of Commerce &amp; Industry, Srinagar</b>	Shri G.M. Dug, President, Shri Muzaffar Khan, Sr. Vice President Shri Mushtaq Ahmed Wani, Executive Member Shri Latif Ahmed Bhatt, Secretary General
12	<b>JK Project Construction Corp. Srinagar</b>	Shri M.L. Kachroo, Gen. Manager Shri Nissar Ahmed Bhatt, Legal Assistant
13	<b>Federation Chamber of Industries, Kashmir</b>	Shri Jan Mohd. Kakroo, President Shri M.Y. Tichoo, Vice President Shri T.A Vaida, Secretary General Shri Syed Fazal Elahi, P.Sectt. Shri J.a. Bhat, Treasurer
14	<b>Dept. of Law, University of Kashmir, Srinagar Labour Law Practitioner</b>	Dr. G.Q. Mir, Reader, Shri M. Saraf, Retired Dy. Labour Commissioner

**JAMMU**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
15	<b>Baramullah, Kashmir'O/O Labour Commissioner, Kashmir JK Labour Department, Srinagar</b>	Shri G.H. Kinah, Ex Dy. Labour Commissioner Shri P.L. Raina, Convener/Secretary Shri S. Yasim Shah, Labour Commissioner Shri K.B. Magotra, Dy. Labour Commissioner
16	<b>Kashmir Hotel &amp; Restaurant Association, J&amp;K</b>	Shri Siraj Ahmed Secretary General
1	<b>Doda, Jammu</b>	Shri Syed Hanif Hasmi, Advocate
2	<b>SAWERA, Jammu</b>	Dr. R.R. Khajuria, President
3	<b>Paryavaran Sanstha, Jammu</b>	Major General, G.S. Jamwal, MLC
4	<b>Dept. of MBA, University of Jammu, Jammu</b>	Shri J R Dhotra, Professor
5	<b>National Front of Indian Trade Union, Jammu</b>	Shri Pares Ram Porudhi, President Shri Sulab Chand, Gen. Secretary Shri Jaruail Khokar, V. President Shri Bansilal Sodhi, V. President Shri Aruna Hussain
6	<b>Industrial Estate Workers Union, Jammu</b>	Shri Ganshyam Sharma, President Shri Nirdosh Uppal, Gen. Secretary Ms. Varsa Suri (Women Wing) Ms. Puja Naghlo (Women Wing)
7	<b>Bhartiya Mazdoor Sangh, Jammu</b>	Shri L R Singh, Executive Member Shri Vijay Chandel, State President Shri N K Gupta, Gen. Secretary Shri Harbas Choudary, Secretary
8	<b>State Central Labour Union, (R.K. Sharma Group), Jammu</b>	Shri R.K. Sharma State General Secretary
9	<b>State Central Labour Union, (Madan Shirma Group), Jammu</b>	Shri M.S. Saleshri Shri Shanti Swaroop Shri Kuldip Raj Shri Digvijay Singh Shri Ashok Kumar Shri Kuldip Kumar Shri Vijay Singh Shri S. Chander Shri Swami Singh Shri K.C. Sharma
10	<b>HMT Employee Union, Jammu</b>	Shri Kiran Kumar Zadav, Gen. Secretary Shri T.K. Durani, President
11	<b>Bari Brahmana Industry Employers Association</b>	Shri B. M. Sharma, President
12	<b>Management Chenab Textiles Mills, Jammu</b>	Shri K.C. Sharma, Vice President
13	<b>Associations of Small Scale Industries</b>	Shri A.K. Wadhera, President Shri Ganesh Kaul, Vice President Shri B.B. Talwar, Gen. Secretary Shri Bansilal Gupta, Vice President Shri R.P. Sethi, Executive Member

**SHIMLA (HIMACHAL PRADESH) 19.07.2001- 20.07.2001**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
14	<b>Chamber of Commerce &amp; Industries</b>	Shri Ram Sahai, President Shri Rajendir Matial, Secretary General Shri Pawan Gulati, Vice President
1	<b>Department of Labour, Government of Himachal Pradesh Shimla.</b>	Smt. Rajendra Bhattacharya, Sec., Labour Shri J. P. Singh, Commissioner cum Director, Shri M. Thomas, Dy. Director, Shri B. D. Sharma, Asst. Director, Shri A. K. Sood, Asst. Director, Shri S. C. Awasthi, Jt. Labour Commissioner, Shri R. K. Sandhu, Dy. Labour Commissioner, Shri Ranbir Sipahiya, Conciliation Officer, Shri P. D. Sharma, Labour Inspector cum Conciliation Officer, Shri D. K. Manta, Employment Market Information Officer,
2	<b>Forest Department, Government of Himachal Pradesh</b>	Shri S. K. Pandey, President, Shri D. S. Mohantan,
3	<b>PWD, Government of Himachal Pradesh</b>	Shri D. C. Dopu, S.E . Shri T. C. Kanithla,
4	<b>Director of health Services, Govt. of Himachal Pradesh</b>	Dr. Rattan Chand, OSD, Dr. Sarla Mohan, Sr. Medical Officer
5	<b>H.P. State Electricity Board, Govt. of Himachal Pradesh</b>	Shri Ramesh Chouhan, Law Officer
6	<b>M/S Ambuja Cement</b>	Shri Deepak Shukla, Dy. Manager
7	<b>NHPC, Kullu, H.P</b>	Shri Upendra Rai, Chief (P & A)
8	<b>Nathpa Jhakri Power Corpn. Shimla, Himachal Pradesh</b>	Shri P. S. R. Murthy, Secretary, Shri S. K. Biswas, Sr. Manager
9	<b>Vardhaman Spining Mills, Buddi, Himachal Pradesh</b>	Shri Aswini Sharma, Sr. Manager, Shri Dinesh Sharma, Manager
10	<b>M/S ACC, Barmana, H.P.</b>	Shri Arun Mahajan, Sr. Manager
11	<b>All India Trade Union Congress, Himachal Pradesh</b>	Shri Jagadish Bhawardaj, President Shri Rshan Lal Dogra, General Secretary,
12	<b>I.N.T.U.C, Himachal Pradesh</b>	Shri Kanta Sood, President, Shri Shyam Lal Gupta, Vice President, Shri Waryam S. Bains, General Secretary, Shri O. P. Sood, General Secretary,
13	<b>B.M.S, Himachal Pradesh</b>	Shri Ashok Purohit, President, Shri Surender Thakur, General Secretary, Shri Gopal Zulka, Finance Secretary
14	<b>PHD Chamber of Commerce &amp; Industry, Shimla, H.P.</b>	Shri Satish Bagrodia, Chairman, Shri Umesh Akre, Secretary, Shri O.P. Laul, Shri P. K. Sharma, Adviser,
15	<b>M/s Ambuja Cement Karmachari Sangh, Himachal Pradesh</b>	Shri Rajesh Kr. Thakur, Vice President, Shri Babu Ram Kaushal, General Secretary, Shri Avtar Singh Thakur, Secretary,

**SHIMLA (HIMACHAL PRADESH) 19.07.2001- 20.07.2001**

<b>S.No</b>	<b>Name of the Organisation</b>	<b>Name of the Participants with Designation</b>
16	Tea & Plantation Association, Himachal Pradesh	Shri J. L. Bhutani, Ex. President, Shri Balwant Singh, Vice President, Shri Asheesh, Member
17	Hotel & Restaurant Association, Himachal Pradesh	Shri Mohinder Seth, President, Shri Harnam Kukreja, Vice President, Shri Surinder Singh, Shri Gopal Aggarwal, Shri Gian Kukreja, Shri O.P. Sharma, Legal Adviser, Captain Alok Sharma, Vice Chairman, Shri Rakesh Bansal, Member, Shri Rajeev Singh, Dy. Director
18	Confederation of Indian Industry, Northern Zone, Chandigarh	Shri K. C. Rajput, President, Shri S. S. Bharmoria, President, Shri M. P. Sharma Vice President, Shri Arun Rawat, General Secretary Shri Ramakant Sharma, Member
19	Laghu Udyog Bharati, Baddi, Himachal Pradesh	Shri A. G. Maurya, Regional Director Shri Ravindra Pushpad, R.L.C (C) Shri Rajesh Bansal, RPFC Shri K. S. Dhaliwal, Dy. Director, Shri R. C. Lau, Asst. Director Dr. Rattan Chand, OSD Dr. Sarla Mohan, SMO
20	Bar Council, Himachal Pradesh	
21	Central Board of Workers Education, Parwanoo, H.P.	
22	R.L.C. (C), Chandigarh	
23	R.P.F.C , Shimla, Himachal Pradesh	
24	ESIC, Shimla, Himachal Pradesh	

**COMMISSION'S VISITS ABROAD**

**Malaysia 11-01-2002 to 12-02-2002**

**China 14-01-2002 to 18-01-2002**

**Annexure - VII****List of Liaison Officers appointed by the States/Union Territories to coordinate the visits of National Commission on Labour**

Maharashtra (Mumbai)	03.07.2000-07.07.2000	Shri M.K. Ambole, Dy. Labour Commissioner
Gujarat (Ahmedabad)	01.08.2000-03.08.2000	Shri A.K. Bhasin, Dy. Labour Commissioner
Tamil Nadu (Chennai)	17.08.2000-19.08.2000	Shri P.A. Ramiah, Labour Commissioner
West Bengal (Kolkatta)	14.09.2000-16.09.2000	Shri M.L. Gayen, Addl. Labour Commissioner
Andhra Pradesh (Hyderabad)	12.10.2000-14.10.2000	Shri M. Reddy, Addl. Labour Commissioner
Karnataka (Bangalore)	27.11.2000-29.11.2000	Shri M. Shastri, Jt. Labour Commissioner
Kerala (Thiruvananthapuram)	06.12.2000-08.12.2000	Shri C.U. Mony, Jt. Labour Commissioner
Orrisa (Bhubaneswar)	18.12.2000-19.12.2000	Shri B.C. Das, Labour Commissioner
Rajasthan (Jaipur)	22.01.2001-24.01.2001	Shri N. Singh, Jt. Labour Commissioner
Assam (Guwahati)	17.02.2001-20.02.2001	Shri Bipul Sharma, Dy. Secy. Lab. & Emp.Dept.
Arunachal Pradesh	17.02.2001-20.02.2001	Dr. S.P. Bhardwaj, Asstt. Labour Commissioner
Tripura	17.02.2001-20.02.2001	Shri A.K. Das, Labour Officer
Mizoram	17.02.2001-20.02.2001	Shri Pu Vanhmingthanga, Dist. Empl. Officer
Meghalaya (Shillong)	21.02.2001-23.02.2001	Shri A.K. Roy, Labour Secy.-cum-Commissioner
Andaman & Nicobar Islands (Port Blair)	26.02.2001-27.02.2001	Shri Avtar Singh, Asst. Labour Commissioner
Goa (Panaji)	05.03.2001-06.03.2001	Shri S.A. Deshprabhu, Dy. Labour Commissioner
Uttar Pradesh (Lucknow)	12.03.2001-14.03.2001	Shri R. Ganesh, Dy. Labour Commissioner
Uttaranchal (Dehradun)	15.03.2001-16.03.2001	Shri J.S. Vist, Dy. Labour Commissioner
Bihar (Patna)	23.03.02001-24.03.2001	Shri Ram Deo Rajak, Jt. Labour Commissionier
Jharkhand (Ranchi)	26.03.2001-27.03.2001	Shri R.K. Chaudhary, Addl. Labour Commissioner
Punjab (Chandigarh)	09.04.2001-10.04.2001	Shri L.D. Sharma, Dy. Labour Commissioner
Haryana (Chandigarh)	11.04.2001-12.04.2001	Shri Hoshiar Singh, Jt. Labour Commissioner
Chandigarh (U.T.)	11.04.2001-12.04.2001	Shri S.S. Chauhan, Asst. Labour Commissioner
Madhya Pradesh (Bhopal)	23.04.2001-24.04.2001	Shri L.P. Pathak, Asst. Labour Commissioner
Chattisgarh (Raipur)	26.04.2001-27.04.2001	Shri H. R. Dwivedi, Dy. Labour Commissioner
New Delhi	08.05.2001-09.05.2001	Shri Z.U. Siddiqui, Jt. Labour Commissioner
Jammu & Kashmir	03.07.2001-04.07.2001	Shri Sayed Yasin Shah, Labour Commissioner
Shrinagar, Jammu	05.07.2001-06.07.2001	Shri Sayed Yasin Shah, Labour Commissioner
Himachal Pradesh (Shimla)	19.07.2001-20.07.2001	Shri S.C. Awasthi, Jt. Labour Commissioner

## Annexure - VIII

### List of Meetings convened by the National Commission on Labour and Persons/ Organisations who gave evidence

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#### 15.11.2000

##### ORGANISATION OF CHIEF LABOUR COMMISSIONER (C) (CENTRAL INDUSTRIAL RELATIONS MACHINERY)

1. Shri Subhash Sharma, CLC(C), New Delhi.
2. Shri S.K.Mukhopadhyay, Jt. CLC(C)
3. Shri G.R. Majhi, Dy. CLC, New Delhi
4. Shri B.K. Bhise, Dy. CLC, New Dehi
5. Shri V.K. Taneja, Dy. CLC, New Delhi
6. Shri B.S. Sanwaria, Director (Trg.), CLC New Delhi
7. Shri S. S. Mundra, RLC, Ahmedabad
8. Shri Vishwanath, RLC, Chandigarh
9. Shri R.L. Damor, RLC, Ajmer
10. Shri B.R.S. Reddy, RLC, Chennai
11. Shri T.P. Ojha, RLC, Guwahati
12. Shri B.S. Duggal, RLC, Kanpur
13. Shri Anil Kappor, RLC, Delhi
14. Shri A.N. Mehrotra, RLC, Dhanbad

#### 16.11.2000

##### STATE GOVERNMENT AUTHORITIES

1. Director of Factories, Andhra Pradesh
2. Jt. Labour Commissioner, Haryana
3. Labour Commissioner & Chief Inspector of Factories, Orissa
4. Labour Commissioner, Andaman & Nicobar,
5. Labour Commissioner, Arunachal Pradesh
6. Labour Commissioner & Chief Inspector of Factories, Daman & Diu.
7. Secretary, labour, Sikkim
8. Labour Commissioner, Assam
9. Jt. Labour Commissioner & Chief Inspector of Factories, Rajasthan
10. Jt. Labour Commissioner & Chief Inspector of Factories, West Bengal
11. LC, Dy. LC & Dir. Factory, U.P.
12. Secretary Labour, Lakshwadeep
13. Resident Commissioner, Manipur

#### 17.11.2000

##### STATE GOVERNMENT AUTHORITIES

1. LC & Jt LL, Himachal Pradesh
2. Dy. LC & Jt. Dir. of Factories, Punjab
3. Addl. Labour Commissioner, MP
4. LC & CIF, Tamil Nadu
5. LC&CIF, Dadar, Nagar Haveli
6. Addl. LC, Chandigarh

**17.11.2000**

**STATE GOVERNMENT AUTHORITIES**

7. Comm. Cum CIF, Pondichery
8. Jt. Labour Comm., Nagaland
9. Secretary, Labour, Tripura
10. Labour Commissioner, Karnataka

**21.03.2001**

**NATIONAL TEXTILE CORPORATION**

1. Shri K.M. Chadha, CMD, New Delhi
2. Shri A.K. Bhattacharya, Director(Fin.)New Delhi
3. Shri R.P. Yadav, CMD, UP & Gujarat
4. Shri P. Sarauanan, CMD, Tamil Nadu
5. Shri K. Ray, CMD, Madhya Pradesh
6. Shri B. Mahapatra, CMD, West Bengal
7. Shri B.D. Joshi, New Delhi
8. Shri S.D. H. Kazmi, Kanpur
9. Smt. Prabha Seth, New Delhi
10. Shri N.S. Mathur, CMD, Maharashtra
11. Shri D. R. Mehta, CMD, Maharashtra
12. Shri R.K. Sharma, New Delhi
13. Shri N.S. Gopal, Director (Fin.) A.P. & Karnataka
14. Shri N.K. Aggarwal, Chief General Manager, Gujarat
15. Shri T.V. K. Raman, General Manager (R&D) N. Delhi

**UNIONS**

1. Shri S.S. Yadav, Secretary, INTUC, MP
2. Shri G.B. Gawade, Office Secretary, RMMS, Mumbai
3. Shri C.T. Sawaw, Office Secretary, RMMS, Mumbai
4. Shri R.D.Hulavele, Gen. Secretary, RMMS, Mumbai
5. Shri A.D. Nagpal, Secretary, HMS, New Delhi
6. Shri Ram Kishore Tripathi, Secretary, HMS, UP
7. Shri Annada Sharma, Vice President, HMS, UP
8. Shri N.M. Bnanot, President, NLO, Ahmedabad
9. Shri R. D. Patel, Secraetary, TLA, Ahmedabad

**10-11.5.2001**

**DIRECTOR GENERAL OF MINES SAFETY**

1. Shri A.K. Rudra, DGMS, Dhanbad
2. Shri M. Satyamurty, Deputy Director General, Ghaziabad

**DIRECTOR GENERAL OF FACTORY ADVICE SERVICE AND LABOUR INSTITUTE, MUMBAI**

1. Shri S.K. Saxena, Director General
2. Shri S.C. Gupta, Dy. Director General
3. Shri V.B. Sant, Dy. Director General, (Safety)
4. Shri V.L. Kathana, Director, Safety
5. Shri N.K. Rustagi, Dy. Director, (Staff Training)
6. Shri S.C. Sharma, Assistant Director

**CENTRAL BOARD OF WORKERS' EDUCATION, NAGPUR**

1. Shri V. Parameswaran, Director (Addl. Charge)
2. Shri M.K. Jain, Regional Director
3. Shri J.N. Ghoda, Dy. Director (Admn.)\_

**EMPLOYEES' PROVIDENT FUND ORGANISATION, NEW DELHI**

1. Shri S.K. Ray, FA&CAO
2. Shri S. Viswanathan, RPFC
3. Shri Viswanathan, Addl. CPFC
4. Shri S. Raghuram, RPFC

**EMPLOYEES' STATE INSURANCE CORPORATION, NEW DELHI**

1. Shri V.L. Nagar, Addl. Commissioner
2. Dr. (Smt.) S. Singh, Addl. Commissioner
3. S. Chandrasekharan, Insurance Commissioner
4. Shri. O. Abdul Hameed, Addl. Commissioner

**LABOUR BUREAU, CHANDIGARH**

1. Shri A. S. Ahluwalia, Director
2. Shri Rajan Kumar, Director
3. Shri Daljeet Singh, Jt. Director
4. Shri Bhaskar Mishra, Assistant Director

**03.06.2001 PUNE**

**Interacted with the Members of Labour Law Practitioners Association, Pune.**

**04.06.2001**

**INTERACTED WITH THE FOLLOWING RURAL SECTOR NGOs, PUNE**

1. Shri V.B. Salunke, President, Pani Panchayat Gram Parivarten
2. Kalpa Vriksha
3. Gyan Probodhani
4. Manar Lok
5. Laghu Udyog Bharti, Pune

**05.06.2002**

- Interacted with the office bearers and visited worksites of Hamal Panachayat (Headload Workers Union) organized under the leadership of Dr. Baba Adhav such as Kashtachi Bhakar (labourers Kitchen), Construction of Houses, etc. Visited the offices of the Mathadi Worker Welfare Board.
- Held discussions with office bearers of different unions organised and operating under the leadership of Dr. Baba Adhav such as Hamal Panchayat, Rickshaw Pullar's Union, Rag Pickers Union, etc.

**06.06.02**

- Visited the office of DG: FASLI, Mumbai, held discussions with DG: FASLI and other senior officials and saw the laboratory, the medical facilities for detection of occupational diseases and exhibition established by DG: FASLI.

