

100.ILO009

# Delhi Forum

(A Unit of Programme for Social Action)



F-10/12, Malviya Nagar, New Delhi - 110017

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I. C. S. F. IN	
Date	20/3/2007
File	

To

Mr, Venugopal  
ICSF  
27, College Road  
Chennai - 600006.

Dear Venu,

Please find enclosed the documents from the Ministry of Labour concerning the proposed Convention and Recommendation on work in the fishing sector. As indicated in the letter, rests of the documents/information are expected soon. Hope it serves the purpose for the time being.

With kind regards,

Yours sincerely,

Ashok Sharma

*ICW Questionnaire on work in the fishing sector: Ministry of Labour, Government of India and Trade Union*

*Reply.*

# Delhi Forum

P-10/12, Mahatma Nagar, New Delhi - 110017

Phone: 2611 2505 DEXT. 2505 0121  
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IN	21/3/07
21/3/07	21/3/07

Mr. Venkatesh  
227, Connaught Road  
Chennai - 600008

Dear Sir,

Please find enclosed the documents from the Ministry of Labour concerning the proposed Convention and Recommendation on work in the fishing sector. As indicated in the letter, parts of the documentation are expected soon. I trust it serves the purpose for the time being.

With kind regards,

Yours sincerely,  
*(Signature)*  
Rajesh Sharma

*100 Questionnaire on work in the fishing sector  
Printed & bound  
Water and Paper*

Accn. No.	7788
Date	21/3/07
MFN No.	65951

Speed Post

No. Z-20025/3/2007-ILAS III  
Government of India  
Ministry of Labour & Employment

New Delhi,  
Dated: 26<sup>th</sup> February, 2007

To

Shri Vijayan MJ,  
F-10/12, Ground Floor,  
Malviya Nagar,  
New Delhi-110017.  
Fax: 26687724

**Subject: Request for Information under Right to information Act, 2005.**  
**Ref: ILO's proposed Work in Fishing Convention, June 2007.**

In continuation of this Ministry's letter of even number dated 19<sup>th</sup> February, 2007 on the above subject.

I am enclosing herewith a copy of the comments received from D/o Animal Husbandary & Dairying, DG Shipping (Mumbai), BMS, HMS and GOI reply on the ILO Questionnaire concerning the proposed Convention and Recommendation on work in the fishing sector in response to point 1 & 2 of your application. The minutes of the 41<sup>st</sup> SLC held on 20<sup>th</sup> December, 2006 (i.e. point 3 of the application) will be sent to you later as the same are under preparation. Name & Address of the Appellate Authority is as under:

Shri S.K.Srivastava,  
Joint Secretary,  
M/o Labour & Employment,  
Shram Shakti Bhawan, Rafi Marg,  
New Delhi - 110 001.

**Encl: As above**

*A. V. Singh*

(A.V. Singh)  
Director

S. No. 8CR)

By special message

2097  
21/9/06

128/DDC/KM/56  
21/9

27035/7/2006 Fy (IC)  
Government of India  
Ministry of Agriculture  
Department of Animal Husbandry Dairying and Fisheries

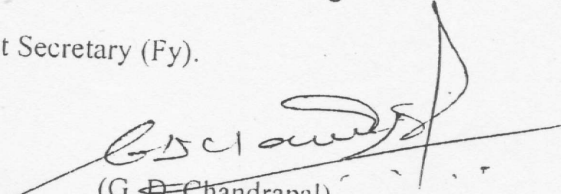
Krishi Bhavan, New Delhi,  
20th September 2006.

OFFICE MEMORANDUM

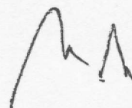
Sub: ILO Questionnaire on work in the fishing sector -Reg.

The undersigned is directed to refer to Ministry of Labour, Employment DO Letter No. W.16015/4/2006-ILAS III dated 11th August 2006 from Shri. S. K. Srivastava, Joint Secretary, Labour addressed to Joint Secretary (Fy) of this Department on the above mentioned subject and to forward herewith the comments of this Department on the ILO Questionnaire regarding work in the fishing sector.

This issues with the approval of Joint Secretary (Fy).

  
(G. Chandrapal)  
Deputy Commissioner (Fisheries)  
Tel: 23097013  
Fax: 23384030

Ministry of Labour and Employment  
(Kind attention: Shri. S. K. Srivastava, Joint Secretary)  
Shram Shakti Bhawan, New Delhi-I.  
(Telefax: 23710178)

  
2079  
Dy (AVS)  
21.09

Pl. frame a Reply  
to be sent to the  
ILO at the earliest

~~DD(KM)~~  
U. Mishra  
21.9.06

ICD)

## II. Questions

Member States are requested to reply to the following questions relating to the item concerning work in the fishing sector on the agenda of the 96th Session (2007) of the International Labour Conference. Member States may in addition comment on provisions other than those referred to below.

When answering each question, it is essential to:

- explain the reasons for the answers given; and
- provide suggestions for alternative text when indicating that changes are needed to specific provisions.

*Question 1.* - The proposed Convention concerning work in the fishing sector provides, in part I (Definitions and scope), the possibility for the competent authority, under certain conditions, to exempt certain fishing vessels or fishers from some or all of the provisions of the Convention. Should any additional flexibility be introduced as regards scope? If so, please indicate in respect of which provisions and under which conditions.

1. The traditional fishing craft and fishers carrying out fishing operations for subsistence and recreation fishing may be exempted
2. The mechanised boat operators fishing within the territorial waters may also be exempted from the provisions of the convention.
3. The vessels managed by Govt. and other agencies for the purpose of research, survey and training and their crew also may be exempted.

*Question 2.* - Articles 10, 11 and 12 of the proposed Convention concern the medical examination of fishers. Should additional flexibility be introduced into these Articles? If so, in respect of which specific provisions and under which conditions?

We have already indicated that the medical examination should be made applicable only for the certified hands and crew member of fishing vessels of 20m OAL and above and not on small scale and artisanal fishermen as in these cases the employees are owners (owned individually or by a group of family members)

Other condition regarding issue of medical certificate indicated under Article 11 & 12 are agreeable.

120 (3)

*Question 3.-* Article 14 of the proposed Convention concern level of manning and minimum hours of rest for certain categories of vessels. Should changes be made to this Article? If so, please indicate the changes proposed and specify the reasons.

Small mechanised and traditional craft undertake shorter trips which need to be exempted from the provision of manning under Article 14.

In case of other fishing vessels, instead of specifying the minimum hours of rest, it may be considered to specify the maximum working hours in a day.

*Question 4.-* Article 28 and Annex III of the proposed Convention concern fishing vessel accommodation.

- a) Should changes be made to these provisions? If so, in respect of which provisions and why?
- b) In particular, should the gross tonnage equivalency figures contained in paragraph 7 of Annex III be changed? If so, how and why?
- c) Should the provisions concerning specific dimensions of accommodation spaces and their furnishings be changed? If so, how and why?

No changes are suggested with regard to the fishing vessel accommodation as specified in Article 28.

*Question 5.-* Please indicate any other issues which should be addressed in relation to this agenda item.