**23.7.2001**

**RAILWAYS**

**MINISTRY OF RAILWAYS**

1. Shri Suresh Kumar Seth, EDE (IR)
2. Shri B. Mazoomdar, JDE (LL)

**BHARTIYA RAILWAY MAZDOOR SANGH**

1. Shri P.C. Sharma, SWLI
2. Shri L.P. Jayswal, CIT
3. Shri Kali Kumar,
4. Shri I.R. Yadav

**NATIONAL FEDERATION OF INDIAN RAILWAY**

1. Shri M. Raghavaiah, General Secretary
2. Shri Guman Singh, Working President
3. Shri R.P. Bhatnagar, Treasurer
4. Shri N. Sethuraman, Jt. General Secretary

**ALL INDIA RAILWAY FEDERATION**

1. Shri U. Purohit, President
2. Shri J.P. Chobey, General Secretary
3. Shri Rakhal Das Gupta, Assistant General Secretary
4. Shri N. Sunderesan
5. Shri S.G. Mishra

**NAVAL HEADQUARTER, NEW DELHI**

1. Shri V. J. T Mathews, SCSO, DCP
2. Shri B.S. Panar, LWC

**ARMY HEADQUARTER, MINISTRY OF DEFENCE**

1. Shri A.K. Dwivedi, Director, MES
2. Shri S.M.S. Muchhal, SESOICSCC
3. Shri Shiv Omprakesh, SESOICSCC

**ORDNANCE FACTORY BOARD/CELL**

1. Shri Anil Kumar, Director, IR
2. Shri B.D. Kaushik, Staff Officer

**24.7.01**

**MANAGEMENT/TRADE UNIONS OF DEPARTMENT OF POST, POSTAL SERVICE BOARD**

1. Shri S.C. Dutta, Member (Pers)
2. Smt. A. Mohila, Member (Financial Services)
3. Shri Subhash Chander, Director (SR)

**BHARTIYA POSTAL EMPLOYEES FEDERATION**

1. Shri V.S. Yadav, Secy. General
2. Shri M.K. Khamborkar, Genl. Secretary
3. Shri U.P. Bajpayee, General Secretary
4. Shri Santosh Kumar Singh, General Secretary
5. Shri Sohan Ram Yadav, BPCW
6. Shri Narpat Singh Pawar, General Secretary

**FEDERATION OF NATIONAL POSTAL ORGANISATION**

1. Shri G.K. Padmanaban, Secretary General
2. Shri P. S. Babu, General Secretary

**BHARTIYA TELECOM EMPLOYEES FEDERATION**

1. Shri Malikarjun, Secretary General
2. Shri Suresh Kumar, President

**25.7.2001**

**MANAGEMENT/TRADE UNIONS OF PORT TRUSTS**

**SHIPPING AND MANAGEMENT OF INDIAN PORTS ASSOCIATION**

1. Shri Rajiv Sinha, Chairman, Mormugao Port Trusts
2. Shri N.K. Jawa, Director, Ministry of Shipping
3. Shri C. Venkatachalam, Dy. Chairman, M.P.T.
4. Shri S.G. Tahiliani, Secretary, Mumbai Port Trusts

**INDIAN PORTS ASSOCIATION**

1. Shri P. Thukar, Chief Executive

**PORT TRUST KAMGAR SADAN**

1. Shri S.K. Shetye, General Secretary

**VISAKHAPATNAM PORT EMPLOYEES UNION**

1. Shri. D.K. Sarma, Addl General Secretary

**BORDER ROADS ORGANISATION**

1. Brig. B.S. Dhaliwal, DDG(Pers)
2. Shri R.K. Sawhney, Director (Admn.)
3. Shri A.K. Mohapatra, Jt. Director,(T&C)

**CENTRAL PUBLIC WORKS DEPARTMENT, NEW DELHI**

1. Shri A. Madhukaran Reddy, Director (Admn.)

**CENTRAL PUBLIC WORKS DEPARTMENT EMPLOYEES UNION**

1. Shri Vinod Kumar, Dy. General Secretary
2. Shri Inder Singh, Jt Secretary
3. Shri Rajvir Singh, Jt Secretary
4. Shri Bhup Singh, Organising Secretary
5. Shri Ram Swaroop, Treasurer

**CPWD, JUNIOR ENGINEERS ASSOCIATION**

1. Shri D.K Sharma, General Secretary
2. Shri Ajmer Singh, Zonal Secretary

**26.7.2001**

**EXPORT PROMOTION ORGANISATIONS**

**GEM & JEWELLERY EXPORT PROMOTION COUNCIL, NEW DELHI**

1. Shri George Punnose, Regional Officer

**EXPORT PROMOTION COUNCIL, NEW DELHI**

1. Shri Ravi K. Pasi, Chairman
2. Shri R. K. Verma, Dy. Director
3. Shri Navrattan Sambra, Former Chairman

**FEDERATION OF INDIAN EXPORT ORGANISATION, NEW DELHI**

1. Shri K.K. Jain, President
2. Shri V. Pahwa, M.D.
3. Miss Priya Safaya, Joint Director
4. Shri Anand P. Seth, Joint Director

**APPAREL EXPORT PROMOTION COUNCIL, NEW DELHI**

1. Shri Vijay Mathur
2. Shri M.C. Sharma

**27.8.2001**

**MEMBERS OF PARLIAMENT/LEADERS OF POLITICAL PARTIES/EXPERT**

1. Shri R C Khuntia, L.S. Standing Committee Member,
2. Dr. Yashvir Singh, Gen. Secy. Rashtriya Lok Dal

**28.8.01**

1. Dr. Manmohan Singh, L.S. Congress
2. Shri Madhav Rao Scindia, L. S. Congress

**29.8.2001**

1. Shri Kuppusamy, L.S. DMK
2. Shri S. Viduthaliai Virumbi, R.S. DMK
3. Shri Sovandeb Chattopadhyay, MLA, Trinamool Congress
4. Shri Tapan Augusthy, Gen. Secy., INTTUC
5. Shri Santosh Mazumdar, Secy, INTTUC
6. Shri Subir Kumar Bose, Treasurer, INTTUC
7. Shri T.P. Peethambaran Master, Gen. Secy. NCP
8. Shri Girish Awasthi, Secy., BMS
9. Shri P.T. Rao, Dy. Finance Secy. BMS
10. Shri P.J. Soundarajan, Org. Secy. BMS
11. Shri Suresh Kumar, President, BTEU- BMS

**30.8.01**

1. Shri Ali Mohammad Nayak, LS, J&K, NC
2. Dr. Sanjay Paswan, LS, Consultative Committee Member
3. Shri Ram Dev Prasad, Gen. Secy. BASS
4. Shri A Brahnaniah, LS, Standing Committee Member
5. Dr. P. Pulla Rao, Economist

**ASSOCIATION OF PHARMACEUTICAL MANUFACTURES**

1. Dr. Ajit V. Dangi, Director General, Indian Drugs Manufactures Association

**19.11.2001**

**MANAGEMENT OF GENERAL INSURANCE CORPORATION**

1. Shri B.P. Deshmukh, AGM, Mumbai
2. Shri K.V. Pathak, Dy. Manager, Mumbai
3. Shri M.V.V. Challam, Manager GIPSA, Mumbai

**TRADE UNIONS OF GENERAL INSURANCE CORPORATION**

1. Shri S.V. Khanolkar, Gen. Secy, BVKS, New India Unit
2. Shri S.S. Yadav, Working President, BVKS,
3. Shri S.S. Narvekar, Gen. Secy. BVKS, GIC Unit
4. Shri Y.S. Gour, President, BVKS, NIA Unit
5. Shri S. G. Shinde, Treasurer, BVKS
6. Shri J.S. Chauhan, Gen. Secy. BVKS
7. Shri O.P. Rajodia, Gen. Secy. NIA Unit
8. Shri D.D. Balihar, Organizing Secretary, NIA Unit
9. Shri Devaler Kamat, Organizing Secretary, NIA Unit
10. Shri S.K.Gupta, Organizing Secretary, BVKS
11. Shri R.K. Sharma, Organizing Secretary, GIEF
12. Shri Sanjeev Jain, NIA Unit
13. Shri Jetender Singh, Jt. Secretary, AIGIEC
14. Shri Iswar Singh, Working President, GIEC
15. Shri Lalit K. Mahajan, Organising Secretary, GICEU
16. Shri O.P. Gupta, Regional Secy., GICEU
17. Shri V.K. Tandan, Jt. Secretary, National Federation

18. Shri N.P. Upadhayay, Gen. Secy. GIEAIA
19. Shri Umed Singh, Vice President, GIEAIA
20. Shri M.S. Upadhayay, Gen. Secy, GIEAIA
21. Shri G.P. Pansare, GIEAIA
22. Shri K.P. Sharma, Working President, Oriental Insurance
23. Shri J.C. Baghla, Organising Secy. Oriental Insurance

#### **MANAGEMENT OF LIFE INSURANCE CORPORATION OF INDIA**

1. Shri R. Chandrasekharan, Exe. Director (Pers.), Mumbai
2. Shri S. C. Kakkar, R.M (P&IR), New Delhi
3. Shri P.V. Bhaskaran, Regional Manager, New Delhi

#### **20.1.2001**

#### **TRADE UNIONS OF LIFE INSURANCE CORPORATION**

1. Shri Jai Prakash, Jt. Secretary
2. Shri O.P. Dhingra, Vice President
3. Shri B.K. Pandey, President
4. Shri S.S. Jain, Gen. Secretary
5. Shri S.C. Kandwal, Gen. Secretary
6. Shri Prithvi Raj, Jt. Secretary
7. Shri V.K. Sharma, General Secretary

#### **TRADE UNIONS OF BANKS**

1. Shri T. Chakravarti, Gen. Secy. AIBEA, Kolkatta
2. Shri S.D. Dhopeswarkar, President, AIBEA, Mumbai
3. Shri C. H. Venkatachalam, Secretary, AIBEA, Chennai
4. Shri Y.Taraknath, Gen. Secy. , NCBE, Hyderabad
5. Shri L. Balasubramanian, President, NCBE, Chennai
6. Shri P. K. Patnaik, Vice President, NCBE, Bhubanehwar
7. Shri V.K. Gupta, Jt. Secretary, NCBE, New Delhi
8. Shri N.S. Virk, Secretary, AIBOA, New Delhi
9. Shri O.P. Sharma, Treasurer, INBEF, New Delhi
10. Shri D.K. Garg, Secretary, INBOC, New Delhi
11. Shri S.K. Rathore, Dy. General Secy., NOBOA, Jaipur
12. Shri Ashwini Kumar Rana, Zonal Secy., NOBW, N. Delhi
13. Shri Ravi Raman, Gen. Secy., NOBO, Mumbai
14. Shri V.B. Indukar, Gen. Secy. NOBW, Nagpur
15. Shri Alok Khare, President, AIBOA, Indore
16. Shri S.D. Dhupesh Warkar, Bank of Maharashtra
17. Shri S.R. Sengupta, AIBO Conferderation
18. Shri Shanta Raju, AIBO Conferderation

#### **SCOPE – MANAGEMENT**

1. Shri V.C. Aggarwal, General Manager, HR, IOC, N Delhi
2. Shri J. Kanakiah, Labour Law Consultant,
3. Shri Jauhari Lal, Director, HR, ONGC
4. Shri S.A. Khan, Sr. Manager

5. Shri A.K. Saxena, Director (Pers), Bangalore
6. Shri G. Upadhyaya, Exe. Director (Pers & Admn.), SAIL
7. Shri P. V. Joshi, Sr. Manager (Law), BHEL
8. Shri K. Ramchanderan Pillai, Director, NTC

**V.V. GIRI NATIONAL LABOUR INSTITUTE**

1. Shri Navin Chandra, Sr. Fellow
2. Shri C.S.K. Singh, Sr. Fellow
3. Shri Babu P. Ramesh, Associate Fellow

**TRADE UNIONS OF MAHANAGAR TELEPHONE NIGAM LIMITED**

1. Shri. M.S. Yadav, Sr. TOA (G)
2. Shri Arvind Sawant, MLC, Gen. Secretary

**MANAGEMENT OF VIDESH SANCHAR NIGAM LIMITED**

1. Shri Rajneesh Gupta, Director (NW)
2. Shri K.K. Kheterpaul, CGM
3. Shri Sharad Bhakati, Sr. Officer

**DIRECTORATE GENERAL OF EMPLOYMENT AND TRAINING**

1. Shri Dalip Singh, Dy. Director
2. Shri N.K. Mangal, Director, Apprenticeship Training

**MANAGEMENT OF STEEL AUTHORITY OF INDIA LIMITED**

1. Shri G. Upadhyaya, Exe. Director (P&A), New Delhi
2. Shri Ram Mohan, Jt. Director (Pers.)
3. Shri D. Pandey, Sr. Manager (Pers.)

**TRADE UNIONS OF STEEL AUTHORITY OF INDIA LIMITED**

1. Shri M.D.N. Panidker, Organising Secretary, Rourkela
2. Shri Gajendra Singh, Gen. Secy. Bhilai

**MANAGEMENT OF COAL INDIA LIMITED**

1. Shri Anup Kumar, Director (Pers.)
2. Shri C.H. Khhisly, Director (Pers.)

**TRADE UNIONS OF COAL INDIA LIMITED**

1. Shri R.A. Mittal, Secretary, HMS

**NATIONAL UNION OF JOURNALISTS**

1. Shri Vikas Shukla, New Delhi
2. Shri M.D.Gangwar, New Delhi
3. Shri Rajinder Prabhu, Ghaziabad
4. Dr. Nand Kishore, New Delhi
5. Shri Shyam Khosla, New Delhi

**MANAGEMENT OF KHADI VILLAGE INDUSTRY COMMISSION**

1. Shri C. Basu, Chief Executive Officer, Mumbai
2. Shri S. Bandopadhyaya, Secretary, New Delhi
3. Shri Gambhir Singh, Dy. CEO, Mumbai
4. Shri S.S. machchal, Dy. CEO, Mumbai

**23.11.2001**

**INDUSTRIAL DIVISION, MINISTRY OF LABOUR**

1. Smt. Padma Balasubramaniam, Joint Secretary

**21.12.2001**

**REPRESENTATIVES OF LABOUR BUREAU, CHANDIGARH**

1. Smt. Sunita Sanghi, Director
2. Shri Rajan Kumar, Director
3. Shri A.S. Ahuwalla, Director
4. Shri Balram, Dy. Director
5. Shri Ramkirshana, Jt. Director

**REPRESENTATIVES OF INDIAN BANK ASSOCIATION**

1. Shri Dalbir Singh, CMD, Central Bank
2. Shri S.S. Kohli, CMD. PNB
3. Shri B.B. Narang, PNB
4. Shri K.C. Chaudhary, Secretary, WTC, Mumbai
5. Shri P.C. Rawat, Officer, ECE House, New Delhi

**21.2.02**

**COCHIN**

**COCHIN PORT TRUST**

1. Dr. Jacob Thomas, Chairman
2. Shri A. Janardhan Rao, Dy. Chairman

**22.2.02**

**THIRUVANANTHA PURAM**

**Officials of Labour Department, Govt. of Kerala,**

1. Shri V. Krishna Murti, Chief Secretary
2. Shri S. Ayappa Nair, Labour Commissioner

**24.2.2002**

**MUMBAI**

**CENTRAL INSTITUTE OF FISHERIES EDUCATION**

1. Dr. S. Ayyappan, Director
2. Dr. S.C. Mukherjee, Jt. Director

**VESAVE MACHCHIMAR SAHAKARI SAMITI, VERAVAL**

1. Entire Office Bearers

**AIR INDIA LIMITED**

1. Shri N.S. Rajan, Director
2. Shri M.V. A. Ferreira, G.M. (HRD)

**VISITED VESOVA MACHHIMAR SAHKARI SAMITI, VERSOVA AND MET ENTIRE OFFICE BEARERS OF THE SOCIETY**

**5.3.2002**

**MUMBAI PORT TRUST**

1. Shri A.K. Mago, Chairman
2. Shri Rajeev Sinha, Dy. Chairman
3. Ms. S.G. Tahiliani, Secretary
4. Shri V.S. Khadkikar, Chief Pers. & Industrial Manager
5. Shri C.S. Murthy, Traffic Manager
6. Shri N.G. Kamat Satoskar, Chief Mechanical Engineer
7. Shri B.R. Kadam, Chief Engineer
8. Capt. J.M. Joshi, Dy. Conservator
9. Shri V.S. Khadkikar, chief Personnel & Industrial Manager
10. Shri P.P. Shah, Chief Welfare Officer I/C
11. Shri K.K. Vaidvanathan, Financial Adviser & Chief Accounts Officer
12. Smt. P. Singh, Personnel Officer

**JAWAHAR LAL NEHRU PORT TRUST**

1. Ms. Neera Saggi, Dy. Chairman

**TRANSPORT AND DOCK WORKERS' UNION**

1. Shri Manhoar Kotwal
2. Shri S.R. Kulkarni, President
3. Shri B. Mohan Rao

**MUMBAI PORT TRUST DOCK & GENL. EMPLOYEES' UNION**

1. Shri S.K. Shetye, General Secretary
2. Shri Apraj

**MUMBAI PORT TRUST GENL. WORKERS' UNION**

1. Shri P.P. Lakadawalla, President

**MUMBAI PORT TRUST WORKERS UNION**

1. Shri Ramesh G. Ahire, President

**MUMBAI PORT TRUST FLOTILLA WORKERS' UNION**

1. Shri Ayub Kazi, President

## Annexure - IX

### **Special visits of the Chairman/Members of the National Commission on Labour**

- 19.07.2000 **TUTICORIN – FISH PROCESSING UNITS**  
Shri Ravindra Varma, Chairman
- 24-08.2000 **COCHIN- FISH PROCESSING UNITS AND PEELING SHED UNITS AT  
ALLEPPEY**  
Shri Ravindra Varma, Chairman and Shri N. Sanyal, Member Secretary
- 08.11.2000 **VIRUDHUNAGAR (SIVAKASI) –MATCH & FIRE-WORKS UNITS,**  
& **SCHOOLS UNDER NCLP, MINISTRY OF LABOUR.**  
09.11.2000 Dr. B. R. Sabade, Smt. Ela R. Bhatt and Shri N. Sanyal, Members
- 01.12.2000 **CHIKMAGLUR, KARNATAKA- COFFEE PLANTATIONS**  
Shri Ravindra Varma, chairman accompanying with Members and Officials of NCL
- 20.02.2001 **HATIKULI, ASSAM – TEA PLANTATIONS**  
Shri Ravindra Varma, chairman accompanying with Members and Officials of NCL
- 04.06.2001 **PUNE- RURAL SECTOR NGOs VIZ. SHRI V. B. SALUNKE, PRESIDENT,  
PANI PANCHAYAT GRAM PARIVARTEN, KALPA VRIKSHA, GYAN PROBODHANI,  
MANAR LOK AND OFFICER BEARERS OF LAGHU UDYOG BHARTI**  
Shri Ravindra Varma, Chairman, Members and Officials of NCL
- 10.09.2001 **ALANG SHIP BREAKING YARD, & VERAVAL FISH PROCESSING UNITS  
GUJARAT.**  
Shri Ravindra Varma, Chairman and Shri N. Sanyal, Member Secretary
- 21.2.2002 **COCHIN PORT TRUST**  
22.2.2002 Shri Ravindra Varma, Chairman
- 24.2.2002 **MUMBAI- CENTRAL INSTITUTE OF FISHERIES EDUCATION  
AIR INDIA LIMITED  
OFFICE BEARERS OF VERSOVA MACHHIMAR SAHKARI SAMITI, VERSOVA**  
Shri Ravindra Varma, Chairman
- 04.11.2001 **ASANSOL- MINES ACCIDENT SITE AT LALBANDH AREA NEAR KHOIRABAD  
COLLIERY OF M/S EASTERN COALFIELDS LTD.**  
Shri Ravindra Varma, Chairman, accompanied by Director General, Mines Safety and  
other State/Central Government Officials.

**Annexure - X****List of Persons/Organisations who responded to the Questionnaire**

<b>UNIONS</b>	<b>PLACE</b>
Kribhco Karamchari Sangh	Kribhconagar, (Surat)
Kamgar Agarhi	Mumbai
Indian National Trade Union Congress	Ahmedabad
BMS (Maharashtra Pradesh)	Pune
Bhartiya Kamgar Sena	Mumbai
Hind Khet Mazdoor Panchayat	Purnia (Bihar)
Paschim Banga Khet Majoor Samity	24-Paraganas (West Bengal)
I.D.P.L. Workers Union	Dehradun
Workers Pension Joint Action Committee	Coimbatore
Zila Beedi Mazdoor Sangh	Karoli (Rajasthan)
AITUC	Jaipur
Akhil Bhartiya Safai Mazdoor Congree	Jaipur
Akhil Bhartiya Safai Mazdoor Congree	Mumbai
Association of Chemical Workers	Mumbai
Co-ordination Committee of TU of Plantation	Coimbatore
BMS (Gujrat Pradesh)	Ahmedabad
BMS (AP)	Hyderabad
AITUC	Vishakhapatnam
HMS	Delhi
Rashtriya Seva Nivratt Mill Kamgar Sangh	Jalgaon (Maharashtra)
National Fed. Of Sales Rep. Unions	Mumbai
Tamil Mannila Kattida Thozhiladar Sangam	Chennai
UTUC	Kolkatta
Eastern Railway Construction & Contractor Mazdoor Union	Kolkatta
Satpuda Kisan & Mazdoor Kalyan Samiti	Baitul (M.P)
AICTU	Hyderabad
Telugu Nadu Trade Union Council	Hyderabad
Jharkhand SAIL Mazdoor Morcha	Ranchi
APSRTC National Mazdoor Union	Hyderabad
Centre for Un-organised Workers T.U.	Bangalore
BMS (Karnatka)	Bangalore
UP Gramin Kisan Mazdoor Sangathan	Agra
BMS (Rajasthan Pradesh)	Jaipur
INTUC	Guwahati
AP Asangathit Kramik Maha Sangh	Hyderabad
Bhartiya Mazdoor Sangh	Delhi

**Private/Public Sector Companies**

Alembic Limited	Vadodara
V. M. Salgaocar & Brothers Ltd	Vasco-De-Gama (Goa)
Canara Bank	Bangalore
Syndicate Bank	Manipal
Alcobex Metals Ltd	Jodhpur
Afcons Infrastructure Ltd.	Mumbai
Newtech Printers	Nagpur
Corporation Bank	Mangalore
Atlas Cycle Industries Ltd.	New Delhi
Allahabad Bank	Calcutta
Kerala State Electricity Board	Trivandrum
SAIL	New Delhi
NALCO	Bhubaneshwar
Rourkela Steel Plant	Rourkela
TISCO	Orrisa
NTC, Coimbatore	Tamil Nadu
NTC, Kanpur	Uttar Pradesh
NTC, New Delhi	New Delhi
NTC, Bangalore	Karnataka
NTC, Mumbai (MN)	Maharashtra
NTC, Ahmedabad	Gujarat
NTC, Indore	Madhya Pradesh
NTC, Kolkata	West Bengal
NTC, Mumbai(SM)	Maharashtra
Air India	New Delhi
Indian Airlines	New Delhi

**MINISTRIES/DEPARTMENTS**

India Govt. Mint	Alipore (West Bengal)
Central Ordnance Factory	Jabalpur
Govt. of India Press	Nasik
Labour Department, Govt of M.P.	Bhopal
Dy. Labour Welfare Commissioner	Jabalpur
Ordnance Factory	Medak
State Govt. of Mizoram	Aizwal
U.T. of Lakshadweep	Kavarati
Min. of Road Transport & Highways	New Delhi
Govt. of India Press	Nasik
Dept. of Telecommunications	New Delhi
Govt of Arunachal Pradesh	Itanagar
Chief Inspector of Factories & Boilers,	
Government of West Bengal	Kolkata
DGFASLI (Ministry of Labour)	Mumbai

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**MINISTRIES/DEPARTMENTS**

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Army Base Workshop	Kakinara, W.Bengal
Govt of Rajasthan	Jaipur
Govt of Orissa	Bhubaneshwar
Govt of West Bengal	Kolkata
Govt. of Karnataka	Bangalore
UT of Chandigarh	Chandigarh
Government of Punjab	Chandigarh
Ministry of Civil Aviation	New Delhi
UT of Andaman & Nicobar Islands	Port Blair
Government of Himachal Pradesh	Shimla
Govt. of Haryana	Chandigarh
Department of Food	New Delhi
DGET, M/O Labour	New Delhi
DG, ESIC	New Delhi
Labour Bureau	Chandigarh
Asst. Labour Welfare Commissioner	Itarsi, M.P

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**POLITICAL PARTIES/PARLIAMENTARY COMMITTEES/NGOs**

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Society for protection of Consumers Rights	New Delhi
Consumers Association of India	New Delhi
C.P.I.	New Delhi

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**UNIVERSITIES/RESEARCH INSTITUTES AND INDIVIDUALS**

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Institute of Rural Management	Gujarat
Peoples Training & Research Centre	Gujarat
IUF-Asia & Pacific, South Asia Edu. Office	Gujarat
Shri Liyakat Ali	Lucknow
Indian Institute of Management	Ahmedabad
Indian Institute of Social Welfare & Business Management	Calcutta
United Trade Union Centre	Calcutta
Central Institute of Vocational Education	Madhya Pradesh
Shri V.R. Sharma	Jabalpur
Shri B.R. Chhapariya	Gwalior
Shri Krishan Lal	New Delhi
SEWA, Ahmedabad	Gujarat
Centre for Education & Communication	New Delhi

**EMPLOYERS ORGANISATIONS/ASSOCIATIONS**

Federation of Karnataka Chamber of Commerce & Industry	Bangalore
Federation of Andhra Pradesh Chamber of Commerce & Industry	Hyderabad
Employers Association of India	New Delhi
Vadodara Employers' Organisation	Vadodara
Jagrit Marathi Chambers of Commerce & Industry	Mumbai
Federation of M.P. Chamber of Commerce & Industry	Bhopal
Northern India Manufacturers Association	New Delhi
Ahmedabad Textiles Mills Association	Ahmedabad
M.P. Textile Mills Association	Madhya Pradesh
Federation of Indian Exporters	New Delhi
Maharashtra Chamber of Commerce & Industry	Mumbai
All India Hospital & Nursing Homes Association	New Delhi
Mahad Manufacturers Associations	Maharashtra
All India Manufacturers Organisation	Mumbai
Cement Manufacturers Association	New Delhi
(i) Kesoram Cements	
(ii) Birla Corporation Ltd.	
(iii) Vikram Cements	
Somaiya Organics (India) Limited	Uttar Pradesh
Federation of Indian Mineral Industries	New Delhi
Rajasthan Chamber of Commerce & Industry	Jaipur
Bombay Goods Transport Association	New Delhi
Builders' Association of India	New Delhi
The Employers' Federation of Southern India	Chennai
Cement Manufactures Association	New Delhi
Indian Chamber of Commerce	Calcutta
Greater Mysore Chamber of Industry	Karnataka
Hotel & Restaurant Employees Association,	Chandigarh
PHD Chamber of Commerce & Industry	New Delhi
Indian Chamber of Commerce, Kolkata	West Bengal
Vadodra Employers Organisation,	Gujarat
Federation of Indian Exporters	New Delhi
Cashew Manufacturers & Exporter's Association	Kerala

**Note : The Questainnaire was sent to 1385 Organisations/Persons and evoked response as per the above list.**

## Annexure - XI

### Workshops/Seminars conducted by the National Commission on Labour

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**Seminar on "LABOUR LAWS FOR SMALL, TINY & VILLAGE INDUSTRIES" in collaboration with PHD Chambers of Commerce & Industries, PHD House, New Delhi.**

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#### 17.04.2001

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|-----|----------------------------|--|
| 1.  | Shri Ravindra Varma        | Chairman, National Commission on Labour  |
| 2.  | Shri Vinod Vaish           | Secretary(Labour), Government of India   |
| 3.  | Dr. B.R. Sabade            | Member National Commission on Labour   |
| 4.  | Shri Vishwanath Anand      | Secretary, Ministry of Small-Scale Industries & Agro and Rural Industries, Government of India |
| 5.  | Dr. B.C. Gupta             | Principal Secretary (Labour), Government of Punjab   |
| 6.  | Shri J.N. Pawar            | President, FASSI   |
| 7.  | Shri B.L. Malhotra         | COSSI  |
| 8.  | Shri Surendra Dharap       | General Secretary, Laghu Udyog Bharati   |
| 9.  | Dr. Rashmi Agrawal         | Joint Director, National Commission on Labour  |
| 10. | Shri I.P. Anand            | Member, Governing Body, ILO  |
| 11. | Shri P.K. Jain             | Member, Managing Committee, PHDCCI   |
| 12. | Dr. B. Y. Raju             | ASCU, Hyderabad & Project Leader of SSI Law Project  |
| 13. | Shri D.J. Bhanage          | Advocate, Pune   |
| 14. | Shri T.C. Girotra          | Director, National Commission on Labour  |
| 15. | Shri Balramji Dass Tandon, | Hon'ble Minister of Labour & Employment, Government of Punjab                                  |
| 16. | Ms. Mary Johnson           | Director, ILO Area Office, Delhi   |
| 17. | Shri N. Sanyal             | Member Secretary, National Commission on Labour  |
| 18. | Shri Saji Narayanan        | Member of the National Commission on Labour  |
| 19. | Shri Sushil Ansal          | President, PHDCCI  |
| 20. | Shri Sudershan Sareen,     | Member & Chairman, Small and Medium Enterprises Committee, PHDCCI                              |
| 21. | Shri Ashok Kapoor          | Chairman, IR & HR Committee, PHDCCI  |
| 22. | Shri Girish Bhatnagar      | OEA, Okhla   |
| 23. | Shri Arvind Kumar Das      | Dr. B.R. Ambedkar Enclave, Delhi   |
| 24. | Shri S.K. Gupta            | Punjab National Bank   |
| 25. | Shri M.K. Singhal          |  |
| 26. | Shri J.P. Yadav            |  |
| 27. | Dr. A.K. Mahapatra         |  |
| 28. | Shri A.K. Arora            | Laghu Udyog Bharati  |
| 29. | Shri Sudarshan Goel        |  |
| 30. | Shri Virender Gaur         | Peshwar Soap & Chemicals Ltd.  |
| 31. | Shri Harsh Malhotra        | Deep Enterprises   |
| 32. | Shri Subhash Kochhar       | SVS Industries   |
| 33. | Shri M.P. Saggan           | General Secretary, Hari Nagar Industrial Association   |

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**Workshops/Seminars conducted by the National Commission on Labour**

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34.	Shri Lal Chand Sharma	Hari Nagar Industrial Association
35.	Shri Surjeet Singh	President, Hari Nagar
36.	Shri Yashdev Bhardwaj	
37.	Shri K.D. Sharma	
38.	Shri O.N. Joshi	Palam Potteries
39.	Shri Nand Lal Nagpal	General Secretary, Durgiana Mandir, Amritsar
40.	Shri Nathu Ram Kaushal	Advocate, Labour, Amritsar
41.	Shri S.K. Gupta	U.I.A., Dehradun
42.	Shri Rakesh Bhatia	U.I.A., Dehradun
43.	Shri J.K. Khanduja	Central Electronics Ltd., Sahibabad(UP)
44.	Shri Piyush Sharma	J.D., National Commission on Labour
45.	Shri Sujoy Ghosh	Manas Laminations
46.	Shri R.C. Poduwal, Sonali	
47.	Shri Balvijay	Khadi Mission, Gopuri, Wardha
48.	Shri R.K. Somany	Hindustan Sanitaryware & Industries Ltd.
49.	Shri Somdatta Vedalamkar	Khadi Ashram, Panipat
50.	Shri O.P. Yadav	Indcon Projects
51.	Shri Jasleen	Report – TV
52.	Shri V.P. Bhardwaj	All India plastic Industrial Association
53.	Shri B.M. Mathur	COSSI
54.	Shri M K Garg	ASSOCHAM
55.	Shri V L Verma	AIMO
56.	Shri M.M. Luther	
57.	Shri Shakdher	National Commission on Labour
58.	Ms. Geetika Sharma	Resource Technology
59.	Col. J.M. Batra	Arjan Auto Parts Ltd.
60.	Shri J.M. Pawar	President, FASII
61.	Shri A. Mukherjee	Dy. Secretary, FASII
62.	Shri H.P. Sareen	KVIC
63.	Shri R.N. Grover	GST Corporation
64.	Shri B.V. Talwar	Alankrit Handicrafts
65.	Shri Yogesh Sharma	Ozone Pharma Ltd.
66.	Shri S.K. Tripathi	Ozone Pharma Ltd.
67.	Shri S.N. Sharma	Executive Director, NCCSI
68.	Shri S.C. Rawal	
69.	Kripa Shankar Saroj	Labour Commissioner, Punjab
70.	Shri S.L. Nasa	AISSPMA, Delhi
71.	Shri G.A. Sathi	MCCIA, Pune
72.	Shri I.P. Anand	

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**Seminar on "LABOUR LAWS FOR SMALL, TINY & VILLAGE INDUSTRIES" in collaboration with  
PHD Chambers of Commerce & Industries, PHD House, New Delhi.**

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73.	Shri A. Roy	Punj LLOYD
74.	Shri R.K. Chanana	Unistyle Image Pvt. Ltd.
75.	Shri V.V. David	MCCIA, Pune
76.	Lt. Col. B.R. Malhotra	Jalpac India Ltd.
77.	Shri M.P. Singh	Punjab & Sind Bank
78.	Shri G. Banerjee	B.C. Dasgupta & Co.
79.	Shri S.S. Singhanian	Indian Council of Small Industrial
80.	Shri G.P. Dalmia	President, Small & Tiny Industrial
81.	Shri S.C. Dutta	Indian Council of Small Industrial
82.	Shri Lokesh Rai	Business Standard
83.	Dr. C.S. Ra	Labour & Employment
84.	Col. A.H. Sethi	Bristol Hotel, Gurgaon
85.	Shri R. C. Bhatia	Cosco India
86.	Shri G. L. Bansal	
87.	Shri Surendra Bhandari	
88.	Shri B.M. Lal	MBE Food System
89.	Shri N.N. Desai	Kishore Pumps Ltd.
90.	Shri Anil Verma	Okhla Industrial Area Association
91.	Shri G.K. Chawla	Chaudhary Trading Co.
92.	Shri G.B. Pai	
93.	Shri Vishwa Mitra Bahl	Laghu Udyog Bharati
94.	Shri Pramod G. Thombre	Kahratta Chamber, Pune
95.	Shri K.C. Jain	
96.	Shri B.C. Malhotra	Laghu Udyog Bharati
97.	Shri J.P. Suri	Tech. App. Mfrs. Assn.
98.	Shri V.R. Jamdar	Ladhu Udyog Bharti
99.	Shri Laxmi Dass	Akhil Bhartiya General, Mahasangh
100.	Dr. S. Machchal	KVIC, Mumbai
101.	Shri Tushar Bhaduri	Business Standard
102.	Shri R. L. Bhardwaj	COSSII
103.	Shri Sanjay Mishra	
104.	Ms. Anju Bajaj	PNA Industries
105.	Shri Sanjay Sharma	
106.	Ms. Sharmila Mohan	T C India Ltd.
107.	Shri S.K. Gupta	Laghu Udyog Bharti
108.	Shri Ajay Saxena	
109.	Shri Rakesh Sandhu	
110.	Shri Rajat Goel	Prasha Technologies Ltd.
111.	Shri Satya Pal	

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**Seminar on "LABOUR LAWS FOR SMALL, TINY & VILLAGE INDUSTRIES" in collaboration with  
PHD Chambers of Commerce & Industries, PHD House, New Delhi.**

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112. Shri B.K. Jain	Naraina Small Industrial Association
113. Shri Byas Anand	Times of India
114. Shri Sushil Dutta	Kwality Ice Cream
115. Shri J.S. Sodhi	Shri Ram Centre
116. Shri Sanjeev Narula	PTC, Chandigarh
117. Shri Lohia Arora	Okhla Factory Owners' Association
118. Shri S.P. Bhardwaj	Haldi Ram Marketing
119. Shri Rajesh Gupta	Haldi Ram Marketing
120. Shri K.C. Malhotra	
121. Shri Y.P. Raheja	46, Nehru Apartments, Kalkaji, New Delhi
122. Shri V.K. Sareen	46, Nehru Apartments, Kalkaji, New Delhi
123. Shri Amit Gautam	Laghu Udyog Bharti
124. Dr. P.L. Bhatia	Uttam Air Products
125. Dr. B. Yeram Raji	ASCI, Hyderabad
126. Dr. Affar	ASCI, Hyderabad
127. Shri Gurcharan Singh	
128. Shri Surinder Anand	AIMO
129. Shri Virender Singh	AIMO
130. Shri M.R. Gupta	
131. Shri N.G. Kamath	
132. Shri Jatinder Joshi	Laghu Udyog Bharti
133. Dr. A.K. Mahapatra	Link Road, Madan Lal Buildings, Port Blair, A&N Islands
134. Shri O.P. Gupta	
135. Shri S.N. Mazumdar	Punjab Bavel Gears Ltd.
136. Shri Arvind Gupta	Modern Flour Mills Ltd.
137. Shri Surinder K. Gupta	Standard Switchgear P. Ltd.
138. Shri Ajay Kalia	
139. Shri Madan Lal	
140. Shri B.L. Sawhney	
141. Shri S.P. Virmani	
142. Shri Vineet Virmani	
143. Shri Jaswant Rai	
144. Shri S.S. Bhatia	SIB Helpline, PHDCCI
145. Shri Asad Wasi	NISA
146. Shri P.K. Sharma	Addl. Labour adviser, PHDCCI
147. Shri R.K. Joshi	Sr. Labour Officer, PHDCCI

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**Seminar on "Contract Labour in India—Perils, Pitfalls and Prospects"**  
**in collaboration with Sri Ram Centre for Industrial Relations and Human Resources,**  
**New Delhi**

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**30-7-2001—31-7- 2001(New Delhi)**

1. Shri Ravindra Varma Chairman, National Commission on Labour
2. Shri T.S. Sankaran Chairperson, Study Group on Review of Laws.
3. Dr. B.R. Sabade, Member, National Commission on Labour
4. Shri N. Sanyal, Member Secretary, National Commission on Labour
5. Shri T.C. Girotra, Director, National Commission on Labour
6. Shri Piyush Sharma, Joint Director, National Commission on Labour
7. Dr. R.S. Tiwari, Deputy Director, National Commission on Labour
8. Shri D.P. Singh, Deputy Director, National Commission on Labour
9. Shri M.A. Hakeem, Zakir Bagh, New Delhi.
10. Ms. R. Geethan, Addl. Secy, Nirman Mazdoor Panchayat Sangham.
11. Shri Vasant Gupte, Director, Maniben Kara Institute, Mumbai.
12. Shri R.A. Mittal, Secretary, HMS, New Delhi.
13. Shri O.P. Verma, President, NFITU, New Delhi.
14. Shri R.K. Gupte, BMS, New Delhi.
15. Shri Satyanarayan Thakur, Secretary, AITUC, New Delhi.
16. Dr. S.S. Agarwal, Laghu Udyog Bharati, New Delhi.
17. Shri S. Anand, Secy, Apparel Export Promotion Council, N.Delhi.
18. Shri M.K. Garg, Advisor, The Associated Chambers of Commerce and Industry in India, New Delhi.
19. Shri S.C. Gupta, Secretary to Govt. of Punjab Dept. of Labour and Employment, Chandigarh.
20. Ms. Mary Johnson, Director, ILO, New Delhi.
21. Dr. Alak N Sharma, Director, IHD, New Delhi.
22. Dr. Rajan K.E. Varghese, Noida.
23. Prof. S.C. Srivastava, Indian Law Institute, New Delhi.
24. Dr. A.V. Jose, International Institute for Labour Studies, Geneva.
25. Prof. G.S. Bhalla, Gurgaon.
26. Prof. Sheila Bhalla, IHD, New Delhi.
27. Prof. D. Narasimha Reddy, Dept. of Economics, University of Hyderabad, Hyderabad.
28. Prof. L.K. Deshpande, Mumbai.
29. Prof. Sudha Deshpande, Mumbai.
30. Mr. S.L. Bhambri, General Manager, BHEL, New Delhi.
31. Dr. G.S. Ram, LEA, Ministry of Labour, New Delhi.
32. Shri H.L. Kumar, Advocate, New Delhi.
33. Prof. Ruddar Datt, New Delhi.
34. Shri Inderjit Singh, New Delhi.