Improved communication system from the vessel in operation to the shore/port base and vice versa should be adequately addressed to ensure continuous communication. The revisions made in the laws and new provisions should be made known to the fishers so that they are aware of their rights and social security is ensured.



संयुक्त सचिव  
संयुक्त सचिव  
संयुक्त सचिव  
संयुक्त सचिव, 110 001  
110 001

Joint Secretary  
GOVERNMENT OF INDIA  
MINISTRY OF AGRICULTURE  
Department of Animal Husbandry, Dairying & Fisheries  
Krishi Bhawan, New Delhi-110 001

AJAY BHATTACHARYA

D.O. No. 30035/12/2003-Fy(T-1)

Dated December 11, 2006

Dear Shri Srivastava,

This has reference to your D.O.No.13012/1/2006-LC dated 23.11.2006 seeking this Department's comments on "Work in Fisheries Sector" and to say that as desired by you the questionnaire earlier answered by this Department has been re-examined and the following comments are offered in addition for your use in further negotiating the document-

- (i) We may not have any objection in covering vessels of 24m length and above in the convention, provided that:
  - (a) The employers of this sector are consulted
  - (b) The FAO/IMO Conventions on safety, health, hygiene and rest are not in conflict with the provisions of the draft convention
  - (c) The convention is not too prescriptive and elaborate.
- (ii) The traditional and small-mechanized vessels under 24m may not be covered under the convention, as it is practically not possible to implement these provisions in a developing country. The logic of this stand taken by the Government and the employers may be revisited while formulating our strategies in the forthcoming ILO Conference.

This Department may please be kept informed of further developments.

*Respectfully,*

Yours sincerely,

*Ajay Bhattacharya*  
11/12/06  
(Ajay Bhattacharya)

Shri S.K. Srivastava,  
Joint Secretary,  
Ministry of Labour & Employment,  
Sharam Shakti Bhawan,  
Rafi Marg, New Delhi-110001

*Don (AUS)*

*U. Mishra*  
12-12-06  
DD (KMA)

*173/11/2006/28*  
*12/12*

*D4-210-411 / Dated 14th Dec-06-NA*



S.No.13(A)

By Fax & Speed Post

भारत सरकार / GOVERNMENT OF INDIA  
 पोत परिवहन, सडक परिवहन तथा राजमार्ग मंत्रालय  
 MINISTRY OF SHIPPING, ROAD TRANSPORT AND HIGHWAYS  
 ( पोत परिवहन विभाग ) / ( Department of Shipping )  
 नौवहन महानिदेशालय / DIRECTORATE GENERAL OF SHIPPING

टेलिफोन : 22613651-54

"जहाज भवन" / "JHAZ BHAVAN"

Tele : 22613651-54

फैक्स : 91-22-22613655

वालचंद ह्येराचंद मार्ग / W.H. Marg

Fax : 91-22-22613655

तार : Degeship

मुंबई / MUMBAI - 400 001

Gram : Degeship

E-Mail : dgship@dgshipping.com

Web : www.dgshipping.com

CS-5(11)/2004.

30.10.2006.

सं./ No : The Secretary to the Govt. of India,  
 Ministry of Shipping, Road Transport & Highways,  
 New Delhi.

दिनांक / Dated :

30 अक्टूबर 2006  
OCT

Kind Attn. : Shri A.C. Ojha, Under Secretary to the Government of India.

Subject : 96<sup>th</sup> Session of the International Labour Conference to be held in year 2007 to discuss the issue regarding work in the fishing sector.

Sir,

Reference Ministry's letter No. SR-16018/2/2006-MT dated 18.8.2006 and subsequent reminder dated 4.9.2006. DGS comments on the Questionnaire under Report IV(1) pertaining to 96<sup>th</sup> Session of ILC are furnished hereunder:-

Question 1 The proposed Convention concerning work in the fishing sector provides, in Part I (definitions and scope), the possibility for the competent authority, under certain conditions, to exempt certain fishing vessels or fishers from some or all of the provisions of the Convention. Should any additional flexibility be introduced as regards scope? If so, please indicate in respect of which provisions and under which conditions.

Answer In view of large number of fishing vessels of length below 12 meters manned by economically and educationally backward fishermen operating within inland water limits and territorial waters of India, the provision of Article 9, 10, 11, 12 relating to age, standard of medical examination<sup>1</sup> respectively, under Article 13 manning and hours of rest needs to be relaxed. The extent of relaxation should be decided in consultation with fishermen union and association. As regards application of Article 16, 22, 23, 25, 26, 27, 28, 29, 31, 34 & 38 pertaining to welfare and conducive working conditions, they should be applied in realistic manner bearing in mind the interest of fishermen being suitably addressed.

Question 2 Articles 10, 11 & 12 of the proposed Convention concern the medical examination of fishers. Should additional flexibility be introduced into these Articles? If so, in respect of which specific provisions and under which conditions?

Answer These Articles should not be applicable to fishermen engaged in subsistence and recreation fishing as the proximity of fishing vessel is close to shore. As regards vessels of less than 12 meters in length operating within territorial waters, the nature of medical examination and validity of such certificate should be flexible. The existing M.S. (Medical Examination) Rules for Seafarers, 2000 may suitably be amended to include the examination of fishermen of various categories.

.....2/-

21/11/06  
31/10/06

for n/a pl.

Mh

Dig/Avs 1/11  
& 155/2005(10m) 23/11

2/11  
DD(KM)

L. Mishra  
3-11-06

(CD)



Question 3 Article 14 of the proposed Convention concerns level of manning and minimum hours of rest for certain categories of vessels. Should changes be made to this Article? If so, please indicate the changes proposed and specify the reasons.

Answer Article 14 inadequately addresses the manning the hours of rest for vessels below 24 meters in length engaged in fishing operations in the proximity of coast for a period of less than three days. On the coast of India, there are thousands of such vessels manned by unqualified fishermen operating within 12 miles or more. These vessels commence their operations in the early hours of morning and return to the base port generally late in the evening as prescribed by the registrar. The registration of such vessels is undertaken by the various coastal states. In view of this, there should be Para 1(c), which should make reference to minimum manning and hours of rest for such type of operations, or it should be left to the member state in consultation with the local associations.

Question 4 Article 28 and Annex III of the proposed Convention concern fishing vessel accommodation.

- (a) Should changes be made to these provisions? If so, in respect of which provisions and why?
- (b) In particular, should the gross tonnage equivalency figures contained in paragraph 7 of Annex III be changed? If so, how and why?
- (c) Should the provisions concerning specific dimensions of accommodation spaces and their furnishings be changed? If so, how and why?

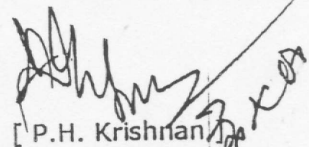
Answer No changes are proposed.

Question 5 Please indicate any other issues, which should be addressed in relation to this agenda item.

Answer Reporting and investigation of cases of collision between fishing vessels and other merchant ships that results in damage to the fishing gear is inadequately addressed.