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**Seminar on "CONTRACT LABOUR IN INDIA—PERILS, PITFALLS AND PROSPECTS" in collaboration with Sri Ram Centre for Industrial Relations and Human Resources, New Delhi**

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| 35. | Dr. Praveen Sinha,     | Labour Advisor, New Delhi.                                      |
| 36. | Shri D.Rastogi,        | JD, LEM Div, Planning Commission, New Delhi.                    |
| 37. | Prof. J.S. Sodhi,      | Sri Ram Centre, New Delhi.                                      |
| 38. | Prof. Ishwar Dayal,    | Sri Ram Centre, New Delhi.                                      |
| 39. | Dr. S.N. Pandey,       | Sri Ram Centre, New Delhi.                                      |
| 40. | Prof. Rama J. Joshi,   | Sri Ram Centre, New Delhi.                                      |
| 41. | Prof. M.S. Ramanujam,  | Sri Ram Centre, New Delhi.                                      |
| 42. | Dr. B.P. Guha,         | Sri Ram Centre, New Delhi.                                      |
| 43. | Dr. Manju Bhagat,      | Sri Ram Centre, New Delhi.                                      |
| 44. | Shri S. Sharma,        | Advisor, LEM, Planning Commission, New Delhi.                   |
| 45. | Prof. Ashok Mathur,    | JNU, New Delhi.   |
| 46. | Shri R.K. Sharma,      | Agro-Economics Research Centre, University of Delhi, New Delhi. |
| 46. | Shri Mridul Srivastav, | Sri Ram Centre, New Delhi.                                      |

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**Seminar on "WELFARE FUND SCHEMES IN KERELA" in collaboration with the Kerela Institute of Labour and Employment.**

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**23.08.2001-24.08.2001(Kochi)**

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|-----|-----------------------------|--|
| 1.  | Shri Babu Diwakaran,        | Hon'ble Minister for Labour and Rehabilitation, Kerala.                      |
| 2.  | Shri V. Krishnamoorthy      | IAS Chief Secretary, Kerala  |
| 3.  | Shri Bias George            | IAS, Secretary, Labour and Rehabilitation, Kerala                            |
| 4.  | Shri B. Denam               | IAS, Secretary, Labour Andhra Pradesh.                                       |
| 5.  | Shri S. Ayyappan Nair       | IAS, Labour Commissioner, Thiruvananthapuram.                                |
| 6.  | Shri R.K.A. Subrahramaniyan | Chairman, Study Group on Social Security, National Commission on Labour      |
| 7.  | Shri A.K. Agarwal           | IAS, Labour Commissioner, West Bengal.                                       |
| 8.  | Shri Y. Surya Prasad        | Welfare Commissioner, Hyderabad.   |
| 9.  | Shri George M. Kadavan      | Welfare and Cess Commissioner, Bangalore                                     |
| 10. | Shri S. Manjunath Sasthry   | Welfare Commissioner, Karnataka Labour Welfare Board.                        |
| 11. | Shri S. M. Najeeb,          | Chairman & Executive Director, Kerala Institute of Labour and Employment.    |
| 12. | Shri Joseph Oommen,         | Addl. Private Secretary to Minister of Labour & Rehabilitation, Kerala       |
| 13. | Shri K.K. Parameswaran      | Welfare Commissioner and Chief Executive Officer, Agriculture Welfare Board. |
| 14. | Shri A.A.Sarkar             | Deputy Commissioner of Labour, Mumbai  |
| 15. | Shri G. Sundra Murthi,      | Chief Executive Officer, T.N. Manual, Workers, Welfare Board.                |
| 16. | Shri K.V. Mohandas,         | Chief Executive, Kerala Head Load Workers Welfare Board, Ernakulam.          |
| 17. | Shri C. Wilson,             | Chief Executive, Kerala Cashew Workers Welfare Board, Kollam.                |
| 18. | Sri K.R. Krishna Pillai,    | Chief Executive, Kerala Motor Transport Workers Welfare Fund Board, Kollam.  |

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**Seminar on "WELFARE FUND SCHEMES IN KERELE" in collaboration with the  
Kerela Institute of Labour and Employment.**

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|-----|--------------------------------|--|
| 19. | Sri K. Ravindran,              | Addl. Labour Commissioner, Labour Department, Govt. of Kerala.   |
| 20. | Sri C.U. Mony,                 | Welfare Fund Commissioner, Thiruvananthapuram.   |
| 21. | Sri E.V. Gangadharan,          | Chief Executive Officer, Kerala Handloom Workers Welfare Fund Board.   |
| 22. | Sri N. Mohanan,                | Regional Joint Labour Commissioner, Ernakulam.   |
| 23. | Sri K.N. Ratheesh Rajan,       | Chief Executive Officer, Kerala Bamboo Board, Angamally.   |
| 24. | Dr. A.K. Shrihari,             | Fellow, Kerala Institute of Labour and Employment.   |
| 25. | Sri Prakash Sankar,            | General Manager, Tata Tea Ltd.   |
| 26. | Sri Sreekumar N.,              | Head, Apollo Tyres Ltd.  |
| 27. | Sri K.P. Jayaprasad,           | Workmen Compensation Commissioner and Dy. Labour Commissioner.   |
| 28. | Sri P.A. Salim,                | Dy. Labour Commissioner (IR), Kerala.  |
| 29. | Sri K.M. Amanulla,             | National Safety Council, Kalamassery.  |
| 30. | Shri C.M. Aboobakar Haji       | Secretary, AITUC, Sugathan Smarakom, Thiruvananthapuram.   |
| 31. | Sri M. Sivadas,                | Addl. Labour Commissioner (Retd.).   |
| 32. | Prof. Dr. K. Ramachandran Nair | Member, Executive Council, Kerala Institute of Labour and Employment.  |
| 33. | Sri S.S. Nair, Member,         | Executive Council, Kerala Institute of Labour and Employment.  |
| 34. | Sri M. Chackochan              | Chief Executive Officer, Kerala Transport Workers Welfare Fund Board.  |
| 35. | Sri P.T. Joseph,               | Joint Secretary, National Safety Council, Kerala Chapter.  |
| 36. | Mariyil Krishnan Nair,         | State Vice President, Kerala Vyapari Vyavasayi, Ekopana Samithi.   |
| 37. | Sri Kanam Rajendran,           | Secretary, AITUC, Sugathan Smarakam, Thiruvananthapuram.   |
| 38. | Sri A.K. Abdulla,              | General Secretary, K.S.I. B.O.F., Kozhikode.   |
| 39. | Sri P.V. Kuhiraman Nambiar,    | President, Government Contractors Association.   |
| 40. | Sri M. Mohandas,               | Chairman, Builders Association of India, Cochin Centre.  |
| 41. | Sri S. Krishna Murthy          | Member CITU, State Committee.  |
| 42. | Sri A. Abdul Kharim            | Addl. Labour Commissioner (Retd.), Former Executive Director, Kerala Institute of Labour and Employment, Thiruvananthapuram. |
| 43. | Sri K.N. Marzook,              | Ernakulam, Chamber of Commerce.  |
| 44. | Sri S. Dominic,                | Association of Planters of Kerala.   |
| 45. | Sri M.V. Antony,               | Secretary Builders Association.  |
| 46. | Sri Saji Sebastian,            | Programme Associate, Socio Economic Unit, Thiruvananthapuram.  |
| 47. | Sri Brahmaputhran C.K.,        | Prayoga Trust, Calicut.  |
| 48. | Sri M.S. Sreekumar,            | General Manager (Personnel), Binani Zinc Ltd., Alwaye.   |
| 49. | Sri Alex M. Chacko,            | President, Kerala Vyapari Vyavasaya Ekopana Samithi.   |
| 50. | Sri Y. Krishna Kumar,          | N.I.P.M.   |
| 51. | Sri Vijayakumar K.K.,          | B.M.S.   |
| 52. | Sri K.C. Vamadevan,            | U.T.U.C. (B).  |
| 53. | Sri S. Muraleedharan Nair,     | Secretary, Kerala Building & Other Construction Workers Welfare Board.   |
| 54. | Sri K. Venkateswarlv,          | Member, Andra Pradesh Labour Welfare Board.  |
| 55. | Sri K. Suresh Babu,            | President, INTUC.  |

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**Seminar on "WELFARE FUND SCHEMES IN KERELA" in collaboration with the  
Kerala Institute of Labour and Employment.**

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|-----|------------------------|---|
| 56. | Sri Vijaya V.,         | Socio Economic Unit Foundation, Thiruvananthapuram.                   |
| 57. | Sri K.K. Jacob,        | Kerala Agricultural Workers Welfare Fund Board, Thiruvananthapuram.   |
| 58. | Sri N.M. Sukumaran,    | Unit Zonal Incharge, B.M.S., Kochi.                                   |
| 59. | Anampalli Venkatram,   | Member, Karnataka Welfare Board.                                      |
| 60. | Sri P.A. Ibrahim,      | Kerala Head Load Workers Welfare Board.                               |
| 61. | Sri P.K. Ramachandran, | Governing Committee Chairman (Kerala), Builders Association of India. |
| 62. | Shri Ravindra Varma,   | Chairman, National Commission on Labour                               |
| 63. | Dr. B.R. Sabade,       | Member, National Commission on Labour                                 |
| 64. | Shri N. Sanyal,        | Member Secretary, National Commission on Labour                       |
| 65. | Shri T.C. Girotra,     | Director, National Commission on Labour                               |
| 66. | Dr. R.S. Tiwari,       | Deputy Director, National Commission on Labour                        |

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**Workshop on 'PROVISIONS OF FACTORIES ACT, 1948 UNDER THE CHANGING SCENARIO' in  
collaboration with DGFASLI, Mumbai.**

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**21.9.2001 (Mumbai)**

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|-----|---------------------|--|
| 67. | Shri P.S. Joshi,    | Hindustan Petroleum Corpn. Ltd., Mumbai.           |
| 68. | Shri V.R. Narla,    | Head, NOCIL, Thane.                                |
| 69. | Shri K.K. Kanchan,  | SIEMENS Ltd., Thane.                               |
| 70. | Shri C.T. Deshmukh, | SIEMENS Ltd., Thane.                               |
| 71. | Shri U.D. Pandya,   | SIEMENS Ltd., Thane.                               |
| 72. | Shri V.V. Ghatwai,  | MICO, MIDC, Nasik.                                 |
| 73. | Shri M.J. Naik,     | CII, Mumbai.                                       |
| 74. | Shri R.R. Gokhale,  | Indian Chemical Manufacturers Association, Mumbai. |
| 75. | Shri M.R. Khambete, | Small Scale Industries, Thane.                     |
| 76. | Shri B.S. Hegde,    | Employers Federation of India, Mumbai.             |
| 77. | Smt. V. Abraham,    | Development Commissioner, SEEPZ, Mumbai.           |

**Legal Experts**

- |     |                    |   |
|-----|--------------------|---|
| 78. | Shri Ajit Thakkar, | Consultant,                                     |
| 79. | Shri P.H. Purav,   | Federation of Labour Law Practitioners, Mumbai. |
| 80. | Shri P.N. Anaokar, | Federation of Labour Law Practitioners, Mumbai. |
| 81. | Shri S.D. Damle,   | A-201, Diamond Apartments, Thane.               |

**NGOs & Autonomous Bodies**

- |     |                       |  |
|-----|-----------------------|--|
| 82. | Shri A. Das,          | Loss Prevention Association of India, Mumbai.    |
| 83. | Shri Deotale,         | Loss Prevention Association of India, Mumbai.    |
| 84. | Shri P.M. Rao,        | National Safety Council, Mumbai.                 |
| 85. | Shri R.S. Bharlikar,  | Council of Industrial Safety, Mumbai.            |
| 86. | Shri D.K. Srivastava, | Tata Institute of Social Sciences, Mumbai.       |
| 87. | Shri V.K. Badhe,      | Maharashtra Institute of Labour Studies, Mumbai. |

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**Employees' Representatives**

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88. Shri Raja Kulkarni, INTUC, Mumbai.  
 89. Smt. Pushpa Mehta, Secretary, United Trade Union Congress, Mumbai.  
 90. Shri Shashikant Deodhar, Bhartiya Mazdoor Sangh, Mumbai.

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**Chief Inspector of Factories**

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91. Shri B.N. Mehta, Gujarat.  
 92. Shri V.U. Madane, Maharashtra.  
 98. Shri Godappa, Maharashtra.  
 99. Shri Prabhu Desai, Goa  
 100. Shri R. Thiruvengadam, Tamil Nadu.  
 101. Shri Prabhakar Bhatt, Rajasthan.

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**Invitees**

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102. Shri G. Vaidyanathan, F-401, Pranay Nagar, Mumbai.  
 103. Shri H.N. Mirashi, 406, A-21 Rohin Building, Mumbai.  
 104. Shri Ajay Srivastava, Employees' State Insurance Corporation, Mumbai.  
 105. Shri P.C. Bhargava, Dy. Labour Commissioner (Central), West Zone.

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**Officers/Officials representing from NCL and Ministry of Labour**

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106. Dr. B.R. Sabade, Member.  
 107. Shri T.C. Girotra, Director.  
 108. Shri Piyush Sharma, Joint Director.  
 109. Shri M.S. Azad, Under Secretary.  
 110. Shri Chander Kumar, PS to Member Secretary.  
 111. Shri N.S. Bora, Investigator

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**Officers/Officials representing from DGFASLI**

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112. Shri S.K. Saxena, Director General.  
 113. Shri M.K. Malhotra, Dy. Director General.  
 114. Shri D.B. Deb, Dy. Director General.  
 44. Shri S.C. Gupta, Dy. Director General.  
 45. Shri M.M. Alam Khan, Director I/c, IH Divn.  
 46. Dr. S. Nath, Director, I/c, IM Divn.  
 47. Shri S.K. Dutta, Director, I/c Safety Divn.  
 48. Dr. T.V. Ranga Rao, Director (IM).  
 49. Shri V.B. Sant, Dy. Director (S).  
 50. Shri D.R. Krishna, Dy. Director (S).  
 51. Shri M. Matwani, Dy. Director (S),  
 52. Shri B.D. Dubey, Dy. Director (H).  
 53. Shri S.P. Bandhopadhya, Dy. Director (S).  
 54. Shri I. Roy Choudhury, Asst. Director (S).

## Annexure - XII

### Workshops/Seminars conducted by the Study Groups on behalf of the National Commission on Labour

#### Workshop on "WOMEN WORKERS: AN AGENDA FOR THE FUTURE" Conducted by the Study Group on Women and Child Labour

##### 19.03.2001-20.03.2001 (New Delhi)

1.	Shri Ravindra Varma, Chairman,	National Commission on Labour
2.	Shri Vinod Vaish,	Secretary, Ministry of Labour, Chennai
3.	Smt. Renana Jhabwala,	Chairperson, Study Group on Women & Child Labour
4.	Dr. Vijayalaxmi,	Member, Study Group on Women & Child Labour
5.	Shri Tushar Kanjilal,	Member, Study Group on Women & Child Labour
6.	Smt. Kumud Sharma,	Member, Study Group on Women & Child Labour
7.	Smt. Ratna Sudershan,	Member, Study Group on Women & Child Labour
8.	Smt. Shanta Sinha,	Member, Study Group on Women & Child Labour
9.	Smt. Janaki Andharia,	Member, Study Group on Women & Child Labour
10.	Smt. Mangalamba Rao,	Member, Study Group on Women & Child Labour
11.	Shri Shamshad Khan,	Member, Study Group on Women & Child Labour
12.	Smt. Nalini Nayak,	Member, Study Group on Umbrella Legislation.
13.	Shri RKA Subrahmanya,	Chairperson, Study Group on Social Security.
14.	Shri Keshavbhai Thakkar,	Chairperson, Study Group on Globalisation.
15.	Ms. Mary Johnson,	Director, ILO, New Delhi.
16.	Dr. B.R. Sabade,	Member, National Commission on Labour
17.	Shri N. Sanyal, Member Secretary	National Commission on Labour
18.	Shri T.C. Girotra, Director	National Commission on Labour
19.	Shri P.N. Shakhder,	PS to Chairman, National Commission on Labour
20.	Dr. Rashmi Agarwal,	JD, National Commission on Labour
21.	Dr. R.S. Tiwari,	DD, National Commission on Labour
22.	Ms. Priti,	DD, National Commission on Labour
23.	Ms. Dipali Bose,	Investigator, National Commission on Labour
24.	Shri Jaswinder Singgh,	PA, National Commission on Labour
25.	Ms. Shalini Sinha,	Consultant, Study Group on women & Child.
26.	Prof. Nirmala Banerjee,	Dept. of Economics, Kolkata University.
27.	Shri Sanjay Kumar,	Patna.
28.	Shri S. Bhownick,	Mumbai
29.	Shri K. Nagaraj,	Chennai.
30.	Ms. Padmini Swaminathan,	Chennai.
31.	Ms. Sujata Patel,	Pune.
32.	Ms. D. Geetha,	Chennai
33.	Shri Jeemol Unni,	Ahmedabad.

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**Workshop on  
"WOMEN WORKERS: AN AGENDA FOR THE FUTURE"  
Conducted by the Study Group on Women and Child Labour**

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- |     |                     |                 |
|-----|---------------------|-----------------|
| 34. | Shri A. Talwar,     | Kolkata         |
| 35. | Shri D. Sankari,    | Chennai         |
| 36. | Ms. Ruth Manorama,  | Bangalore       |
| 37. | Ms. Saroj Amma,     | Bangalore       |
| 38. | Shri Rama Swamy,    | Hyderabad.      |
| 39. | Shri Arvind Singh,  | Patna.          |
| 40. | Ms. Shikha Joshi,   | Indore          |
| 41. | Ms. Farida Jalees,  | Lucknow         |
| 42. | Ms. Sushma,         | Chennai         |
| 43. | Ms. Smitha, SEWA,   | Ahmedabad       |
| 44. | Ms. Amisha, SEWA,   | Ahmedabad       |
| 45. | Ms. Piyush Anthony, | IHD, New Delhi. |
| 46. | Ms. Helen Sekhar,   | VVGNI, Noida.   |

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**Workshop on Child Labour conducted by the Study Group on  
Women & Child Labour**

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**29- 3-2001(New Delhi)**

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|-----|-----------------------|--|
| 1.  | Smt. Renana Jhabwala, | Chairperson, Study Group on Women & Child Labour |
| 2.  | Dr. Vijayalaxmi,      | Member, Study Group on Women & Child Labour      |
| 3.  | Smt. Kumud Sharma,    | Member, Study Group on Women & Child Labour      |
| 4.  | Smt. Ratna Sudershan, | Member, Study Group on Women & Child Labour      |
| 5.  | Smtt. Shanta Sinha,   | Member, Study Group on Women & Child Labour      |
| 6.  | Smt. Janaki Andharia, | Member, Study Group on Women & Child Labour      |
| 7.  | Smt. Mangalamba Rao,  | Member, Study Group on Women & Child Labour      |
| 8.  | Shri Sharad Babu,     | Hyderabad  |
| 9.  | Shri Suresh Rao,      | Bangalore  |
| 10. | Shri Kiran Kamal,     | Bangalore  |
| 11. | Shri Sukhdev Patel,   | Ahmedabad  |
| 12. | Ms. Mousumi Barua,    | Mumbai   |
| 13. | Ms. Janaki Andharia,  | Mumbai   |
| 14. | Ms. Mangalamba Rao,   | Bangalore  |
| 15. | Ms. Vijayalaxmi,      | Chennai  |
| 16. | Ms. Shanta Sinha,     | Secunderabad                                     |
| 17. | Ms. Piyush Anthony,   | IHD, New Delhi                                   |
| 18. | Ms. Samanta,          | ILO  |
| 19. | Ms. Madhuri Sinha,    | Bhagalpur  |
| 20. | Ms. Rama Dwivedi,     | Chattarpur, MP.                                  |

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**Workshop on Child Labour conducted by the Study Group on  
Women & Child Labour**

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21.	Ms. Neelam Gupta,	New Delhi
22.	Ms. Manorama Joshi,	Indore
23.	Ms. Devika Singh,	FORCES, New Delhi
24.	Dr. Rashmi Agarwal,	JD, National Commission on Labour
25.	Ms. Priti, DD,	National Commission on Labour
26.	Ms. Shalini Sinha,	Consultant.
27.	Ms. Dipali Bose,	Investigator, National Commission on Labour
28.	Shri Jaswinder Singh,	PA, National Commission on Labour
29.	Shri D.K. Kapoor,	Accountant

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**National Consultation on Future of Social Security in India,  
conducted by the Study Group on Social Security**

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**31-5-2001 & 1.6.2001 (New Delhi)**

1.	Shri G. Ramanand,	All India Manufacturers Organisation, New Delhi.
2.	Shri N. Sen,	President, NFITU, Kolkata.
3.	Shri R.C. Datta,	TISS, Mumbai.
4.	Ms. Anupama Dutta,	Helpage India, New Delhi.
5.	Dr. Subha Soneja,	Helpage India, New Delhi.
6.	Dr. Mridula Sharma,	IAMR.
7.	Shri Kanti Mehta,	President, Indian National Mine Workers Federation, Puri
8.	Dr. S. Vijayakumar,	CSD, Hyderabad.
9.	Dr. A. Prakash Rai,	ISEC, Bangalore
10.	Shri C.S. Reddy,	Hyderabad
11.	Md. Najeev,	Ex. Director, Kerala Institute of Labour & Employment, Trivandrum.
12.	Shri R.K. Rastogi,	New Delhi.
13.	Shri B.C. Pravakar,	Karnataka Employers Association, Bangalore.
14.	M.P.S. Sethi,	Dept. of Woman & Child Development, Delhi.
15.	Shri V.P. Ramaih,	RPFC, EPFO Head Quarter, New Delhi.
16.	Shri Michael Dias,	Member of Social Security Group and Secretary Employers Association, Delhi.
17.	Shri S.N. Chopra,	Employers Association, Delhi.
18.	Shri Parduman Singh,	President, Social Security Association of India, New Delhi.
19.	Shri A.J. Pawar,	ESIC, New Delhi.
20.	Dr. G. Subhayamma,	IGNOU, New Delhi.
21.	Ms. Amita Dhanda,	NALSAR, University of Hyderabad.
22.	Shri Vasant Gupte,	Maniben, Kara Institute, Mumbai.
23.	Shri N. Kannan,	Secretary, Chennai.
24.	Ms. Archana Prasad,	FORCES, New Delhi.
25.	B.P. Guha, SRC,	New Delhi.
26.	Shri Sanat Mehta,	Baroda.

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**National Consultation on Future of Social Security in India,  
conducted by the Study Group on Social Security**

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|-----|--------------------------|--|
| 27. | Shri K.V. Mohandas,      | Jt. Labourr Commissioner, Kerala Headload Workers Welfare Board, Kerala. |
| 28. | Shri Achintya Sinha,     | UTUC (LS), New Delhi.  |
| 29. | Shri A. Kurushetra,      | EPFO, New Delhi.   |
| 30. | Shri T.C. Girotra,       | National Commision on Labour   |
| 31. | Ms. Mirai Chatterjee,    | Member, Social Security Group and Sewa                                   |
| 32. | Ms. Sayeeda Chauhan,     | SEWA.  |
| 33. | Shri Nashewan lightwala, | SEWA   |
| 34. | Shri A. Vilanatiyan,     | EPFO, New Delhi.   |
| 35. | Shri S.N. Tiwai,         | Advisor, Supreme Court,  |
| 36. | Shri P. Sharma,          | National Commision on Labour, Jamalpur.                                  |
| 37. | Shri P. Madhav Rao,      | NATRSS, New Delhi.   |
| 38. | Dr. R. Agarwal,          | National Commision on Labour   |
| 39. | Shri Mittal Shah,        | SEWA.  |
| 40. | Shri M.G. Diwan,         | Member of Social Security Group.   |
| 41. | Shri H. singh,           | SSAI.  |
| 42. | Shri John Woodall,       | ILO.   |
| 43. | Shri Majrizio Bussi,     | ILO.   |
| 44. | Ms. A.L. Ganapati,       | Bangalore.   |
| 45. | Shri Shailendra Sharma,  | Advisor (LEM), Planning Commission.                                      |
| 46. | Shri Ravindra Varma,     | Chairman of NCL.   |
| 47. | Smt. Suman Swaroop,      | DG, ESIC.  |
| 48. | Shri N.B. Mathur,        | Advisor, CII.  |
| 49. | Shri A.N. Raj,           | Advisor, EPFO  |
| 50. | Shri S.D. Sharma,        | EPFO   |
| 51. | Shri R.C. Sharma,        | ESIC   |
| 52. | Ms. R. Jhabwala,         | Chairperson of Study Group on Woman & Child Labour, NCL.                 |
| 53. | Shri R.P. Upadhya,       | IAMR, New Delhi.   |
| 54. | Shri Shyam Sundar,       | Planning Commission.   |
| 55. | Shri V. Vaish,           | Secretary, Ministry of Labour  |
| 56. | Shri A.D. Nagpal,        | Member of Study Group on Social Security & Member HMS, Chandigarh.       |
| 57. | Shri Chander Uday Singh, | Indian Merchants Chamber Association.                                    |
| 58. | Shri Ravi Duggal,        | CEHAT, Mumbai.   |
| 59. | Shri Chandrasekharan,    | ESIC.  |
| 60. | Shri R. Geetha,          | NMPS, Chennai.   |
| 61. | Ms. Hemlata,             | FORCES, New Delhi.   |
| 62. | Shri V. Purohit,         | HMS, New Delhi.  |

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**National Consultation on Future of Social Security in India,  
conducted by the Study Group on Social Security**

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|-----|------------------------|--------------------------------|
| 63. | Shri B.R. Janidar,     | Laghu Udyog Bharat, New Delhi. |
| 64. | Ms. Priti,             | National Commission on Labour  |
| 65. | Shri K.V Rajendran,    | CII, New Delhi.                |
| 66. | Shri V. Krishnamurthy, | Chief Secretary, Kerala.       |
| 67. | Shri B.N. Som,         | Secretary, Dak.                |

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**Seminars on National Consultation on "Globalisation and its impact"  
conducted by the Study Group on Globalization.**

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**19 - 10 - 2001 (Bangalore)**

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|-----|-----------------------------|--|
| 1.  | Shri V K Calla,             | Interface  |
| 2.  | Shri M Sathyanarayana Swamy | President, FKCCI   |
| 3.  | Shri N Rama Durai,          | UPASI, Coonoor   |
| 4.  | Dr S Krishna Kumar,         | General Secretary, KASSIA                                      |
| 5.  | Shri V G Varma,             | President, Central for Unorganized Workers Union               |
| 6.  | Shri S A S Murati,          | GMCI   |
| 7.  | Shri D R Ealakrishna,       | KHDC Ltd   |
| 8.  | Shri S Srinivasa Murthy,    | HMS  |
| 9.  | Shri Ashit K Sarkar,        | AIMO   |
| 10. | Shri Gurudas Bhat,          | DLC, Bangalore   |
| 11. | Ms Lillu Aswathia,          | Dy Secretary, FKCCI  |
| 12. | Ms Mangalamba Rao,          | Secretary, BMS   |
| 13. | Shri R Seshadu,             | General Secretary, BMS   |
| 14. | Dr B R Patil,               | I R Sub-committee of FICCI                                     |
| 15. | Shri D Vijayalakshmi,       | KVIB, Bangalore  |
| 16. | Dr Subhash Sharma,          | IIPM, Bangalore  |
| 17. | Shri K A Krishnan,          | KASSIA   |
| 18. | Shri Bhimappa L H,          | KSIC, Bangalore  |
| 19. | Shri C S Acharya,           | President, Contract Employees Association                      |
| 20. | Shri B S Deshpande,         | State Office Secretary, BMS                                    |
| 21. | Prof R S Deshpale,          | ADRT Unit, Institute of Social & Economic Change,<br>Bangalore |
| 22. | Shri P M Chandrashekhar,    | Deputy Manager (P), KSIC Ltd                                   |
| 23. | Shri M S L Vashankar,       | CPO, KVIB  |
| 24. | Shri Narendra Pani,         | The Economic Times   |
| 25. | Shri R Subramaniyan,        | A I Agarbatti Manufactures Asso.                               |
| 26. | Shri E Venkataih,           | Labour Commissioner, Karnataka                                 |
| 27. | Shri V R Reddy,             | KSHDC Ltd  |
| 28. | Shri Alampalli Venkataram,  | State President, BMS   |

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**Seminars on National Consultation on "Globalisation and its impact"  
conducted by the Study Group on Globalization.**

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|-----|-----------------------|----------------------|
| 29. | Shri U Ramadev Kamad, | Infosys              |
| 30. | Dr.B R Sabade,        | Member,NCL           |
| 31. | Shri N Sanyal,        | Member Secretary,NCL |
| 32. | Shri T C Girotra,     | Director,NCL         |
| 33. | Shri Piyush Sharma,   | Joint Director,NCL   |

**22- 10 – 2001 (Mumbai)**

- |     |                          |  |
|-----|--------------------------|--|
| 1.  | Dr S T Sawant,           | Director, Magmt.Institute of Labour Statistics, Mumbai                 |
| 2.  | Shri D M Utekar,         | Advisor, Sugar Federation of Maharashtra                               |
| 3.  | Shri Raghav Narsalay,    | Focus on the Green South-India Prog.                                   |
| 4.  | Shri Prakash Naiknavare, | Sugar Federation   |
| 5.  | Shri Ravinder Mahajan,   | Swadeshi Jagran Manch  |
| 6.  | Shri R C Datta,          | TISS, Mumbai   |
| 7.  | Shri D K Srivastava,     | TISS, Mumbai   |
| 8.  | Shri P P Roy,            | Herdillia Chemical, Air India Building                                 |
| 9.  | Shri S G Kolhe,          | Maharashtra Rajya Set Karya Sangathan                                  |
| 10. | Shri R D Joshi,          | Secretary General, Organization of Pharmaceutical<br>Products of India |
| 11. | Shri Uday Borawake,      | Chairman, Asian Businesss Centre, Maharashtra<br>Camber, Pune          |
| 12. | Shri R M O Tahil,        | SEEPZ, Gem & Jewellery Association                                     |
| 13. | Shri Shivajirao Patil,   | Indian Sugar Exim  |
| 14. | Shri A O Kurvilla,       | WTC, Mumbai  |
| 15. | Shri M P M Sivakumar,    | RLC (S), Mumbai  |
| 16. | Shri Ramesh Seth,        | Swadeshi Jagaran Manch   |
| 17. | Dr V Shanbhag,           | Policy Development and Mgmt. New Delhi                                 |
| 18. | Shri J P Ghate,          | WTC, Mumbai  |
| 19. | Shri C S Deshpade,       | MEDC   |
| 20. | Shri Vaijayawa Anand,    | Nirmala Niketan, College of Social Work                                |
| 21. | Shri Suresh Deora,       | AIMO   |
| 22. | Suresh Gaval,            | Sugar Workers Federation   |
| 23. | Shri M A Patra,          | Sugar Workers Federation   |
| 24. | Shri S Pillai,           | Seafood Exporters Association of India                                 |
| 25. | Shri R Daruwalla,        | Seafood Exporters Association of India                                 |
| 26. | Shri Shavid Pate,        | Employees Federation of India, Mumbai                                  |
| 27. | Shri Aruna Chakravorty,  | Indian Express   |
| 28. | Shri Samer Khader,       | Lok Satta  |
| 29. | Shri V Datta,            | Times of India   |
| 30. | Shri Surendra Obhan,     | Secretary, Laghu Udyog Bharti  |
| 31. | Dr B R Sabade,           | Member,NCL   |
| 32. | Shri Piyush Sharma,      | Joint Director,NCL   |

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**Seminars on National Consultation on "Globalisation and its impact"  
conducted by the Study Group on Globalization.**

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**22 - 23 .11. 2001 (New Delhi)**

1.	Shri Sant Lal Arora,	SRO, IAMR, New Delhi
2.	Shri R C Datta,	TISS, Mumbai
3.	Shri Ashok Kapoor,	PHDCCI, New Delhi
4.	Shri Ruddar Datt,	Institute of Human Development, New Delhi
5.	Shri B K Keayla,	National Working Group on Patent Laws, New Delhi
6.	Shri S A Khan,	SCOPE, New Delhi
7.	Shri K J Thakkar,	BMS, New Delhi
8.	Shri S S Mehta,	GLI, Ahmadabad
9.	Shri C S Venkat Ratnam,	IMI, New Delhi
10.	Shri S K Shashi Kumar,	VVGNI, Noida
11.	Shri T C Girotra, Director,	NCL, New Delhi
12.	Shri Piyush Sharma,	NCL, New Delhi
13.	Shri R C Khuntia,	INTUC, Bhubaneswar
14.	Shri Ashutosh,	BSSM, New Delhi
15.	Shri Vidyanand Acharya,	BSSM, New Delhi
16.	Shri D P Singh,	NCL, New Delhi
17.	Shri Vandana Shiva,	NAVDANYA, New Delhi
18.	Shri U K Diskshit,	Director, SCOPE
19.	Shri Praveen Sinha,	FES, New Delhi
20.	Shri B P Pant,	CIE & FICCI
21.	Shri Rajan Malhotra,	ILO-SAAT, New Delhi
22.	Dr B R Atteri,	IARI, New Delhi
23.	Shri T S Sankaran,	Chairman, Study Group – Review on Laws
24.	Shri Baba Takwale,	BKS, New Delhi
25.	Shri Narender Kumar,	Labour Commissioner, Delhi
26.	Shri R P Singhal,	BKS, New Delhi
27.	Shri O P Sharma,	INTUC
28.	Shri K L Reddy,	BMS
29.	Shri S Shiv Ramakrishanan,	ILO
30.	Shri Kan Kaniya,	SCOPE
31.	Shri I U Khan,	SCOPE
32.	Shri V R Raman,	Finance Ministry, Govt. of Delhi.
33.	Shri N Sanyal,	Member Secretary, NCL
34.	Shri Sumit Jana,	SB, Hyderabad
35.	Shri R N Srivastava,	Advisor (Corp & HRD), ACCI
36.	Shri G M Saini,	Habitat World
37.	Shri Kunwar ,	INA
38.	Shri Hira Lal Sharma,	INTUC

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**Seminars on National Consultation on "Globalisation and its impact"  
conducted by the Study Group on Globalization.**

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|-----|----------------------|--|
| 39. | Shri S Venkatraman,  | Labour Advisor, Council for Leather Export           |
| 40. | Shri O P Pandey,     | Export Promotion Officer, Council for Leather Export |
| 41. | Shri Sanjay Leekha,  | Chairman (HR), Council for Leather Export            |
| 42. | Shri I P Anand,      | Governing Body Member, ILO                           |
| 43. | Shri J S Sodhi,      | SRC, New Delhi                                       |
| 44. | Dr D K Bhattacharya, | AIMA, New Delhi                                      |
| 45. | Shri K L Pathela,    | BMS, New Delhi                                       |

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**Seminars conducted by the Study Group on  
"Skill Development, Training & Workers Education"**

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**1.11.2001 (Bhubaneswar)**

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|-----|-----------------------------------|---|
| 1.  | Prof. R.M. Malik,                 | Centre for Development Studies, Bhubaneswar.                |
| 2.  | Dr. C. Kishore,                   | Centre for Development Studies, Bhubaneswar.                |
| 3.  | Shri M.S. Ramanujam,              | Shriram Centre, New Delhi.                                  |
| 4.  | Shri Subrata Singhdeo,            | Rastriya Gramin Vikas Nidhi, Assam.                         |
| 5.  | Shri N. Jyotishi,                 | Regional Centre for Development Cooperation<br>Bhubaneswar. |
| 6.  | Shri J. Das,                      | Institute for Socio-economic Development,<br>Bhubaneswar.   |
| 7.  | Shri R. Swain,                    | Sahabhagi, Vikas Abhiyan, Bhubaneswar.                      |
| 8.  | Shri. A.K. Mahapatra,             | Vashundhara, Bhubaneswar.                                   |
| 9.  | Smt. Rekha Panigrahi Vashundhara, | Bhubaneswar.  |
| 10. | Shri A.K. Babu, Vashundhara,      | Bhubaneswar.  |
| 11. | Shri H.S. Dutta,                  | Orissa Voluntary Health Association.                        |
| 12. | Shri P.K. Sahu,                   | Centre for Youth & Social Development.                      |
| 13. | Shri B. Swain,                    | Technology Transfer Network, Bhubaneswar.                   |
| 14. | Shri P.C. Behera,                 | Green Development Bhubaneswar.                              |
| 15. | Shri R.V. Subba Rao,              | BMS, Bhubaneswar.   |
| 16. | Shri S. Mahapatra,                | BMS, Bhubaneswar.   |
| 17. | Shri Anupam Bhasin,               | Co-opted Member, Study Group.                               |
| 18. | Shri Ravi P Gupta,                | Hero Corporate New Delhi.                                   |
| 19. | Shri P. Sharma,                   | Joint Director, NCL   |

**1.12.2001 (Bhopal)**

- |    |                       |                    |
|----|-----------------------|--------------------|
| 1. | Dr. Kishore Patnaik,  | ACTION AID, Bhopal |
| 2. | Shri Narendra Sharma, | ACTION AID, Bhopal |
| 3. | Smt. R. Bhargava,     | SEWA, Bhopal       |
| 4. | Sri Ajay Singh Yadav, | SEWA, Bhopal       |

**1.12.2001 (Bhopal)**

5.	Prof. S.K. Soni,	Technical Teachers Training Institute, Bhopal
6.	Prof. R.C. Choubey,	Technical Teachers Training Institute, Bhopal
7.	Shri K.K. Jain,	Technical Teachers Training Institute, Bhopal
8.	Shri C.K. Chugh,	Technical Teachers Training Institute, Bhopal
9.	Shri M.S. Ramanujam,	Shriram Centre, New Delhi
10.	Shri Akhelesh Jain,	Health, Help & Research Society, Bhopal
11.	Dr. A.K. Sacht,	PSS Central Institute of Vocational Education, Bhopal
12.	Shri S Ray ,	PSS Central Institute of Vocational Education, Bhopal
13.	Shri B M Bharti,	Sahyog Bhopal
14.	Shri S Rao	Bhartya Agro Industries Foundation Bhopal
15.	Shri K.K. Rao,	Bhartya Agro Industries Foundation Bhopal
16.	Dr. A.K. Khare,	Madhya Pradesh Vigyan Sabha
17.	Shri R. D. Tripathi,	INTUC Bhopal
18.	Shri S.V. Gokhle,	Member, Study Group
19.	Shri Anupam Bhasin,	Co-opted Member, Study Group
20.	Shri Ravi Gupta,	Hero Corporate, New Delhi

**Annexure- XIII**

**Dates of submission of Reports by the Study Groups**

1.	<b>05.09.2001</b>	Study Group on Social Security
2.	<b>18.09.2001</b>	Study Group on Women & Child Labour
3.	<b>14.10.2001</b>	Study Group on Umbrella Legislation for the Workers in the Unorganised Sector
4.	<b>15.11.2001</b>	Study Group on Review of Laws
5.	<b>13.02.2002</b>	Study Group on Globalisation and its impact
6.	<b>16.02.2002</b>	Study Group on Skill Development, Training and Workers Education

## Annexure- XIV

### **Subject discussed at the Internal Meetings conducted by the National Commission on Labour**

<b>DATE</b>	<b>TOPICS TAKEN UP FOR DISCUSSION</b>
<b>4.11.1999</b>	<p>The first meeting of the National Commission on Labour was held under the Chairmanship of Shri Ravindra Varma in the Committee Room of Ministry of Labour, Shram Shakti Bhavan, New Delhi.</p> <p>The Secretary, Ministry of Labour, with the permission of the Chairman of the Commission outlined the background of the constitution of the Commission. The Chairman in his introductory remarks welcomed the members of the Commission and complimented them on being nominated to the Commission. He outlined the tentative plan of action of the Commission and said that a questionnaire would be drawn up for seeking the views of all interested sections on the matters falling in the field of enquiry of the Commission. The Commission would simultaneously hold sessions to gather evidence(oral &amp; written) from interested parties. He clarified that six Study Groups would be set up to look into the areas of Review of Laws, Umbrella Legislation for Workers in Unorganised Sector, Globalisation and its Impact, Social Security, Women and Child Labour and Skill Development, Training and Workers Education. The Chairman invited suggestions from members for names of persons for inclusion in the Study Group. He concluded that he would try to see that the Commission completes its work within the stipulated period that the Government had set for it.</p>
<b>15.3.2000</b>	<p>The second Meeting of the Commission was held under the Chairmanship of Shri Ravindra Varma, Chairman, National Commission on Labour at its new office at Janakpuri. The Commission decided to incorporate the suggestions of the Members of the Commission in the draft questionnaire, which was circulated to them in advance for eliciting their response.</p> <p>The Chairman proposed the names of the Chairpersons of the Study Groups which was agreed to unanimously. It was also decided that the Chairman would take an appropriate decision regarding the composition of the six Study Groups as was decided earlier.</p> <p>The Commission held discussions with the central trade unions and the employers' organisations with a view to familiarize itself with their views. Amongst the central trade unions, the BMS, INTUC, HMS, UTUC (Lenin Sarani) and NFITU responded and attended the discussion. Three central trade unions viz CITU, UTUC and AITUC did not attend the sessions.</p> <p>Five Employers' Organisations, namely AIOE, EFI, SCOPE, FICCI and CIE (umbrella body of AIOE, EFI and SCOPE) wanted to make a joint presentation which was agreed to by the Commission. Three others viz Laghu Udyog Bharati, CII and ASSOCHAM made separate presentations.</p> <p>The Chairman clarified that the Commission would strive to discharge the task set before it by the Government with an open mind and complete devotion and would try to allay any apprehension or misunderstanding that any of the organisation might be harbouring on that score.</p>

**1.11.2000**

The third meeting was held under the Chairmanship of Shri Ravindra Varma in the office of National Commission on Labour, Janakpuri. He mentioned that the Commission would again address key interest groups like the Government, State Governments, Employer's organisations and trade unions to expedite their replies to the questionnaire, as the response was not very encouraging.

The Chairman stated that almost all Study Groups have started functioning, and he would try to see that they were able to complete their work around April 2001 or so. The Group on Skill Development, Training and Workers' Education was yet to be formally constituted since a suitable person was yet to be found to take up the work of the Chairperson.