This issues with the approval of the Director General of Shipping and Ex. Officio Additional Secretary to the Government of India.

Yours faithfully,



[ P.H. Krishnan  
Dy. Director General of Shipping

Copy by speed post to Shri S.K. Srivastava, Joint Secretary, Ministry of Labour & Employment, Shram Shakti Bhawan, Rafi Marg, New Delhi-110 001 with reference to his d.o. letter No. W-16015/4/2006-ILAS III dated 11.8.2006 and subsequent reminders dated 24.8.2006 and 26.9.2006.

4030 ✓



S. No. 10 (R)

(7)  
128

# भारतीय मज़दूर संघ BHARATIYA MAZDOOR SANGH

RAM NARESH BHAWAN, TILAK GALI, PAHAR GANJ, NEW DELHI-110055  
TEL.: 23584212, 23562654 FAX: 91-11-23582648

Ref.....BMS/A-37/584 /2006.

Date....28/08/2006

Shri A.V.Singh,  
Director,  
Ministry of Labour,  
Shram Shakti Bhawan,  
New Delhi-110001.

आई.एन.ए.एन./I.L.A.S.  
हाथी नं./Diary No. 282  
दिनांक/Date... 27/9/06

Sub: Report IV(1):Conditions of work in the fishing  
Sector-Fourth item on the agenda of the 96th  
Session of the International Labour Conference,  
Geneva, June, 2007.

Ref: No.W-16015/4/2006 ILAS-III dated 14/8/2006

12/28/06/06  
04/9  
sir.

With reference to your letter cited above, we are  
enclosing Questionnaire concerning the proposed Convention  
and Recommendation on work in the fishing Sector.

With regards,

Yours Sincerely,

( JAGDISH JOSHI )  
OFFICE SECRETARY

04/09  
DD (K.M.)  
K. Mishra  
4.9.06

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(8)  
124

## Questionnaire concerning the proposed Convention and Recommendation on work in the fishing sector

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### I. Rationale of the questionnaire

Bearing in mind the outcome of the 93rd Session (June 2005) of the Conference, and the discussions and decisions of the Governing Body at its 294th (November 2005) and 295th (March 2006) Sessions, the Office initiated consultations on the matters to be addressed in the questionnaire. On the basis of these consultations, the Office has prepared a short questionnaire that focuses on those provisions of the proposed Convention that seemed to pose particularly difficult problems during the discussions in the Committee on the Fishing Sector and that takes account of statements made at the 17th and 19th sittings<sup>1</sup> of the 93rd Session of the Conference.

Governments are asked to reply to these questions and to provide any other views on the content of the proposed Convention and Recommendation on work in the fishing sector, as soon as possible and by 1 September 2006 at the latest, after consulting the most representative organizations of employers and workers.

Governments are requested to indicate which organizations of employers and workers they consulted before they finalized their replies pursuant to article 39, paragraph 6, of the Standing Orders of the Conference. Such consultation is also required by Article 5(1)(a) of the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144), for countries that have ratified this Convention. The results of the consultation should be reflected in governments' replies.

### *Provisional Records* of the 93rd Session of the International Labour Conference

A set of *Provisional Records* Nos. 19, 24 and 25 of the 93rd Session of the International Labour Conference is being provided, in the language of correspondence (English, French, Spanish) of the government concerned, with this report. These *Provisional Records* may also be found on the ILO's web site, in pdf format, at: <http://www.ilo.org/public/english/standards/reim/ilc/ilc93/records.htm>.

### Electronic version of the questionnaire

An electronic version of this questionnaire will be made available on the ILO's website at: <http://www.ilo.org/public/english/standards/reim/ilc/ilc96/reports.htm>.

Respondents may wish to send a copy of their completed questionnaire by email to [fishstandard@ilo.org](mailto:fishstandard@ilo.org) or by fax to +41 (22) 799 7050.

<sup>1</sup> The proceedings of the 17th sitting and of the 19th sitting are contained respectively in *Provisional Record* No. 24 and *Provisional Record* No. 25, International Labour Conference, 93rd Session, Geneva, 2005.

## II. Questions

Member States are requested to reply to the following questions relating to the item concerning work in the fishing sector on the agenda of the 96th Session (2007) of the International Labour Conference. Member States may in addition comment on provisions other than those referred to below.<sup>2</sup>

When answering each question, it is essential to:

- explain the reasons for the answers given; and
- provide suggestions for alternative text when indicating that changes are needed to specific provisions.

*Question 1* – The proposed Convention concerning work in the fishing sector<sup>3</sup> provides, in Part I (Definitions and scope), the possibility for the competent authority, under certain conditions, to exempt certain fishing vessels or fishers from some or all of the provisions of the Convention. Should any additional flexibility be introduced as regards scope?<sup>4</sup> If so, please indicate in respect of *which provisions* and under which conditions.

No.

*Question 2* – Articles 10, 11 and 12 of the proposed Convention concern the medical examination of fishers. Should additional flexibility be introduced into these Articles? If so, in respect of *which specific provisions* and under which conditions?

Yes not in all cases

Some sort of monetary help must be given.

<sup>2</sup> The Governing Body placed this item on the agenda of the 96th Session of the Conference with a view to the adoption of a Convention supplemented by a Recommendation. The Conference may choose to revise the Recommendation concerning work in the fishing sector, adopted at its 93rd Session.

<sup>3</sup> This text is contained in ILO: *Provisional Record* No. 19, International Labour Conference, 93rd Session, Geneva, 2005.

<sup>4</sup> It has been suggested that the proposed Convention should contain additional flexibility for developing countries.

Question 3 – Article 14 of the proposed Convention concerns level of manning and minimum hours of rest for certain categories of vessels. Should changes be made to this Article? If so, please indicate the changes proposed and specify the reasons.

Handwritten response: Yes  
Practical issues must be taken

Question 4 – Article 28 and Annex III of the proposed Convention concern fishing vessel accommodation.

- (a) Should changes be made to these provisions? If so, in respect of which provisions and why?
- (b) In particular, should the gross tonnage equivalency figures contained in paragraph 7 of Annex III be changed? If so, how and why?
- (c) Should the provisions concerning specific dimensions of accommodation spaces and their furnishings be changed? If so, how and why?

Handwritten response: No comment

Question 5 – Please indicate any other issues which should be addressed in relation to this agenda item.

Handwritten response: Not yet decided

Handwritten signature and date: H. G. ... 25/08/08 Ali



S.N. 11 (R)  
हिन्द मज़दूर सभा

HIND MAZDOOR SABHA

Delhi Office : 120, Babar Road, New Delhi - 110 001 ♦ Tel.: 23413519 ♦ Fax.: 23411037

E-Mail : hms@nde.vsnl.net.in ♦ hms\_gs@bol.net.in

ALL COMMUNICATIONS TO BE ADDRESSED TO THE GENERAL SECRETARY

President  
Thampan Thomas

General Secretary  
Anamala Purohit

Secretaries  
Vasant Gupte  
A.D. Nagpal  
R.A.Mital  
H.S. Sidhu  
Champa Verma

Treasurer  
J.R.Bhosale

19<sup>th</sup> September 2006

To,  
The Secretary,  
Ministry of Labour,  
Shram a Shakthi Bhavan,  
New Delhi - 1.