The Chairman mentioned that all the Members in the Commission have been appointed in their individual capacities, and should be objective in their views and analysis of issues. He also sought full cooperation from the Members for complete confidentiality regarding the deliberations of the Commission. He concluded by laying out an outline plan of the Commission's report which would contain nine main chapters.

Chapter I -

General Survey since independence/1969 (Report of the First Commission)

Chapter II -

General Survey of the post-1991 period, after the liberalisation of the economy was set in motion by the Government.

Chapter III -

Review of existing legislation – adequacy – inadequacy – amendments and new legislation that is needed. The principles behind the recommendations that the Commission was making.

Chapter IV -

General survey of the Unorganised Sector and principles behind the Commission's recommendations regarding umbrella legislation.

Chapter V -

Survey of women and child labour.

Chapter VI -

Social Security

Chapter VII -

Unfair practices/job security.

Chapter VIII -

Skill development, training, etc.

Chapter IX -

Miscellaneous matters.

**12.5.2001**

The Commission held its internal meeting to discuss the tentative plan of action of the Commission and the thrust areas of its Report such as simplification and consolidation of laws, the duties of employers, rights and duties of employees, employment generation etc.

- 16-18.10.2001** The meeting was held to discuss the final report submitted by the Study Group on Women and Child Labour. The Chairperson of Study Group Mrs. Renana Jhabvala explained the highlights of the Report to the members of the Commission. On 17<sup>th</sup> and 18<sup>th</sup> the Commission deliberated on the issues involved in employment of women such as equal wages, skill development safety at the workplace, child care facilities, overall employment levels of women and working of women during night hours.
- 31.10.2001 & 01.11.2001** In this meeting the final report submitted by the Study Group on Social Security was discussed. On 31.10.2001, Shri R K A Subrahmanya, Chairperson of the Study Group apprised the Commission about the recommendation of the Study Group. On the next day the Commission deliberated on the recommendations of the Study Group, i.e. the present status of Social Security system and the system proposed by the Study Group.
- 26-29.11.2001** The Commission held its internal meeting to discuss the final Reports submitted by the Study Groups on Review of Laws and Umbrella Legislation for the Workers in the Unorganised Sector. Shri T S Sankaran apprised the Commission on 26.11.2001 about the recommendations of the Study Group on various issues. During the next day internal deliberation of Commission were held on the provisions as they exist in the existing laws and the recommendations of the Study Group. On the 28<sup>th</sup>, the Chairperson of the Study Group on Umbrella Legislation for the Workers in the Unorganised Sector, Shri D Bandhopadhyay apprised the members of the Commission about the Report of his Study Group. On the following day the members deliberated on the Report.
- 27-28.12.2001** The Meeting of the Commission was held further to discuss the final report submitted by the Study Group on Review on Laws wherein issues such as definition of worker, wages, retrenchment and whether strike should include go slow or work to rule, etc were discussed.
- 8-9.1.2002** The Commission held its internal meeting to continue further on the final report submitted by the Study Group on Review of Laws wherein the authorities to be set up for dispute resolution and matters relating to registration and recognition of unions and section 11 A, etc were discussed.
- 28.1.2002** In the meeting held on 28.1.2002, some of the issues relating to industrial relations such as unfair labour practice, workers participation in management, functions to be assigned to Labour Relation Commission, provisions of Industrial Employment (Standing Orders) Act and Sec 9-A, Sec 11-A, and Sec-22 of Industrial Disputes Act and Contract Labour and Linkages of wages with productivity were discussed.
- 19.2.2002** The Commission held its internal meeting to discuss the report submitted by the Study Group on Globalisation and its Impact. The draft indicative laws on Child Labour and Umbrella Legislation for Workers in the Unorganized Sector were also discussed.
- 28.2.2002 & 1.3.2002** In the meeting held on 28.2.2002, the draft chapters on Women and Child Labour and draft chapter on Social Security were discussed. On 01.3.2002, the Report of the Study Group on Skill Development, Training and Workers Education was discussed.

- 18-21.3.2002** The Commission held its internal meeting to discuss the revised draft indicative legislations on Child Labour and Unorganized Sector Workers incorporating the suggestions made by members for amendments in previous meeting pertaining to these laws. The Commission also discussed the draft chapter on Review of Laws and some important issues like contract labour. The Commission also discussed the draft chapter on Globalisation.
- 26-27.3.2002** The Commission held its internal meeting to discuss the draft chapter on Labour Administration, indicative laws on Child Labour, Employment and other pending matters such as Labour Statistics and Composite law on occupational health and safety.
- 2-3.4.2002** The internal meeting of the Commission was held to discuss on the finalisation of National Commission on Labour's Report. The Chairman apprised the members of revised scheme of various chapters and invited their suggestions. The matters pertaining to wages, national floor level minimum wage and draft law on wages were discussed.
- 22-25.4.2002** The Commission held its internal meeting to discuss the chapters on Review of Laws, Labour Administration and other pending matters. The individual disputes, matters pertaining to layoff, retrenchment and closure, requirement of strike ballots and matters relating to right to strike in socially essential services were discussed.
- 14-15.5.2002** The Commission held its internal meeting to discuss the chapters on Labour Administration, draft Law on Hours of Work, Leave and other Working Conditions at the workplace.
- 31.5-2002 & 1.6.2002** The Commission held its internal meeting to discuss the issue of bonus and draft indicating Law on Labour Management Relations. Suggestions made by some of the members for making changes in the draft indicative law were incorporated wherever such changes did not call for any deviation from the decisions incorporated in the chapter on Review of Laws.

**Letters of the Chairman to Prime Minister regarding  
Finance Minister's Budget Speech**

**RAVINDRA VARMA**

Chairman



सत्यमेव जयते

Government of India

Ministry of Labour

**National Commission on Labour**

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30-31, Institutional Area, Opp. 'D' Block,  
Janakpuri, New Delhi - 110 058.

Phone : 5610868, 5617914 (O)

: 3235913, 3235870 (O)

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E-mail : ravindravarma.labourcom@mantraonline.com

No. Chairman/1/NCL/Camp-Goa/2001

Dated 7<sup>th</sup> March 2001

Dear and Hon'ble Prime Minister Shri Atalji,

The onerous duties that you have cast on me by appointing me as Chairman of the National Commission on Labour make it necessary that I bring to your notice the very grave mood of introspection and sense of distress that have become evident in the minds of most of the members of the Commission and its study teams after the Budget speech of the Hon. Finance Minister in which he announced that the Government had decided to introduce legislation to amend the Industrial Disputes Act and the Contract Labour (Regulation and Abolition) Act in the current Budget session of Parliament. The very fact that the announcement came in an unusual and unprecedented manner, from the Finance Minister, and he not only indicated the possible direction of policy but also the specifics of the amendments and the schemes that were going to be introduced, has given edge to the apprehensions that are being articulated both by some members of the Commission and by many concerned groups.

2. I beg to point out that when the Government (which has the distinction of being led by you, a person who has always enjoyed a high reputation for fairness and straight forwardness) appointed our Commission, we were entrusted with two main tasks, to review and suggest rationalization of all existing labour legislation in the organised sector; and to propose an umbrella legislation for ensuring a minimum level of protection to workers in the unorganised sector. We understood this to mean that we had the duty to review all legislation in the Statute book – old, new or as amended – on the day we concluded our work as a Commission and signed our report.

3. We were, and are, aware that the Government has the responsibility to respond to circumstances and exigencies that demand immediate action, including legislation. We understand that this is a prerogative of the Government, and it is the prerogative of the Parliament to approve proposals for legislation that are presented to it. But we thought that since the Government itself had appointed the Commission and asked it to review all existing legislation including the Industrial Disputes Act, the Contract Labour (Regulation & Abolition) Act, etc., it would have waited for the report of the Commission, or, if it felt that urgency warranted immediate amendment, asked the Commission for an interim report on the amendments that were considered necessary. We deeply regret that both these alternatives were ignored, thereby giving an opportunity for skeptics and critics to say that the Government's mind was already made up, and the Commission, therefore, had no relevance. Unfortunately this situation has made it possible for many groups to cast doubts on the credibility and utility of the Commission and say that our report has already been pre-empted, even while we had struggled hard and almost overcome the attacks on our credibility. Some distinguished members of our study teams have also expressed their deep concern, and asked whether, if the role of the Commission was really over and if the questions that were entrusted to us had already been settled in the Government's mind, there was any need for them to continue.

4. My own understanding, on the basis of which I am persuading them to continue and conclude our efforts quickly, is that the Commission is free to formulate or report its views on laws that are in the Statute book on the day the Commission completes its work; that the very broad and comprehensive canvas that has been entrusted to the Commission has not been exhausted by whatever proposals the Hon. Finance Minister has made; and that we should, therefore, continue with the work of the Commission and complete it as early as possible.

5. I will be grateful for any guidance you can give me that will enable me to assure all concerned that the Government still wants us to continue and complete the work that it entrusted to us.

Yours sincerely,



(Ravindra Varma)

**Hon'ble Shri Atal Behari Vajpayee,**  
**Hon'ble Prime Minister of India,**  
South Block, New Delhi – 110001

**RAVINDRA VARMA**  
Chairman



Government of India  
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**National Commission on Labour**  
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Dated: 25 May, 2001

Dear and Hon'ble Prime Minister Shri Atalji,

I was very happy I had an occasion to meet you at the session of the ILC on the 18<sup>th</sup>, and to listen to your address. Subsequently, when I was conducted to the tea-room, you were about to rise, but I saw and heard the Trade Union leaders, and some representatives of management groups requesting you to put off the introduction of new labour laws till the National Commission on Labour submitted its report to you. I have already written to you on this question on the 7<sup>th</sup> of March soon after the Hon. Finance Minister referred to specific proposals for reform in labour laws during his Budget speech.

But since I was present when the matter came up before you again, I thought it would not be inappropriate if I wrote to you about the perception of the Commission, and the progress that the Commission has made.

I do not write in detail about the perception of the Commission since I have already written about it in my letter of the 7<sup>th</sup> of March (copy enclosed for ready reference). The case for waiting for the report of the Commission rests on two main considerations: (i) The proposed amendments fall within the area that has been referred to the Commission and (ii) it is easier to find common ground in the background of a comprehensive new system that may be proposed as a substitute to the present fragmented bits of legislation, than if one confines oneself to one or two clauses in one or two of the many Acts that are involved.

In the last few months, we have worked hard to identify and expand the area of consensus on all the contentious issues in industrial relations. While we know it is very difficult to visualize a situation in which workers' organizations and

management reach unanimity on all matters, we feel optimistic about finding common ground on many issues. We feel convinced that a consensus approach, – not an approach of confrontation, – will make it easy to formulate, pilot and implement the laws that are needed. The high degree of economic efficiency and competitiveness that we need to succeed in the post-globalisation era may elude us if we allow confrontationist attitudes to linger and dominate the scene. Any solution that is looked upon or claimed as the victory of one side over another may also leave a trail of bitterness and sullenness that might in turn adversely affect productivity for long. In fact, anything that precipitates confrontation and conflict will only reduce our competence to compete. We cannot fight each other, and also fight external factors and forces that we have to contend with. The Commission also feels that its task will be harder if confrontationist attitudes are allowed to entrench themselves.

On our part we wish to assure you that we will continue to work to expedite the evolution of an acceptable consensus that serves the interests of the country as a whole, and at the same time ensures justice to all “social partners”, - workers, management, consumers and the State. We hope to complete our work and submit our report by the end of the year. We realize that the Government has to take its decisions on executive and legislative action on the basis of its own assessments of urgency, but we thought we owed it to you to place our perceptions and estimates before you, in time.

With warmest regards,

Yours sincerely,



(Ravindra Varma)

**Hon'ble Shri Atal Behari Vajpayee,**  
**Hon'ble Prime Minister of India,**  
South Block,  
New Delhi – 110001.

**Letters of the Chairman to Prime Minister  
seeking extension of term**

**RAVINDRA VARMA**

Chairman



सत्यमेव जयते

Government of India

Ministry of Labour

**National Commission on Labour**

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September 25, 2001

Dear and Hon'ble Prime Minister Shri Atalji,

In the midst of the heavy pressure on your time, I have to crave your indulgence to make an earnest appeal on behalf of the National Commission on Labour.

The appointment of the Commission was announced on the 15<sup>th</sup> of October, 1999, and we were given 24 months to complete our work. The task entrusted was much heavier than that of the First Commission which was given three years. Unfortunately, as I have submitted in earlier representations to you, our Commission could not even be provided with an office for five months. It took another three months for even a partial complement of technical staff and officers to be made available. Thus, we lost seven to eight months at the start, for no fault of the Commission.

In these months we have made very good progress in eliciting opinion, and conducting dialogues and discussions with affected parties, and functioning through special Study Teams that have almost completed detailed enquiries.

We had requested for an extension of 5 1/2 more months to complete our work to make up for the six months that we lost for no fault of ours.

We are quite conscious of the urgency and expectations, and we want to do justice to the task that has been entrusted to us by you, particularly because of the

present problems and the fact that the Commission has been appointed after nearly three decades. I assure you that we will not take one more day than is absolutely essential to formulate a satisfactory report on the delicate and comprehensive issues involved.

We make this earnest request to you to give us an extension of at least four months so that the extensive work we have done, which is likely to be of value for decades, is not adversely affected at the stage of completion, for lack of a few more days.

With high personal regards,

Yours sincerely,



(Ravindra Varma)

**Hon'ble Shri Atal Behari Vajpayee,**  
**Hon'ble Prime Minister of India,**  
South Block,  
New Delhi – 110001.

**RAVINDRA VARMA**  
Chairman



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January 10, 2002

Dear and Hon'ble Prime Minister Shri Atalji,

You may kindly recall that in July 2001 I had written to you on behalf of the National Commission on Labour, to request you to be kind enough to extend the term of the Commission by 6 months, in view of the fact that it took 5/6 months for us to get office accommodation and the core team of officers and staff necessary to commence our work. You were gracious enough to accept our request in part, and to extend the term of the Commission by four months. This period ends on the 15<sup>th</sup> of February.

In this period we have been working conscientiously, and with full consciousness of the need to complete our work by the 15<sup>th</sup> of February. But inspite of all our efforts we now find that the original estimate on which we had based our request in July was fully realistic, and represented the minimum time such a massive work would take to be brought to a systematic completion.

We have received reports of four of the six study teams that we had appointed, and have given consideration to the observations and recommendations of these study teams, and made progress in finding convergence. But we are still to receive the reports of two of the important groups – one on the effect of globalisation on industry and industrial relations (the work force), and the other, on the new needs that have arisen for creating the skills necessary for employment and retention of eligibility for employment in the new conditions. We are expecting these reports by the end of this month. We will then have to work on these reports as well as integrate them into the total scheme that we hope to propose in our chapters on the existing legislation, and legislation for the unorganized sector. This will take a few weeks.

In the meanwhile, the Commission has been permitted by the Government to visit China and Malaysia to get further acquainted with the manner in which these countries and others in similar situations, have dealt with the problems that we are facing after globalisation and the coming of the new WTO regime. Though we had initiated efforts on this study tour quite some time ago, it is only on the 8<sup>th</sup> of this month that we received the necessary permission. This study visit will also mean about a fortnight.

We must also draw your kind attention to the fact that the Central Trade Unions that are cooperating with the Commission have asked for another round of discussions with us before we finalize our recommendations to the Government. We have been told that the employers' organisations are also expecting a similar round of final consultations.

We feel it is important for us, in the current context of mistrust and threats of agitations and confrontation – to ensure that we do not leave scope for any of the major partners in industry to complain that consultations and efforts to find convergence or common ground have not been adequate or serious. It appears to us that the industrial harmony that we so badly need to enhance the competitiveness of our industry may elude us if we do not make full efforts to base the introduction of radical changes on consent, if not consensus, and prepare minds to move out of old ruts of confrontational attitudes. We feel that we must make every effort in this direction.

Taking all these factors into consideration, we have therefore, to revive the request that we made on the 17<sup>th</sup> of July, that we be given the additional two months that we had requested for. We request that the Commission be granted extension till April 15 to complete our work and submit our report. I need not assure you that our attempt will be to complete the work even before the time we are requesting for.

With warm regards,

Yours sincerely,



(Ravindra Varma)

**Hon'ble Shri Atal Behari Vajpayee,**  
**Hon'ble Prime Minister of India,**  
South Block,  
New Delhi – 110001.

**RAVINDRA VARMA**  
Chairman



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No. NCL/CH/118/2002

March 25, 2002

Dear and Hon'ble Prime Minister Shri Atalji,

A few weeks ago, you were kind enough to grant an extension of the term of our Commission by two months. This period will expire on the 15<sup>th</sup> of April.

We have been working conscientiously and diligently to complete our work by the 15<sup>th</sup> of April, and have finalized most of the Chapters in the scheme of our report. However, we find that on the crucial chapter on existing legislation we still have some ground to cover. Here too, we have been moving towards a consensus. We feel that a comprehensive and holistic picture will enable the social partners, - particularly labour and management, to see the holistic packet in which each may move some steps towards the position of the other. It appears that we will take more time to sew together all the issues.

What has weighed most with us in the realization that if we present the Report without sewing the suggestions together, some other group will have to be entrusted with the task, and this will take even more time than we need to sew things together, and this may also lead to the dissipation of the focus that we have evolved. Moreover, we realize that Commissions like ours are appointed only once in a few decades, and so it may be more advantageous to complete the attempt to sew things together, especially since the canvas we are covering is very vast and vital.

We therefore, request you to be gracious enough to grant us an extension of two months.

We assure you that we will not request for another extension. In fact, we will try to complete and present our report much before the date we are requesting for, viz; the 15<sup>th</sup> of June, 2002.

With warmest personal regards,

Yours sincerely,



(Ravindra Varma)

**Hon'ble Shri Atal Behari Vajpayee,**  
**Hon'ble Prime Minister of India,**  
South Block,  
New Delhi – 110001.

**RAVINDRA VARMA**  
Chairman



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June 10, 2002

Dear and Hon'ble Prime Minister Shri Atalji,

On the 1<sup>st</sup> of June, I had written to you informing you that our Commission had completed the task that you had entrusted to it, and had adopted its Report for presentation to you. I had also requested for an opportunity for the members of the Commission to call on you in person and present its report to you. I had asked for a date between the 13<sup>th</sup> and 15<sup>th</sup>.

Most unexpectedly and unfortunately we now find that there has been some upset in the schedule of printing. The Report is now being printed in the press, but the printing and binding are taking more time than was anticipated. It may take another two weeks for the process of printing and binding to be completed. We are therefore compelled to request you to extend the time we sought by another two weeks. We will seek some time from you towards the last days of the month, to present the printed Report.

We hope you will be gracious enough to accept our request.

With warm regards.

Yours sincerely,

(RAVINDRA VARMA)

**Hon'ble Shri Atal Behari Vajpayee**  
**Hon'ble Prime Minister**  
Government of India  
South Block  
New Delhi-110001.

## **Annexure - XVII**

### **Letters of the Government granting extension**

No. Z-2001 4/3/2001-Coord  
Government of India Bharat Sarkar  
Ministry of Labour/Shram Mantralaya

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Shram Shakti Bhavan, Rafi Marg  
New Delhi. dated 1st March, 2002

To,

The Member Secretary,  
National Commission on Labour  
NATRASS Premises,  
30-31, Institutional Area,  
Opposite "D" Block, Janakpuri,  
New Delhi - 110058

**Subject : Extension of the term of Second National Commission on  
Labour upto 15.04.2002**

Sir,

I am directed to refer to your letter No.23/2000/NCL Misc. dated 22.01.2002 on the subject mentioned above and to convey the approval of the Government for extension of the term of Second National Commission on Labour from 16.02.2002 to 15.04.2002.

Yours faithfully,



(B.S. NEGI)

Under Secretary to the Govt. of India

**No. Z-2001 4/3/2001-Coord**  
Government of India Bharat Sarkar  
Ministry of Labour/Shram Mantralaya

\*\*\*\*\*

Shram Shakti Bhavan, Rafi Marg  
New Delhi. dated 10th May, 2002

To,

The Member Secretary,  
National Commission on Labour  
NATRASS Premises,  
30-31, Institutional Area,  
Opposite "D" Block, Janakpuri,  
New Delhi - 110058

**Subject : Extension of the term of Second National Commission on  
Labour from 15.04.2002 and upto 15-06-2002**

Sir,

I am directed to refer to Chairman, National Commission on Labour's D.O. letter No. NCL/CH/119/2002, dated 27.03.2002 on the subject mentioned above and to convey the approval of the Government for extension of the term of Second National Commission on Labour from 15.04.2002 to 15.06.2002.