Sir,

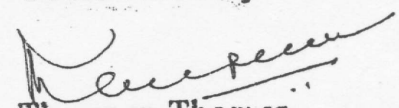
Sub:- Questionnaire from ILO on Convention and Recommendation  
on work in the Fishing Sector regarding-

The ILO Convention and Recommendation on work in the fishing sector has elaborately considered by the 92<sup>nd</sup> and 93<sup>rd</sup> session of the ILO in Geneva in 2004 and 2005. After elaborate discussions the convention was adopted by the committee appointed for the purpose. But it could not be finally carried on by the conference in the plenary session of 2005 as there was no quorum. I had represented the workers group in these committee in 2004 and 2005. The government side abstained at the time of voting. This convention is very crucial for the fishermen in India. The fishermen are a lot discarded in India and they are a weaker and vulnerable section. A convention in favour of the fishermen by ILO will go a long way in recognizing their right. Therefore I earnestly request you to take necessary steps to get adopted the resolution in the 96<sup>th</sup> session of the ILO in 2007.

Answers to the questionnaire supplied by ILO from HMS side are also enclosed herewith.

LAS  
Thampan Thomas Ex.M.P  
Anamala House,  
Market Road,  
Kochi- 11.

Yours Sincerely

  
Thampan Thomas

Question 1 - The proposed Convention concerning work in the fishing sector provides, in Part I(Definitions and scope),the possibility for the competent authority under certain conditions, to exempt certain fishing vessels or fishers from some or all of the provisions of the Convention. Should any additional flexibility be introduced as regards scope? If so, please indicate in respect of which provisions and under which conditions.

There is no additional need for flexibility as the matter is elaborately discussed and opinion formed by the fishing sector during 2004 and 2005. Sufficient safeguards have been made in the matter of flexibility as it contains in definitions and scope.

Question 2- Articles 10, 11 and 12 of the proposed Convention concern the medical examination of fishers. Should additional flexibility be introduced into these Articles ? If so, in respect of which specific provisions and under which conditions?

In the matter of small vessels a flexibility can be included in Article 10(2) by adding an additional provision. 90% of the fisher flock in India and Asian countries belong to small scale entrepreneurship and self employment. There may not be development of infrastructure and therefore the condition may be impractical. However there need not be any flexibility in the matter of vessels above 24 meters length.

Question 3- Article 14 of the proposed Convention concerns level of manning and minimum hours of rest for certain categories of vessels. Should changes be made to this Article? If so, please indicate the changes proposed and specify the reasons.

According to circumstances prevalent in any country the rest period can be included in collective bargaining agreements. A mandatory provision for level of manning and minimum hours of rest is required considering the accidents and dangerous nature of fishing work.

Question 4- Article 28 and Annex III of the proposed Convention concern fishing vessel accommodation.

- (a) Should changes be made to these provisions? If so, in respect of which provisions and why?
- (b) In particular, should the gross tonnage equivalency figures contained in paragraph 7 of Annex III be changed? If so, how and why?
- (c) Should the provisions concerning specific dimensions of accommodation spaces and their furnishings be changed? If so, how and why?

a) There need not be any changes in Article 28. It provides sufficient flexibility.

should not exceed 200 GT.

- c) Annex III is applied only to new vessels and therefore that can be provided as and when new vessels are constructed.

Question 5— Please indicate any other issues which should be addressed in relation to this agenda item.

ILO should be more active in the fisheries sector as the people engaged in this work are opened to accidents and danger. Moreover they are working in open sea, problems of violation of observation of International law becomes difficult and the fishermen are subjected to ill treatment, imprisonment, detention etc. They are also vulnerable sections trained in traditional manner, even may not be knowing language and use of modern technologies. In the circumstances these people has to be safe guarded.



(14)  
5

## Government of India's reply to the Questionnaire concerning the proposed Convention and Recommendation on work in the fishing sector

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### I. Rationale of the questionnaire

Bearing in mind the outcome of the 93rd Session (June 2005) of the Conference, and the discussions and decisions of the Governing Body at its 294th (November 2005) and 295th (March 2006) Sessions, the Office initiated consultations on the matters to be addressed in the questionnaire. On the basis of these consultations, the Office has prepared a short questionnaire that focuses on those provisions of the proposed Convention that seemed to pose particularly difficult problems during the discussions in the Committee on the Fishing Sector and that takes account of statements made at the 17th and 19th sittings<sup>1</sup> of the 93rd Session of the Conference.

Governments are asked to reply to these questions and to provide any other views on the content of the proposed Convention and Recommendation on work in the fishing sector, as soon as possible and by 1 September 2006 at the latest, after consulting the most representative organizations of employers and workers.

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#### Electronic version of the questionnaire

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<sup>1</sup> The proceedings of the 17th sitting and of the 19th sitting are contained respectively in *Provisional Record* No. 24 and *Provisional Record* No. 25, International Labour Conference, 93rd Session, Geneva, 2005.

Respondents may wish to send a copy of their completed questionnaire by email to fishstandard@ilo.org or by fax to +41 (22) 799 7050.

## II. Questions

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When answering each question, it is essential to:

- explain the reasons for the answers given; and
- provide suggestions for alternative text when indicating that changes are needed to specific provisions.

*Question 1 – The proposed Convention concerning work in the fishing sector<sup>3</sup> provides, in Part I (Definitions and scope), the possibility for the competent authority, under certain conditions, to exempt certain fishing vessels or fishers from some or all of the provisions of the Convention. Should any additional flexibility be introduced as regards scope?<sup>4</sup> If so, please indicate in respect of which provisions and under which conditions.*

**Answer:-** As exemptions from the provisions of the Convention or any part thereof, in respect of vessels less than 24 meters in length and certain categories of fishers by the competent authority are allowed under part I of the Convention, we feel that this will take care of the interests of the small fishers and fishing in traditional or small mechanized vessels. This provision could be used by countries like India to exempt subsistence fishing and small fishers fishing in traditional fishing crafts and small mechanized fishing vessels from the purview of the Convention or any part thereof. Here we would also like to mention that:

- The fishing scene in our country is dominated by subsistence fishing and small fishers fishing in traditional fishing crafts and small mechanized fishing vessels.
- It should be ensured that the FAO/IMO Conventions on safety, health, hygiene and rest are not in conflict with the provisions of the proposed draft Convention.
- The Convention should not be too prescriptive and elaborate.

<sup>2</sup> The Governing Body placed this item on the agenda of the 96th Session of the Conference with a view to the adoption of a Convention supplemented by a Recommendation. The Conference may choose to revise the Recommendation concerning work in the fishing sector, adopted at its 93rd Session.

<sup>3</sup> This text is contained in ILO: *Provisional Record* No. 19, International Labour Conference, 93rd Session, Geneva, 2005.

<sup>4</sup> It has been suggested that the proposed Convention should contain additional flexibility for developing countries.

*Question 2 – Articles 10, 11 and 12 of the proposed Convention concern the medical examination of fishers. Should additional flexibility be introduced into these Articles? If so, in respect of which specific provisions and under which conditions?*

**Answer:-** As under Articles 10,11 & 12 concerning the medical examination of the fishers, exemptions by the competent authority can be provided to vessels less than 24 meters in length, there seems to be no need for any further flexibility.

*Question 3 – Article 14 of the proposed Convention concerns level of manning and minimum hours of rest for certain categories of vessels. Should changes be made to this Article? If so, please indicate the changes proposed and specify the reasons.*

**Answer:-** The requirements under Art. 14, para 1 (b) appears to be too prescriptive and elaborate. We feel that it should be entirely left to the competent authority to prescribe requirements of conditions of service in respect of minimum hours of rest for vessels less than 24 meters in length remaining at sea for more than three days. All other provisions under Art. 14 are agreeable.

*Question 4 – Article 28 and Annex III of the proposed Convention concern fishing vessel accommodation.*

- (a) *Should changes be made to these provisions? If so, in respect of which provisions and why?*
- (b) *In particular, should the gross tonnage equivalency figures contained in paragraph 7 of Annex III be changed? If so, how and why?*
- (c) *Should the provisions concerning specific dimensions of accommodation spaces and their furnishings be changed? If so, how and why?*

**Answer:-** No changes are suggested with regard to the fishing vessel accommodation as specified in Article 28.

*Question 5 – Please indicate any other issues which should be addressed in relation to this agenda item.*

**Answer:-** Other issues that should be addressed are:

- Reporting and investigation of cases of collision between fishing vessels and other merchant ships that result in damage to the fishing gear is inadequately addressed.
- Improved communication system from the vessel in operation to the shore/port base and vice versa should be adequately addressed to ensure continuous communication.

- As people engaged in the fishing sector work in open sea, observation of violation of International Law becomes difficult and the fisherman are subjected to ill treatment, imprisonment, detention etc. They are also vulnerable sections trained in traditional manner, in many cases not knowing the language and use of modern technologies. There should be adequate safeguards to address such circumstances/issues.

# Delhi Forum

(A Unit of Programme for Social Action)



F-10/12, Malviya Nagar, New Delhi - 110017

Telephone: 91- 11- 2668 0883 / 2668 0914, Fax: 91-11- 2668 7724, email : delforum@vsnl.net

15-5-07

Dear Venu,

I. C. S. F. IN	
Date	17.05.07
File	.....

Please find enclosed the copy of the Minutes of the 1st SLC held on 20th December 2006

Hope it serves the purpose,

With kind regards

Ashok

Speed Post

No. Z-20025/3/2007-ILAS III  
Government of India  
Ministry of Labour & Employment

I. C. S. F. IN	
Date	17.05.07
File	.....

New Delhi,  
dated: 11<sup>th</sup> May, 2007

14

To

Shri Vijayan MJ,  
F-10/12, Ground Floor,  
Malviya Nagar,  
New Delhi-110017.  
Fax: 26687724

**Subject: Request for Information under Right to information Act, 2005.**  
**Ref: ILO's proposed Work in Fishing Convention, June 2007.**

In continuation of this Ministry's letter of even number dated 26<sup>th</sup> February, 2007 on the above subject.

I am enclosing herewith a copy of the minutes of the 41<sup>st</sup> SLC held on 20<sup>th</sup> December, 2006 in response to point 3 of your application.

*A.V. Singh*  
(A.V. Singh)  
Director

Encl: As above

Copy to:

Shri Shahid Meezan  
Director/CPIO  
M/o Labour & Employment  
New Delhi

भारत सरकार  
श्रम एवं जगार मंत्रालय  
श्रम शक्ति भवन,  
रफी मार्ग  
नई दिल्ली-११०००१



GOVERNMENT OF INDIA  
MINISTRY OF LABOUR & EMPLOYMENT  
SHRAM SHAKTI BHAWAN  
RAFI MARG  
NEW DELHI-110001

By Speed Post/Regd. Post

NO.U-13016/1/2006-LC

29.3.2007

To

The Labour Secretaries of State Governments/UTs/ General Secretaries of  
Central Trade Union Organisations/ Central Workers Organisations/  
Secretaries of Central Ministries/Departments

Subject: Summary Record of discussions of the 41<sup>th</sup> Session of Standing Labour  
Committee held on December 20, 2006.

Sir,

I am directed to enclose a copy of the Note of Summary Record of  
discussion of the 41<sup>st</sup> session of the Standing Labour Committee held on 20<sup>th</sup>  
December, 2006 under the Chairmanship of Minister of State (Independent Charge)  
for Labour & Employment for information and necessary follow up action.

Yours faithfully,

(Hari K.Mathur)  
Under Secretary

Encl: as above

Copy to:

1. AS(L&E)/LEA/ JS(SKS)/ JS(GK)/ DG(LW)/ DGE&T/ CLC(C)/ F.A./EA/  
L.A./DGMS/ CPFC/ DGE/SIC/ DGFASLI/ DG, Labour Bureau, Shimla/ Director,  
VVG/NI/ Chairman, CBWE, New Delhi/ Director, C.B.W.E, Nagpur / PS to  
LEM/PS to Secretary (L&E).
2. All participants as per Annexure-I
3. Shri M.L.Dhar, Information Officer, PIB, Shastri Bhawan, New Delhi

(Hari K.Mathur)  
Under Secretary

**SUMMARY RECORD OF DISCUSSIONS OF THE 41<sup>ST</sup> SESSION**  
**OF THE STANDING LABOUR COMMITTEE HELD ON 20<sup>TH</sup>**  
**DECEMBER, 2006**

The 41<sup>st</sup> Session of Standing Labour Committee was held on 20<sup>th</sup> December, 2006 under the Chairmanship of Shri Oscar Fernandes, Hon'ble Minister of State (Independent Charge) for Labour & Employment. Representatives of employers' organization, workers' organisation, officials of various Ministries and Departments of the Central Government and State/UT Governments actively participated in the deliberations. A list of participants is enclosed as Annexure-I.

2. Secretary (L&E) in his welcome address laid stress on the creation of a right balance of 'flexibility', 'stability' and 'security' to address the changes brought in by globalization. While the employers requested flexibility for adjusting to the changing market conditions, workers needed basic security for stability in employer-employee relationship. This would involve labour market reforms, which would be undertaken by following a consensual approach involving all social partners.

3. He stressed on skill development of the huge workforce in the unorganized sector given the poverty and limited capacity of the organized sector to absorb accretions to the labour force. With this objective, the government has developed a new strategic framework on "Modular Employable Skills (MES)" in close consultation with the industry & micro enterprises in the informal sector. The scheme aims at providing training to one million persons in five years and thereafter, 1 million every year. The scheme also provides the facility to test and certify skills acquired informally by the workers. In addition to this, a scheme for upgradation of 500 ITIs into Centre of Excellence has also been taken up.

4. To provide for social security benefits to the workers in the unorganized sector, the proposals for the enactment of a legislation and formulation of social security schemes for the unorganized sector is currently under consideration of the Government.