Yours faithfully,



(B.S. NEGI)

Under Secretary to the Govt. of India

Copy to :

1. Controller of Accounts, Ministry of Labour
2. PAO (MS), Ministry of Labour
3. B&A Sectio



(B.S. NEGI)

Under Secretary to the Govt. of India



**C.K. Saji Narayanan,**  
Advocate, Member  
2<sup>nd</sup> National Commission on Labour.

## **Note of Dissent on Chapter on Review of laws**

### **Conceptual changes a pre-requisite**

Most of our concepts and terminology in labour laws are brought over from the British industrial law. The history and the development of the subject in Britain are entirely different from that in India. Our terminology should be consistent with our culture and therefore western terms should be replaced by Bharathiya terms. There has to be basic clarity on concepts when we approach the changes to be brought about in labour scenario. Commission has rightly advanced in saying that instead of the name industrial "disputes" act it should be renamed as 'labour cooperation/relations act'. Defective concepts like labour market (where workers are undignified as mere commodity like vegetables in vegetable market), employment market, bargaining, industrial disputes act, adversary, class feeling, class conflict (and the consequential class enemy feeling) etc. are still ruling the industrial relations in the country. These terms undermine the basic concepts and attitudes towards a healthy and harmonious environment of work culture in the labour sector. Employers are not ready to accept the concept of "**industrial family**". Conceptual changes are pre-requisite for any other change. In the west only two parties are recognized for the purpose of the law, i.e., the employers and the employees. Our tradition considers society as a whole as a more important factor. Therefore the term collective bargaining is inappropriate in Indian atmosphere. Whenever employers and employees arrive at an agreement it has to be the commitment of both to the society as a whole. Therefore the word collective bargaining be replaced by National commitment.

### **Previous reports and insecurity of labour**

The economic reforms and the consequential labour reforms for the last decade had been in a totally wrong direction. Capitalist ideology has swallowed the thought process at the helm of affairs. It discusses how much rights of workers are to be curtailed and why not employers be given unfettered rights against workers. Previously several reports which are controversial like Montek Singh Ahluwalia Committee report on 'employment opportunity', Geetha Krishnan Committee report on expenditure reforms, Rakesh Mohan Committee report on privatisation in Railways, planning commission sub committee report etc. have been instrumental to propagating this Capitalist ideology while making their recommendations.

This assumes great seriousness in the context when labour all over the country feel their protection is being taken away in the name of over protection and globalisation, and when Trade Unions are on a warpath to protect worker's rights against the so called 'reforms'.

### **Globalisation and insecurity of labour**

In the new era of globalisation, workers are looking upon every change proposed in labour laws with caution. In the age of globalisation workers are on the defensive and worker's rights are at stake. Hence because of globalisation and anti-labour reforms, trade union unity is getting

strengthened. In labour sector the accepted method of implementing changes is through negotiations. Those who are asked to change should be convinced of the rationale behind the reforms, and should have an opportunity to ventilate their claims and objections. But Government did not pursue this method while talking about reforms. Wherever there is discussion on changes that is affecting worker's rights, it has to be discussed or negotiated with Unions.

Now a days globalisation is an excuse to hurt the workers. Globalisation has caused damages to the workers in many ways. Globalisation has placed workers in a highly insecure situation. The impact of globalisation on labour is that it wants to take worker on ransom for their insecurity. Reform of labour laws is fear based, i.e., fear of closure, recession etc. Hence this capitalist ideology will necessarily lead to chaos, destruction of industrial peace and loss of production resulting in industrial loss as workers deprived of their rights will have to resist.

One of the impacts of globalisation is that it downsized the organized sector and pushed many into unorganised sector. In the same way the reforms are primarily downsizing the rights of workers in the organised sector and pushing their position to that of those in the unorganised sector.

Our ten years' experiment with globalisation has proved that it has not "brought about macro economic discipline" as the claim goes, but had reverse impact on the economy. We have identified that globalisation had mainly shown an ugly face with its negative impacts. Hence we are not to accept the package of law reforms put forward by the advocates of globalisation, which later was pushed forward by employer's organisation. Globalisation cannot be accepted as an order or ideology of future. It is only an unwanted eventuality.

#### **Chapter. V B of I.D. Act (Para. 38)**

Intention of Ch. VB is to discourage closure etc. that is detrimental even to the society. Not only the workman but the society is also concerned about non-functioning of an industrial establishment. That is why provision for Government scrutiny in to unscrupulous and malafide closure, retrenchment and lay off is made in the form of Ch. VB. Still at present this is only in a limited way. This idea should be further modified by –

1. Removing the limit of even 100 workers
2. Applying Ch. VB to all establishments in which employer-employee relations exist apart from the present position of application only to factories, plantations and mines.
3. Workers are protected well in the event of unavoidable retrenchment or closure, by adequate compensation and provision for re-employment.

In changed situations, 10 years after the introduction of new economic policy of 1991 and consequent exit policy, number of establishments having even 100 employees is getting reduced. In the changed situations due to downsizing even the limit of 100 is on the higher side. Therefore, what Chapter VB has given to the workers is a right of hearing and such a right of hearing is a necessity as the aim of the Act is to maintain **industrial peace**. What is contemplated is only a limited right of the workers to look into the employer's honesty in taking action adversely affecting the interests of workers.

#### **What does flexibility mean?**

In this context it is necessary to cite the example of China. During the evidence taking process of the Commission in various places in the country, employers' organizations submitted that China should be taken as a model for labour law reforms in India. Because in China there is high degree

of flexibility in labour sector as well as in labour laws. They submitted that in China, Special economic zones are exempted from labour laws, working hours per day is higher, holidays are less etc. This was proved to be totally wrong during our visit to China. (Chinese law on holidays and working hours is appended here with). It is our experience during our visit to China that what are depicted regarding flexibility and exemption from labour laws to Special economic zones is a false propaganda. In fact the Deputy Labour Minister and other officials in China told us that there are no exemption to MNCs or any sector from labour laws, which was found to be true after our visit to Shenzhen, a Special economic zone. In special economic zones of China foreign investors want flexible licence procedures and not flexible labour laws. So in successful Chinese industrial sectors flexibility has a positive meaning. But in India the word "flexibility" has an entirely different and negative meaning.

Indian industrial circle want to shift their failure mainly due to mal-administration to the shoulders of workers. According to the philosophy of this unsuccessful industrialists, flexibility means right of management to "adjust" their labour force from time to time according to their whims and fancy in the name of "changing needs of the industry" or "to meet the exigencies caused by genuine economic reasons" or "in the best interest of the undertaking" etc. The closure-maniacs in business lobby are trying to take the idea of flexibility in a reverse gear. Instead of saying "we want to run industry" they demand "we want closure of industry and retrenchment of workers". This is detrimental to the society also. They want to apply their agenda of failure even to profit making units.

Some employers propagate only this can put them in a position to compete in a world market opened up by the phenomenon of globalisation. Such industrialists also believe that 'consequent on the current situation of globalisation and increasing competitiveness and frequently changing technology, all economic activities become subject to market pressures, compelling the employers to do different levels of adjustments, including the size of the labour force if he wishes to continue his business' (as referred in Para. 36). So they believe that only by changes accordingly in the labour laws will save Indian industries. They accuse labour laws are always stumbling blocks in the creation of employment. There is absolutely no force or rationale in these assertions. They forget the basic fact that the law is meant for erring employers. In fact our existing laws would not be complete nor achieve deserved results unless they have provisions like Omnibus Act of 1988, wherein provisions like super 301 and special 301 secure protection to US indigenous industries and agriculture against the invasion of imported goods.

### **Philosophy of unsuccessful employers**

Repeal Ch.VB is the slogan of unsuccessful employers. Such industrial failure should not be encouraged or given statutory recognition. Workers cannot be silent spectators and put their neck as scapegoats to such foolish ideas of "saving" the industries. In India attempt in the name of flexibility of labour laws is to close establishments as seen by the proposed amendment for Ch.VB, which is against the society. This is mercy Killing ie., showing mercy at the time of death alone.

Amendment to Ch. V B in this fashion means, for the failure of management, worker is to suffer. The demand of many employers' organisations that for even closing an establishment, worker should be deprived of his right to have Governmental scrutiny to see whether the closure is genuine, is something highly irrational.

We find the philosophy of unsuccessful people in closures, exit policy, VRS, downsizing (or the deceptive term –"right sizing") ban on recruitment, NRF, closing PSUs or privatization, thoughtless

mechanization or computerization, shifting regular jobs to contract system, 'hire and fire' slogan etc. Still they raise meaningless and deceptive slogans that "these are for employment generation". It is a paradox how these two situations will go together. The so-called advocates of reforms have to explain this.

### **Implication of repeal of Ch. VB**

By proposing to raise the limit of Chapter VB to 300 workers it is encouraging closure in majority of industries. Inhuman attitudes like that of the erstwhile feudal lords have come back to Indian employers in the form of hire and fire etc. Removing the restrictions on retrenchment is to accept the principle of "hire and fire" as demanded by the Employer's organisations. Lay off and retrenchment are the initial steps of closure. If no restrictions are placed on either lay off or retrenchment, the closure would be very easy. By permitting retrenchment, the employers can reduce the strength of workers below the minimum level and overcome other legal restrictions also. These are all done when unemployment insurance is not an inseparable package with retrenchment, closure and lay off. Principal employer should be responsible for giving alternate employment to workers retrenched on account of new technology.

Our National economy badly requires employment-generating technologies. In the west they have more capital and less number of workers. In India it is otherwise. Considering the large army of unemployed in the waiting, all our planning and reforms should be **labour intensive** and not labour displacing.

There should be constituted a Technological Ombudsman to determine what technology should be introduced in which particular industry taking simultaneously into consideration the peculiar characteristics of the industry and the total requisite of National economy.

### **The remedy**

The remedy lies elsewhere. The employers have got to make out a case against the existing labour laws by saying that the industrial sickness is attributed to defective or even over protective labour laws or the agitation of workers. This theory is totally false. Reserve Bank of India is conducting yearly surveys on sickness of industries, and has come out with the finding that about 65% of the cause is contributed by management failure. Contribution by labour or strike is only 3%. Those who are less competitive are getting sick. Blaming others for one's own fault is now the psychology of employers who are blaming workers. Blaming workers is escapism for the management associations. Sickness is not due to labour laws. This is a pointer to the need to reform the attitude or skills of management to improve industrial health. Indian industries are still shy of accepting these realities. At present workers have no say when they face gross mismanagement in the industry. In such a situation, workers should not be asked to sacrifice for the fault of employer. Worker's participation in management should be a rule.

When the Commission is attempting to codify and simplify the various provisions of labour laws of the country with a common norm of applicability to establishments of more than 20 workers, Ch. VB also should be made applicable to all establishments to which general labour laws apply. The reverse process is totally unjustifiable. The principle shall be that labour laws should have uniform applicability. Any exemption or deviation will only be disadvantageous to workers.

### **Permission procedure under Ch. VB**

On going through the demand from employers about Ch. VB, the only point worth considering is that there is inordinate delay and hurdles in the permission procedure under Ch. VB. This problem

has to be addressed in a different angle. The procedure can be simplified and time limit can be prescribed without sacrificing the objectives of the provisions in Ch. VB.

### **Conclusion**

So the following proposals are devoid of any rationale-1. Total removal of prior permission for lay off and retrenchment. 2. Raising the limit from 100 workers to 300 for applicability for closure. 3. Ch. VB is to be repealed progressively 4. Post facto permission after 1 month of lay off in establishments with more than 300 workers 5. Varying scale of compensation for sick units and profit making units 6. If the Government within 60 days of the receipt of application does not grant permission, the permission will be deemed to have been granted. I do not agree with any of these proposals.

### **Contract Labour (Para. 53-55)**

#### **Human side of the problem**

In the place of old methods of exploitations, new methods of exploitations like contract labour system is spreading. The direction should be to do away with modern method of human trafficking in the name of contract labour as pointed out by Supreme Court in Gujarat Electricity Board case. Dictum laid down in this case is not overruled even in the recent SAIL case. Other wise we will be in the primitive or feudal philosophy of least concern for human side of an issue. Nothing, not even globalisation is a justification for such anti-human concepts. Extracting labour out of worker without pain is an art and a part of management skill. Many brilliant employers in the country perform this. Insecurity brought by contract system is not the method to create efficiency. This method is a part of the fundamental philosophy of exploitation of capitalism, which is slowly gaining respect in our country also.

Commission has rightly recommended that after 2 years of working a worker should be treated as permanent worker. Job security is an important right of the worker accepted for a long period of time. But in many industries workers are retained in the name as casual workers, badali, temporary workers, contract workers etc. for even beyond 10 years. This is a clear abuse that is to be totally curtailed and penalized even though some legislations contains certain provisions.

#### **Economic efficiency is not labour cost alone**

It is a wrong idea to say that "in the fast changing scenario and changes in technology and management to meet the challenges of the same, there cannot be a fixed number of posts in any organization for all time to come, and organization must have the flexibility to adjust the number of its work force based on 'economic efficiency' ". According to unsuccessful employers economic efficiency means nothing but labour cost. Their perception militates against other factors that influence economic efficiency.

#### **Ground realities**

The employers' organizations want to give legal and social status to contract labour in the name of globalisation. The discussion on the ill effects of globalisation squarely applies to this issue as well. The ground realities are that the employers favour contract labour, as exploitation of worker becomes easy. Trade unions have pointed out that from the point of view of employers the advantages in employing contract labour are innumerable like-

- a) low wages (in many cases paying less than minimum wages and employing workmen on very low wages compared to that of permanent workers);

- b) non necessity of payment of fringe and other benefits etc.
- c) easy dispensability by termination of contract,
- d) absence of trade union,
- e) squeezing of worker for increased production under force, coercion and fear of insecurity.
- f) minimum litigation,

Hence contract labour is a system that should be progressively abolished on the background of ground realities.

### **Non-core activity**

Any attempt to shift any of the regular work to contract system should be totally rejected. The trend should be to progressively convert contract works to regular work. There is no justification to make any new category in perennial (permanent) jobs viz. 'non-core activity' for the purpose of introducing contract labour. Abolition of contract labour should not be replaced by encouragement of contract labour. This is legalising an illegal activity. Non-core activities also cover a vast field of industrial activity and if a distinction is made, a large number of employees will lose the existing protection under the law. The terminology of core and non-core sector is thoroughly unrealistic. This differentiation should be dispensed with. Both are part and parcel of the same activity.

### **Absorption**

In appropriate cases the judicial body should have power to order absorption of such contract labour as regular employee. Study group of our Commission had rightly recommended that the body vested with the responsibility for making recommendation on abolition of contract labour should also be empowered to order absorption by principal employer such number of contract labour as is considered just and reasonable. There is nothing wrong for the Commission to independently looking at the problem and reverse the dictum of the SAIL judgement. The fear that if we do not follow the principles laid down in SAIL judgement it would result into defeating the judgement is baseless. Because the SAIL judgement has failed to consider the realities of situation. If we adopt a different approach than one recognised by SAIL judgement, it would not be wrong as in the past, Supreme Court judgement in Shah Banu case was given a burial by enacting a new law.

### **Equal pay and benefits**

Equal pay for equal work should be the basic principle that should apply to all types of exploited categories of workers including women, badli, casual, temporary, part time, apprentice, migrant labour, etc. and also for the other exploited categories to be abolished like child labour, bonded labour, contract labour etc. till they are abolished. Some of the exceptions to equal pay shall be seniority, merit, overtime etc. Payment includes all benefits incidental to the particular work enjoyed by regular workers. Contract labour and other exploited categories like women, badli, casual etc. cited above should be given the wage and all other benefits which a regular worker gets, so that the employer will not engage contract labour for the purpose of monetary gain. Hence the words "equal wages" should be substituted by "equal wages **and all other benefits**".

### **Work culture**

There has to be a detailed mention about work culture to change the misconception among employers. Work culture is mistaken as worker's culture alone and increased working hours and decreased holidays. It is not a one-way traffic. Work Culture is not worker's culture alone, it

includes employer's attitude as well. Work Culture is nothing but attitude of all the partners of the industrial activity and not concerned with merely working hours or holidays of workers. Work culture is an attitude that cannot be enforced through legislations. Only contented and satisfied workers can contribute to the development of industry. Work culture should start from above.

Leisure, rather than being a right, is a basic necessity of human beings. In the name of work culture you cannot expect workers to be workaholic. Law cannot and should not compel workers to be workaholic by over work. We cannot expect our workers to have psychological abnormality like "Karoshi" (death by overwork) prevalent in Japan. Mechanistic view looks upon man as a part of machine. Even machines and computers gets heated or tired up by over work. Instead of reducing holidays (by saying that Indian workers have addiction to holidays), working overtime, encashment of holiday or extra wages, we should encourage additional employment as a part of our labour-intensive planning suitable for a country like India. Where as in countries like Japan where there is shortage of appropriate manpower, labour displacing planning or technology is suitable. But recently in Japan due to recession, unemployment increased and work has decreased. Japanese Government immediately shifted their policy by encouraging workers to avail holidays and carrying on the propaganda about the benefit of taking holidays and spending time with families.

### **Working Hours**

Commission has rightly attempted to bring about codification and uniformity in labour laws. Then it is also possible to bring about uniformity in daily and weekly hours of work and holidays (Para. 62). China has shown a good example by accepting maximum 8 hours of work per day uniformly for all employment including Government jobs so that extra work can be assigned to the large number of unemployed people waiting for job. The regulation of the State Council of China governing working hours and weekly rest for workers was adopted on 17-2-1995 (Act No. 17). (The Chinese law on this aspect is appended herewith). As per Article 3, working hours are fixed at 8 hours a day and 40 hours a week. Article 2 says, it applies to all establishments including Governmental agency. According to Article 6, only in an emergency shall these working hours be extended, subject to regulations of the concerned State.

This vision has not yet dawned in the minds our reformers. It is shameful that many of the Central statutes and some State statutes still prescribe 9 hours working per day. 8 hours working per day is universally accepted. Advocates of flexibility of working hours want to increase it; that again on the plea of global competition and technological changes. It is something against common sense to connect work culture with working hours and holidays. Basic principle that we have to bear in mind is that the level of human endurance and physical tolerance does not change or increase. Squeezing a worker by overwork will not help the industry ultimately. Even in the existing framework, in banking sector ATM and 24 hours banking etc. are working successfully. First National Commission has suggested that working hours should be reduced from 48 hours to 40 hours. This Commission should not put reverse gear to this proposal, which again in the name of changed circumstances.

### **Modern technology and working hours**

When technology advances the fruits of technology should be shared by employer in the form of profits, worker in the form of higher wages and reduction in working hours, and consumers in the form of reduction in prices. Arrival of a new machine should help workers to reduce their working hours and burden rather than displacing the workers out of work. Machines and computers are to assist human beings and not to displace them, nor become their masters. In reality what happens

is that by the introduction of mechanisation or modern technology employer reduces the number of employees thereby reaping more profits for him and adding to unemployment in general in the society without any benefit to the society by way of reduction of price. This is the reason why the trade unions and workers are opposed to thoughtless mechanisation or modernisation.

### **IT industry**

IT industry also poses health and mental problems to those who work continuously before computers. Still employers demand flexible working hours i.e. increase in working hours, so that worker be exposed to continuous radiation. The radiation from computers adversely affects the health of such worker. It also affects the worker by way of muscular-skeleton diseases (MSD) and monotony. Without a scientific study on ergonomics, it is dangerous to suggest this idea.

### **Overtime**

India is a country that requires labour intensive technology, labour intensive planning and labour intensive deployment of labour. So instead of same person working overtime, the labour intensive approach requires the overtime work to be distributed to more people.

Monthly and quarterly ceiling on overtime work is prescribed with a specific objective. Workers should not be subject to overwork exploiting their craze for money (Para. 62). Secondly, instead of same worker doing overtime work it should be distributed as regular work to the large army of unemployed in our country. These high social objectives should not be forgotten while considering the demand of the employers for flexibility.

### **Conclusion**

Hence I request the Commission to recommend that-

1. Maximum of 8 hours daily working to be made uniform especially in many of the central statutes.
2. For industrial establishments weekly hours should be reduced from 48 hours to 40 hours a week and for commercial establishments from 48 hours to 36 1/2 to 40 hours a week.
3. Interval of rest shall be one hour.
4. Maximum spread over, overtime work etc. should not be changed adversely to the workers.
5. A new branch of ergonomics is to be introduced in labour laws, especially with regard to the newly developing I T industry. In order to reduce stress and strain, and to generate more employment it is necessary to reduce working hours.

### **Holidays (Para. 62)**

China has more holidays. According to Article 7 of the Chinese law mentioned earlier (Act 17) both Saturdays and Sundays are weekly rest days. (See the Chinese law appended hereto). So there are 104 weekly holidays in China apart from other holidays and leaves. Thus in spite of more holidays and lesser working hours China could claim that it is progressing very fast in industrial and other sectors. 5 days a week as in China should be introduced in our country also in all establishments.