5. Secretary also informed that the ILO had decided to place an item concerning the Convention on work in the fishing sector, in the 96<sup>th</sup> Session of the ILC. He invited views of the members on the subject. He requested the participants to select any two agenda items of the four items mentioned in the agenda or suggest any modifications in them for inclusion in the agenda for the forthcoming ILC.

6. Shri Oscar Fernandes, Hon'ble Minister of State for Labour & Employment in his Presidential address extended warm welcome to the distinguished gathering. He raised concern over the aspirations of millions of workers, which remain unfulfilled despite the tremendous progress that India



has achieved during the last one and a half decade. He particularly highlighted the problems of growing displacement of workers, increasing inequalities in wages, lack of adequate growth in the number of jobs in the organized sector and therefore, stressed upon a need to achieve economic growth without social trauma and human distress.

7. Hon'ble Minister highlighted the need for legislative reforms not only to enhance the coverage of labour laws so as to make them more comprehensive but also to modify these laws so as to align them to the requirements of a globalised economy. He particularly laid emphasis on providing a cushion to all those affected by the exigencies of the new economic order. In this regard he informed the participants that the Government, in order to enhance the coverage of existing social security schemes, is working on the modalities for further extending Janashree Bima Yojana as well as remodeling the Krishi Shramik Suraksha Yojana.

8. Hon'ble Minister also emphasized the need to review the human resource policy in light of the new and evolving economic order and suggested a multi-pronged approach, which may include the development of human resources, modernization of vocational training institutions, revamping of national employment service, promoting public-private partnership and reskilling of workforce. In this context, he informed about the recent cooperation with EU on Skill Development, Training and Employment and the signing of a MOU with E.U. on Employment and Social Policy. He also emphasized upon the need for evolving a system that encouraged life long learning.

9. He also highlighted the importance of an effective industrial relations machinery and strong labour administration for the maintenance of industrial peace and harmony. While informing the participants about the proposal to expand the coverage under the National Child Labour Project (NCLP) Scheme to all districts in the 11<sup>th</sup> Five Year Plan, he emphasized upon the need for making collective efforts for elimination of child labour.

10. Reiterating the Government's commitment to the welfare of workers, he requested the participants to select any two items out of the four items mentioned in the agenda note for detailed deliberations in the next ILC.

11. The Standing Labour Committee elected the following Vice Chairpersons:-

- |      |  |   |                  |
|------|--|---|------------------|
| (i)  | Shri Girish Awasthi,<br>President, BMS     | - | Workers' Group   |
| (ii) | Shri Vineet Virmani,<br>Chairman, ASSOCHAM | - | Employers' Group |

(iii) Shri Mrinal Banerjee  
Labour Minister,  
West Bengal

- State Governments

12. President of BMS and Vice-Chairman of Workers' Group, Shri Girish Awasthi requested convening of ILC at the earliest. He raised the issues of price rise, Unorganized Sector Bill, contract labour, amendment of ID Act, welfare of workers and labour laws. He specifically pointed out that a legislation for agriculture workers is necessary. He requested that the issue of outsourcing and downsizing, which have led to unfair labour practices, needs a thorough deliberation. While urging for effective implementation of labour laws, he stressed upon the need for enforcing such labour laws in the Export Processing Zones, Export Oriented Units etc. He particularly cited the example of IT industry where labour laws needs to be effectively implemented. He also requested Government to enhance interest rate on EPF. He opposed setting up of Pension Fund and channeling it to the equity market. He further desired that the issue of Right to Work & jobless growth needs to be addressed. He emphasized upon the need for a law on sexual harassment at work place.

13. Shri Vineet Virmani, Chairman, ASSOCHAM and Vice-Chairman, Employers' Group thanked the Hon'ble Minister for giving an opportunity to express his views on behalf of the Employers' group. He pointed out that the reforms in labour market have been minimal and that the Ministry needs to take necessary steps in this regard. He pointed out that the second National Commission on Labour suggested certain steps in this regard on which there has been consensus amongst the social partners. These issues need to be taken up by the Ministry. He emphasized upon the need for skill development, better education and health facility, enhancing social protection, promotion of right to work, decent employment, public-private partnership in education and skill development. He urged for labour market reforms and for focusing on job creation rather than job protection.

14. Shri Mrinal Banerjee, Hon'ble Labour Minister, West Bengal & Vice Chairman raised the issue of unorganized workers. He pointed out that the State Government has communicated its views on the Unorganized Workers' Bill, which should be enacted at the earliest. As far as the issue of social security is concerned, he was of the view that the Government should bear the major share of expenditure. He also suggested that the amendment to Payment of Bonus Act should be expedited to remove ceiling on eligibility as well as on calculation of bonus. He opposed amendments to Contract Labour (R&A) Act and in the Industrial Disputes Act relating to raising of eligibility from 100 to 300 workers under Section V B of the Act. On the issues of Child Labour, he suggested measures such as provision of shelter homes for children, adequate financial assistance for parents who were unable to take care of their children and to enhance employability of their parents. He also suggested for enhancing the coverage under the ESIC and PF Acts and urged for unemployment assistance for workers of locked/closed industries. He

suggested modification in the "Rajiv Gandhi Shramik Kalyan Yojana" to cover units that have remained under lock out for more than one month.

15. After the opening remarks by the Vice-Chairpersons, items on the Agenda were taken up for discussion.

16. Shri Baidyanath Rai, BMS informed that it was generally observed that no action has been taken on the recommendations made by the ILC in its meeting held during 2005. Whatever decisions arrived at the ILC should be implemented within the same year. He was of the view that labour laws need to be amended in consultation with the worker organizations. He also pointed out that no labour laws exist in SEZs, EOUs etc and that there is no reaction from Government of India in this regard.

17. Shri Girish Awasthi, BMS stated that only increasing the eligibility and calculation ceilings in the Payment of Bonus Act instead of abolishing them are not acceptable.

18. Dr.Sanjeeva Reddy, INTUC welcomed the Labour Minister and assured him full cooperation from his side. He expressed that instead of wasting time on discussing the Action taken report, views on the same can be sent to Ministry of Labour and presently the main agenda for discussion can be taken up.

19. Shri Tapan Sen of CITU while welcoming the Hon'ble Minister informed that it took six months to form a Tripartite Working Committee to examine the draft Bills on Unorganised Sector Workers. He desired that the Ministry should expedite action on 5 points concerning amendment proposal in the Industrial Disputes Act, 1947, on which consensus was reached during the 40<sup>th</sup> Session of the Indian Labour Conference.

20. Shri Thampan Thomas, HMS congratulated the Government for having appointed the Pay Commission and the same should have been found a place in the Action Taken Report. He also requested the Government to expedite the payment of Interim relief to the workers who are going to be benefited from the Pay Commission. Mr. Thomas also complimented the Government for setting up a Wage Board. He emphasized the importance of implementation of labour laws and wanted reframing of the first agenda item. The Minister of Andhra Pradesh stressed on protection of workers, collective workmanship, proper management worker relationship and training of workers. The Labour Minister of Delhi expressed his concerns regarding multiplicity of labour laws and their being out dated and emphasized the need for streamlining and strengthening of labour laws by consensus. The CIE suggested the topic – "Employee Welfare as well as Labour Market Governance" for their inclusion in the 41<sup>st</sup> ILC.

21. Mr. Gurudas Das Gupta, AITUC welcomed the Labour Minister for taking charge of the Labour Ministry. He informed that nothing has been done for the unorganized labour. On the other hand signals were given that labour laws should be relaxed to help industrialization, to create jobs. He pointed out that relaxation of labour laws for creating more jobs is not acceptable. It will affect productivity adversely. He argued in favour of fair play, adherence of norms by all players and tripartism in place of unipolar approach being pursued by employers and the Governments. The task of the Labour Ministry is to bring about consensus through consultation and to ensure that the consensus is worked out and implemented.
22. Shri Krishna Chakravarthy, UTUC (LS) demanded that the unfinished action on the recommendations of the last ILC should also be taken up along with the other agenda in the next ILC.
23. Shri Abani Roy, UTUC congratulated the Minister for calling the Standing Labour Committee after taking over charge as Labour Minister. Considering the problems arising these days, the tripartism should be taken care of.
24. Shri P.K. Gurudasan, Labour Minister, Govt. of Kerala desired that any change in the labour laws should protect the interest of workers and their families and must take place after full consultation with the trade unions. He has further advocated for removal of the ceiling for the entitlement and eligibility of bonus without any delay. Unorganised Sector workers' Bill needs to be modified in consultation with the trade unions and presented in the Parliament without any further delay. He further informed that there is legitimate discontent among the workers in the country for arbitrary reduction in the rate of interest on workers PF deposits. If the scheme has to retain its character as a Social Security Scheme, the rate of interest should be retained to at least 9.5 percent.
25. Shri Sushil Kumar Modi, Labour Minister and Dy. Chief Minister, Govt. of Bihar mentioned that Bihar has got very few industries where there is no organized labour available. Whatever labour available is only in the unorganized sector. At least some beginning should be made to give social security benefits to the unorganized sectors preferably in the field of Agriculture. He desired that expeditious action on the 5 points concerning amendment proposal in the Industrial Disputes Act, 1947 on which consensus was reached during the last ILC. On the remaining points, efforts should be made to arrive at a consensus as early as possible.
26. Shri B.P. Pant, CIE welcomed the Hon'ble Labour Minister and assured him full support in carrying out the duties of tripartism. As regards unorganized sector, he urged the Govt. to identify some mechanism urgently so that the benefits are extended to these workers. He welcomed the approach of the Ministry of Labour & Employment to initially extending some benefit of the life insurance etc., to identified segment of the unorganized workers. Regarding payment of Bonus issue, he informed that even during last ILC, they had supported the views. This recommendation has been taken from the

recommendations of the 2<sup>nd</sup> National Commission for Labour in an isolated manner, which will set up a bad precedent. However, It should be read in context with the other recommendations of the 2<sup>nd</sup> NCL. There are many recommendations, which should also be implemented along with this. He fully supported the setting up of Grievance Redressal Authority by way of amendments relating to industrial relation.

27. Shri D.L.Sharma, CII held the view that sustainability of the enterprises, especially those in the manufacturing sector, which is facing competition even from countries like Bangladesh, is important for which the labour laws need to be changed. He also felt that the procedural simplification, increase in social security measures, bonus and minimum wages should not result in increasing financial liability as it would erode competitiveness. He welcomed the suggestion for amendment of Section 9A of the Industrial Disputes Act and for setting up a grievance redressal mechanism.

28. Shri M.K.Garg, ASSOCHAM wanted that the Payment of Bonus Act is to be duly amended to provide that losing concerns should not be liable to pay bonus.

29. Shri S M Dewan of CIE, supported amendments to section 9A of the I.D Act and setting up of grievance redressal machinery at the factory level. He emphasized upon the need for re-examining provisions of Chapter VB of the Industrial Disputes Act and favoured raising the threshold limit under Chapter VB from 100 workers to 300 workers. He also emphasized upon the need for maintaining the quality of Presiding Officers of the CGIT.

30. Shri Babu Lal Tody, AIMO asserted that there is no need to make any amendment in the agenda items of the Ministry of Labour & Employment. Labour Market Governance is a very comprehensive subject, which covers all the development taking place in the globalized world, so it should be one of the agenda items.

31. Shri Michael Dias, CIE informed that a lot of consensus has emerged over the years which is reflected in the documents already available with the Ministry of Labour & Employment and wanted Ministry of Labour & Employment to act upon those areas where there is a lot of consensus. He has further suggested that in the new context, we need to re-examine the issue of Chapter V-B in totality and make it more pragmatic so that we can face international competition. He urged the Ministry to be a facilitator rather than a policeman and to make the labour laws more flexible.

32. Shri Sushil Kumar Gupta, Laghu Udyog Bharti informed that they represent a large segment of industry and they have not been getting any representation in such a crucial issue like Social Security Bill on which they are working from the grass root level. Therefore he has requested that they should also be included in the Tripartite Working Group Committee so that they will also be able to contribute in formation of the Social Security Bill. While endorsing the suggestion for amendment of Section 9A of the Industrial Disputes Act, 1947, he felt that action on amendments in the Industrial

Disputes Act on which there was consensus should have been included in the Action Taken Report.

33. Shri Siva Kumar, Director (HR), MTNL, a representative of CIE, has suggested that exemption issues under ESI Act should be renewed every two years. Since we have already verified the facilities available, rather than putting any restriction, a periodical inspection could be carried out. He further informed that when the wage revision proposals are approved, it was mentioned last time that the organization should have a medi-claim policy. When we introduce a medi-claim policy, the role of third party administrator is probably coming in the way of smooth functioning of this particular scheme. There needs to be proper policy & procedure where these people do not play with the main objective of the medi-claim policy.

34. After the conclusion of discussions on the Action taken Report, Item No.2 on the agenda was taken up for discussion.

35. Workers Organisation have informed that none of the suggestions made by them have been incorporated in the Agenda Item and the same has been decided arbitrarily. After detailed deliberations and the intervention of the Hon'ble Minister of State Shri Oscar Fernandes, it was decided to include the following items in agenda for the 41<sup>st</sup> Session of Indian Labour Conference:-

- (i) Strengthening of the Labour Laws and their effective implementation to prevent violation.
- (ii) Payment of Bonus Act
- (iii) Contract Labour (R & A) Act
- (iv) Measures to improve employability of the youth

36. As suggested by Shri Gurudas Das Gupta, AITUC, it was agreed to form a Committee to separately look into the matter regarding Fishing Sector by including a member each from the respective organizations.

37. It was further decided to have the next meeting of the ILC as early as possible, and preferably in February, 2007 subject to the concurrence of the Hon'ble Prime Minister.