Attempt can be to ensure a fixed number of working days per year say 265 days of work which is to be done by every employee, so that there can be flexibility in remaining holidays. Commission's recommendation for reducing polling days to half a day holiday is not suitable for Indian village conditions, where people have to travel long distance to polling station and also to the workplace.

This will not do good either to the democratic system or to the employment.

Accumulation and encashment of earned leave if any should be without any ceiling and up to the option of the worker.

**Bargaining agent** (Para. 26)

About the procedure for recognition and registration, Trade Unions should have a say. Recognition procedure should not end in elimination of Trade Unions. It is not correct to say that "upgrading the criteria for eligibility for registration and recognition will be an incentive for consolidation and strengthening workers unity". Determining frequency of recognition is also important.

Division of collective and individual disputes between sole bargaining agent and other Trade Unions also further adds to the complexity.

**Composite bargaining agency**

Composite bargaining agency is the most feasible and democratic method of giving representation to all Trade Unions working in the industry. Voting and proportional representation should determine this. Other complicated procedures of determination of sole bargaining agent and then determining the bargaining agency etc. should be avoided. Concept of sole bargaining agent is encouraging or creating monopoly of Trade Union. The belief that sole bargaining agent will create industrial harmony is basically unrealistic and imaginary.

Therefore instead of sole bargaining agent, the system of composite bargaining agency should be evolved. The sole bargaining agency can be an exception in a situation where all other unions get less than say 15% votes and the larger union getting more than say 70% votes in the secret ballot.

With regard to Composite Bargaining Agent-

- a. There should be secret ballot of all unionised workers.
- b. Composite bargaining agency should be constituted on the basis of proportional representation.
- c. Unions getting less than 15% votes should be excluded.

**Abuses**

Abuses in the field of trade union are not only a headache to employers but also to the trade union movement as well. Abuses include proxy or benami works, sale of jobs by workers, closed shop system, dadagiri trade unionism, professional trade unionism, politicisation of trade unions, criminalisation, Trade Union leader taking up contract work to earn money etc. These issues should be addressed directly and prohibited. Instead many a times these issues are generalised and wrong remedies are proposed like taking away normal trade union rights, right to strike etc.

**Outside leadership**

Trade union movement has progressed because of the initiative of outside leaders. Whatever idealism trade union movement had in the past and has even today is due to outside leadership. So outside leadership should not be progressively diminished, but a healthy proportion between outsiders and insiders in leadership has to be maintained. Otherwise trade unions will deteriorate itself to mere 'bread butter trade unionism'. Outside political leadership or interference should be curtailed. If the objective is to curtail dadagiri trade unionism the remedy lies elsewhere.

**Political fund** (para.26)

At the same time the recommendation to continue legal provision for political fund is some thing encouraging out side political involvement. Trade union should be totally above politics in the interest of workers and there shall not be any legal provision for political fund. Most of the Trade

Unions have accepted this in public at least in principle. Trade unions should not be used for political motives. Sc. 16 Of Trade Union Act should be amended to prohibit political funds.

**Check off and secret ballot (Para. 26)**

Check-off system has its own inherent defects. The system initially helps in securing the contributions of members to the union thereby saving energies of union activists for collection of subscription. But in the long run it creates distance between members and the union thereby making the union to loose its grip over its members. A strong workers' organization is a necessity for sound and healthy industrial relations. Adoption of secret ballot is the correct system of confirming the membership of a trade union. Such secret ballot shall be conducted after a regular period of time.

**Strike (Para.20)**

Any move to restrict the right to strike is undemocratic. No nationalist worker or Union would attempt to hamper production or services. Hence Government should evolve a mechanism that would render the right to strike a superfluity.

Any restriction on right to strike should be preceded by a 'self-restrictive, alternate and effective redressal mechanism' evolved through consultation with trade unions. Then the strike can be the last resort. The effectiveness of such a mechanism will be such as to render the strike superfluous. Recent Kerala Government employees strike (in February, 2002) is an example of how society will suffer if there is no effective redressal mechanism. Ultimately the society was the loser.

In countries like Japan where employers show a high level of work culture strike is almost a superfluity. There token protests by workers are heavily honoured. But the situation in India is just the reverse. During the recent Kerala Government employees strike, only after nearly one month of strike Government was ready for even to talk to the striking employees, that also under heavy public pressure. How can such Government be given the power to prohibit strike?

Any constraint over strike without a "self restrictive, alternate and effective redressal mechanism" will only destroy industrial peace. Strike ballot (Para. 20) is an attempt to restrain strike. Considering strike ballot and consequent majority support as "the equivalent of a successful strike" in the Commission's report, will not serve the purpose. The idea that "the result of strike ballot too be considered as strike" is unrealistic, unless in subsequent period the employer also is made disentitled to his profits out of fruits of production. Workers use strike as a pressure tactics and method of redressal. Token strike has relevance only in a world where conscientious employers show high moral level. Unfortunately that is miserably lacking in our country. Main purpose of strike is to pressurize the employer, which will not be achieved by token or symbolic strike.

Whenever we talk of restricting strike or give exemption to certain sectors from labour laws, necessarily there should be provision for an effective alternate grievance redressal mechanism. In public utility services, imposing restrictions only on workers and nothing upon employers or the state is unwise (Para. 48) as is seen in the case of the strike of Kerala Government employees. By restraint on strike in many public utility services (termed in some places in the report as socially essential services) the employer's benefit or profit is safe where as only worker's rights are affected. Government should not have the authority to prohibit a strike as that will only ignite the

emotions of the workers and strike will there by be shrouded with sacrifice. This is also what was seen from the recent Government employees' strikes in Kerala. Those who were arrested under ESMA became heroes.

Strike does not in normal case lead to the use of hired goondas etc. by employers, or anti-social forces or gherao or destruction of machinery or other acts of violence on the part of workers as mentioned in the report. These are only exceptions and the penal law of the country is capable of meeting such anti social activities. In the name of these strike should not be restrained. Employers in many places use Goondas against workers to break the strike.

Any formula that militates against unionization has to be opposed. Even smaller unrecognized Trade Unions should not be deprived of the right to strike and right to bargain, as reiterated by the Supreme Court in its latest decision in State Bank of India case. It is the basic right of the worker to raise his voice to establish his own rights, Supreme Court said. Recognition should not be used as a weapon to deregister smaller unions or punish its members. Illegal strike should be identified by the illegitimate demands and methods used. Smaller trade unions that are merely agitating should not be accused of as doing illegal strike, and be punished (Para. 26).

#### **Exemptions** (Para. 62)

Commission was right in rejecting the demand for exempting export processing zones and special economic zones from the purview of labour laws. While denying the said demand the Commission has rightly pointed out the example of China. The labour laws being prescribing minimum conditions, they must govern all the Industrial activities relating to workers. Exemption from this can be granted only where the person works in an activity not for satisfying his material needs but for rendering spiritual service or free service voluntarily to the organization. The question of exemption from labour laws to certain categories is devoid of any merit. Once we accept the principle of discrimination to some section, we have also have to accept discrimination in attitudes and dedication on the part of workers also. Government should not be given the arbitrary power to grant exemptions for the above reasons. The model legislations appended to various chapters of the report of the commission should not contain such arbitrary powers given to the Government.

Already supervisory and managerial staff is exempted (beyond a salary level) under certain laws. Supervisory category need not be clubbed with managerial personnel for exemption from laws. In many smaller establishments supervisors are paid as low as workers. It is not correct to say that management will take care of the interests of supervisory staff, as there is no concept of fraternity in industrial management. The only principle now being commonly followed is "*labham subham*". So proposal for "only adjudication by labour court or arbitration" and no other legal remedy is injustice to that category of workers. They are put to jungle law now. They should have right to redressal with regard to many of their wage and service conditions.

Some section of workers like security and watch and ward staff, confidential staff etc., should also not be brought under exemption (Para. 22).

Relief workers (Para. 58) who have no other source to earn a livelihood for themselves and their family should be treated on par with other workers. Free service cannot be thrust upon such workers. They are not a category of their own. Free doles or food or monetary compensation is

not sufficient for them. Government has to be a model employer for them if they are working for Government schemes. The case of voluntary workers who volunteer themselves out of dedication to serve the people is different.

Similarly is the case of KVIC. For those who depend upon it entirely for their livelihood, it is an employment and wages are very important for them.

### **Legislation for Small scale sector**

The principle shall be that labour laws should have uniform applicability. Any exemption or deviation will only be disadvantageous to workers and nothing else. That is why even a separate law for small-scale sector is apprehended to be reducing some of the existing workers' rights.

The main object of the new legislation on the small scale establishments being reduction of procedural aspects and simplification of law as applicable to them and not curtailing the existing rights of the workers, the following important clause shall be added in the new Act:- "Notwithstanding anything contained in this Act, any existing provision in any of the laws which is more favourable to the worker shall continue to apply to them." Otherwise the new legislation will be objected to as forfeiting the existing rights of workers as applicable to many regions or States. Commission is not to put reverse gear to the rights enjoyed by workers under certain laws in certain areas.

Principle of unity of establishment for small scale should be included in the new Act. For the purpose of circumventing the provisions of law, if the employer divides its activities to bring its strength of workers below 20, principle of unity of establishment shall be presumed and sum total of all the workers together in all the establishments so divided shall be taken into account.

### **Court Fees (Para. 46)**

Once the provision for Court Fees is brought in to the arena of labour disputes, then within no time it will ripe into the Court Fee provisions akin to civil disputes. Then again the worker will be the looser in the game. So it is always proper to keep Court Fees completely out of industrial adjudication. Otherwise the employer should be asked to bear the court expenses of the workers also from the beginning itself.

### **Further Recommendations**

#### **Right to work as a constitutional right**

Commission should recommend that right to work should be included as a fundamental right in our Constitution.

#### **Rights of workers-(Para 6)**

In Paragraph 6 Commission has rightly mentioned some of the accepted rights of workers as per ILO conventions like No 122. Following are certain other rights to be added-

1. Right to job security
2. Right to professional advancement and promotion
3. Right to safe and healthy environment
4. Right to leisure, leave and optimal working hours

5. Right against unfair labour practices
6. Right to unemployment allowance
7. Right to education, training and skill development

#### **Bifurcation of conciliation and inspecting Officers**

Many TU have requested while giving evidence before the Commission that there should be a bifurcation between conciliation officers and enforcing or inspecting officers. This is to be recommended by the Commission.

#### **Bilateral negotiation**

Report should make a special mentioning (In Para. 26 & 38) of the principle that bilateral negotiations or interactions shall be permitted only when workers are well organised. Other wise management can take advantage of the helplessness of the workers.

#### **Bonus**

**Bonus is a differed wage until the gap between the living wage and the actual wage is removed. It assumes the form of profit sharing only after actual wage attains the level of living wage. Hence the recommendations should be-**

1. 8 1/3% should be the minimum bonus even for the small enterprises
2. There shall not be a ceiling on maximum percentage of bonus payable. Employers' discretion to share his profits with workers as a token of their contribution to the success of the establishment should not be curtailed by such an irrational ceilings.
3. Ceiling of eligibility limit (Rs. 3500 now) and calculation limit (Rs. 2500 now) of salary also should be raised to the level of living wages.

#### Wages

For the purpose of calculating need-based wages, the consumption units of a worker are fixed as 3 units by the 15<sup>th</sup> Indian Labour Conference. This is cited and reiterated by the Supreme Court in Raptakos Brett case. But this 3-unit formula (Para. 56) does not tally with Indian situation where village families are still not nuclear families. It consists of aged parents and more number of children. So consumption units should be fixed at 5 at least to be nearer to reality. Even the calorie calculation needs updating. For a worker the concept of wages should not be to 'satisfy only bare needs and a little more' as mentioned in the report.

The purpose of bringing about changes in definitions is to consolidate, simplify and to bring about uniformity. So it is against this spirit to have two separate definitions on "wages" and "remuneration" (Para. 19). It is wrong to include only basic wages and DA and avoiding all other monetary benefits from the definition of wages. Only the definition of wages shall be retained integrating the definition of remuneration also in it.

Wages should be defined as 'all remuneration capable of being expressed in terms of money' as defined in Sc.2(rr) of I.D.Act, 2(h) of M.W.Act, Sc.2(21) of Bonus Act and Sc. 2(vi) of Payment of Wages Act. In the matter of payment of minimum wages Courts in India have adopted the Australian approach and rightly rejected the principle of 'capacity of industries to pay'. We should also discuss about calculation of D A, Fringe benefits, wage differentials, methods of wage fixation, wage policy, income policy etc. and make appropriate recommendations since many Trade unions have requested in their evidence regarding the same.

**Productivity**

There shall not be any linkage of wage with productivity as production and productivity are the results of many inputs like machines, capital, raw materials, land etc. of which labour is only one. Productivity is not merely labour productivity. So the commission shall recommend that-

1. No minimum wage to be linked with productivity.
2. Beyond minimum wages productivity shall be a subject for negotiation with Unions.

**Compulsory attendance in Conciliation**

Trade unions have given evidence before the Commission that many conciliations fail because the management do not participate in response to the notice of conciliation issued by the conciliation officer. So Commission should recommend that conciliation officer should have power for compulsory attendance of parties as in Civil Procedure Code.

**Inter-state migrant workmen Act, 1979- (Para. 70(viii))**

Interstate migrant workers are one of the largest exploited sections of workers even in advanced states like Punjab, Kerala etc. The object of the Act should be 'to prevent exploitation of workers and to give them equal protection in a different State'. This object has to be mentioned in the Act immediately after the title of the Act. It should be clarified that the Act is not intended to give special rights over and above what is enjoyed by the local workers, as doubted by Supreme Court. Then Art. 19 will not stand in the way of the implementation of the Act.

**Ratification of many of the I.L.O. conventions is necessary.**

India still is a country that has not ratified many of the important ILO conventions. There should be improvement to the functioning of the existing tripartite body to look into the matter. The working of the body should be expedited and see, which all conventions should be ratified, and in what priority.

**Miscellaneous**

1. Amendment of any law or codification of a group of laws shall be subject to the clause that it shall be subject to any provisions of existing law that gives more benefit to the workers. For e.g., "Notwithstanding anything contained in this Act, any existing provision in any of the laws which is more favourable to the worker shall continue to apply to them."
2. The Commission has recommended (in Para.10) that "Government may lay down a list of such highly paid jobs who are presently deemed as workmen as being outside the purview of laws relating to workmen and included in the proposed law for protection of non-workmen". The division should be either on the pecuniary basis or on the nature of duties and not on a third basis of arbitrary Government listing. This should be clarified.
3. The term 'retrenchment' has been defined to exclude all other cases except surplusage of workers. Then some remedy should be proposed for other types of terminations.
4. Workers participation in management and equity should apply to all establishments to which general labour laws apply i.e. to establishment having strength of more than 20 workers, and not merely to more than 300 workers (Para. 49).
5. Just like social security and Safety and health, Welfare and working conditions are to be separated. Welfare provisions should not be clubbed with law of wages (See Para 62).
6. As we are attempting to codify and simplify labour laws, we need not propose a new law on child labour (Para. 70). At the most we can propose changes or amendments in the existing

legislation.

7. Registration of establishments should be made very simple just like registration of large number of workers under welfare schemes. It shall apply to all establishments and not only to establishments of more than 10 workers. Already under the Shop Acts all establishments irrespective of its number of workers are being registered. Commission should not put reverse gear to the system existing in at least some of the States.

8. System of self-certification (Para. 52) is not the right method to offset the criticism of "inspector raj". Law and inspectorate are meant for erring employers. There is a case for the employers, especially in small-scale sector for demanding reduction of inspectorate. If one person were vested with the powers of various inspectors designated in various Acts purpose would be served. It requires creation of common cadre for such inspectors. But it should not mean total elimination of inspectorate as minimum periodic inspection is necessary to protect workers who are not properly organised. Similarly the present large number of forms and returns can be reduced to the minimum. So self-certification should not be permitted to replace totally the existing inspectorate where workers or Trade union can initiate action against violation of labour laws.

**Appendix-** Regulation of the State Council of China governing working hours and weekly rest for workers adopted on 17-2-1995 (Act No. 17).



(C. K. Saji Narayanan)

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## **17. REGULATIONS OF THE STATE COUNCIL GOVERNING WORKING HOURS FOR WORKERS**

Adopted 17 February 1995 by Decision of the State Council concerning Amendments to the Regulations of the State Council governing Working Hours for Workers at the Eighth Plenary Session of the State Council

Promulgated 25 March 1995 by the State Council effective from 1 May 1995

### **Article 1**

These Regulations are formulated in accordance with the relevant provisions of the Constitution of the People's Republic of China in order to make reasonable arrangements for Working hours and rest days for workers, to safeguard the rights of workers to rest, to arouse the enthusiasm of workers and to promote the development of China's socialist modernisation.

### **Article 2**

These Regulations shall apply to staff and workers of government organs, social organisations, enterprises, institutions and other organisations within the territory of the People's Republic of China.

### **Article 3**

A worker shall work eight (8) hours per day and forty (40) hours per week.

### **Article 4**

If the work is conducted under special conditions or in the case of special circumstances where working hours need to be shortened, this shall be handled pursuant to relevant regulations of the State.

### **Article 5**

If, due to the nature of the work conducted or to production requirements, it is not possible to implement the standard eight (8) hour a day, forty (40) hour a week. Other measures for working hours and rest days may be implemented pursuant to relevant regulations of the State.

### **Article 6**

No unit or individual shall be permitted to extend the working hours of workers without authorisation. In special circumstances or in the event of an emergency, where an extension of working hours is required, this shall be handled pursuant to relevant regulations of the State.

### **Article 7**

Government organs and institutions shall be subject to unified working hours with Saturday and Sunday being the weekly rest days.

Institutions and enterprise unable to implement the aforesaid working hours may, in accordance with actual circumstances, arrange alternate weekly rest days.

### **Article 8**

The Ministry of Labour and the Ministry of Personnel shall be responsible for interpreting these Regulations. Detailed measures for the implementation of these Regulations shall be formulated by the Ministry of Labour and the Ministry of Personnel.

### **Article 9**

These Regulations shall take effect from 1 May 1995. An enterprise or institution which has difficulties in implementing these Regulations from 1 May 1995 may appropriately defer implementation: however, the latest date for implementation by institutions shall be 1 January 1996 and the latest date for implementation by enterprises shall be 1 May 1997.

**Chairman's Response to the Note of Dissent**

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**RAVINDRA VARMA**

Chairman



सत्यमेव जयते

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I am deeply distressed that my distinguished young colleague Shri Saji Narayanan deemed it necessary to insist on writing a note of dissent. He has been a very active member of the Commission, and has participated in almost all the discussions. All of us value him as an affable and conscientious colleague.

In his long note of dissent, Shri Saji Narayanan has given his reasons for not agreeing with some of the consensus recommendations of the Commission, and has provided a picture of an alternative shape he would have liked the Report to take. I do not propose to respond to all the arguments or the alternative, patterns that he has put forward - primarily because all these arguments and alternatives were elaborately and repeatedly discussed by the Commission, sometimes in answer to his own presentations or reactions; sometimes in long special sessions to discuss his points of view. I should also record that many original formulations and recommendations were amplified or altered to make them acceptable to him.

All of us members have our own views on the issues and formulations that came before us. But we did not want to lose sight of the fact that the Commission was appointed not to elicit the individual views or beliefs of members, but with the mandate to find a consensus or collective view on important and urgent matters that affected the interests of not one section of society, but all sections of society. We had therefore to reconcile interests and not re-state sectoral interests, or emphasize them to the exclusion of all other interests. We were asked to revise or recommend laws and a system of social security, not merely to present goals or a desirable but distant ideal which could be reached only by creating the necessary level of social acceptance as well as the material means needed to achieve the physical and social targets that flow from the

goals. We were always aware that our recommendations had also to be contextual, and capable of being practically implemented without detriment to the prospects of further upgradation or the interests of all sections of our people – all of whom had equal rights and duties as citizens. We felt – and we have stated it in our report that if we put contextually impractical laws in the statute book they tend to become a dead letter, honoured by being overlooked or circumvented, - or become instruments that turn socially self-destructive. We have tried to keep these considerations in mind while formulating our recommendations, even while safeguarding the scope for upgrading standards of life, liberty and endeavour.

We regret that Shri Saji Narayanan did not find these considerations weighty enough to accept the consensus recorded in the Chapter on Laws. We are however very happy he has made it clear in his note of dissent, that he agrees with and welcomes the recommendations we have made in the other eleven chapters in the report.



(Ravindra Varma)  
Chairman