38. The meeting ended with a vote of thanks to the Chair by Shri S.K.Srivastava, Joint Secretary.

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**LIST OF PARTICIPANTS IN THE 41<sup>ST</sup> SESSION OF STANDING LABOUR  
COMMITTEE HELD ON 20<sup>TH</sup> DECEMBER, 2006 AT NEW DELHI**

<b>S. No.</b>	<b>Name/Designation</b>	<b>Organisation</b>
1.	Shri Oscar Fernandes, Chairman	Union Minister of State (Independent Charge) for Labour & Employment
2.	Shri Mrinal Banerjee, Vice Chairman	Labour Minister, Govt. of West Bengal
3.	Shri Girish Awasthi, Vice Chairman	President, BMS
4.	Shri Vineet Virmani, Vice Chairman	Chairman, ASSOCHAM
<b>WORKERS' GROUP</b>		
5.	Shri Uday Patwardhan, All India General Secretary,	BMS
6.	Shri Baij Nath Rai, All India Secretary	BMS
7.	Shri C.K.Sajinarayanan, All India Vice President	BMS
8.	Shri Rajendra Sharma, General Secretary	BMS
9.	Shri Chetan Kumar Desai, General Secretary	BMS
10.	Shri P.J.Soundrajan, Secretary	BMS
11.	Dr.G.Sanjeev Reddy, President	INTUC
12.	Shri Rajendra Prasad Singh, General Secretary	INTUC
13.	Shri Ashok Singh, Vice President	INTUC
14.	Shri Heeralal Sharma	INTUC
15.	Shri S.K.Yadav	INTUC
16.	Shri O.P.Sharma	INTUC
17.	Shri S.Veeraiah, General Secretary	CITU
18.	Shri K.K.Divakaran, Secretary	CITU
19.	Shri Tapan Sen, Secretary	CITU
20.	Ms. K.Hemalata, Secretary	CITU
21.	Shri Thampan Thomas, President	HMS
22.	Shri A.D.Nagpal, Secretary	HMS
23.	Shri R.A.Mittal, Secretary	HMS
24.	Shri Harbhajan Singh Sidhu, Secretary	HMS
25.	Shri Gurudas Das Gupta, General Secretary	AITUC
26.	Shri S.N.Thakur, Secretary	AITUC
27.	Shri Krishna Chakraborti, President	UTUC (LS)
28.	Shri Satyaban	UTUC (LS)
29.	Shri Abani Roy	UTUC
30.	Shri Mihir Bandhyopadhyay	UTUC
31.	Shri Naren Sen, President	NFITU
32.	Shri O.P.Verma, Senior Vice President	NFITU

**EMPLOYERS' GROUP**

33.	Shri B.P.Pant	CIE
34.	Shri R.C.Purohit	CIE
35.	Shri Michael Dias	CIE
36.	Shri B.C.Prabhakar	CIE
37.	Shri T.M.Jawaharlal	CIE
38.	Shri S.P.Garg	CIE
39.	Shri V.Shiva Kumar	CIE
40.	Shri S.K.Chaturvedi	CIE
41.	Shri P.K.Chatterjee	CIE
42.	Shri G.P.Srivastava	CIE
43.	Shri Ashok Sharma	CIE
44.	Shri Rajiv Chawla	CIE
45.	Shri S.A.Khan	CIE
46.	Shri Satish Kumar	CIE
47.	Shri Amit Kumar Sen, President	AIMO
48.	Shri Babulal Todi	AIMO
49.	Shri K.K.Chugh	AIMO
50.	Shri Vishram Jamdar, National President	LUB
51.	Er. Sushil Kumar Gupta, National General Secretary	LUC
52.	Shri D.L.Sharma, President & Executive Director	CII
53.	Shri Mohit Gandhi, Deputy Director	CII
54.	Shri D.R.Dutta	FICCI
55.	Shri M.K.Garg, Sr. Advisor (HR)	ASSOCHAM

**STATE GOVERNMENTS/UNION TERRITORIES**

56.	Shri G. Vinod, Minister	Andhra Pradesh
57.	Shri R.Karikal Valaven, Labour Commissioner	Andhra Pradesh
58.	Shri Tatar Kipa, Minister	Arunachal Pradesh
59.	Shri Marto Bagra, Assistant Resident Commissioner	Arunachal Pradesh
60.	Shri Prithibi Majhi, Labour Minister	Assam
61.	Shri Sushil Kumar Modi, Dy. CM-cum-Labour Minister	Bihar
62.	Shri Ashok Kumar Chauhan, Commissioner-cum-Secretary (Labour Employment & Training)	Bihar
63.	Dr.Ramesh Chandra Dwivedi, Director, ESI Scheme	Bihar
64.	Shri K.D.P.Rao, Labour Commissioner	Chhattisgarh
65.	Shri Mangat Ram Singhal, Minister	NCT of Delhi
66.	Dr.Vijay S.Madan, Secretary (Labour)	NCT of Delhi
67.	Shri J.C.Negi, Jt. Labour Commissioner	NCT of Delhi
68.	Shri Piyush Sharma, Jt. Labour Commissioner	NCT of Delhi
69.	Shri Diwan Chand, Secretary	Goa
70.	Shri S.A.Deshprabha, Labour Commissioner	Goa



71.	Shri Gurcharan Singh, Principal Secretary (L&E)	Gujarat
72.	Shri D.C.Baxi, Assistant Labour Commissioner	Gujarat
73.	Shri Anand Mohan Saran, Addl. Labour Commissioner.	Haryana
74.	Shri Raj Krishan Gaur, Minister	Himachal Pradesh
75.	Shri Kashmir Chand, Labour Commissioner	Himachal Pradesh
76.	Shri Mangat Ram Sharma, Labour Minister	J & K
77.	Shri B.L.Nimesh, Principal Secretary (Labour)	J & K
78.	Shri Pritpal Singh, Labour Commissioner	J & K
79.	Shri R.C.Besra, Secretary to Resident Commissioner	Jharkhand
80.	Shri K.Jothiramalingam, Principal Secretary	Karnataka
81.	Shri P.K.Gurudasan, Labour Minister	Kerala
82.	Shri C.K.Vishwanathan, Secretary (Labour)	Kerala
83.	Shri C.Mohanam, Addl. Secretary (Labour)	Kerala
84.	Shri Vasu, PS to Minister	Kerala
85.	Shri Rakesh Bansal, Principal Secretary	Madhya Pradesh
86.	Shri J.P.Dange, Principal Secretary	Maharashtra
87.	Shri A.R.Khan, Commissioner & Secretary (Labour)	Manipur
88.	Shri G.Tombi Sharma, Deputy Labour Commissioner	Manipur
89.	Shri E.D.Marak, Minister	Meghalaya
90.	Smt. R.Lyngdoh, Labour Commissioner	Meghalaya
91.	Shri Maongwati Aier, Jt. Resident Commissioner	Nagaland
92.	Shri Jayanarayan Mishra, Minister of State for Labour & Employment	Orissa
93.	Shri Mayadhar Panigrahi, Labour Commissioner	Orissa
94.	Dr.S.Sundaravadivelu, Addl. Secretary-cum-Commissioner of Labour	Puducherry
95.	Shri S.S.Channy, Secretary	Punjab
96.	Shri Harish Nayyer, Assistant Labour Commissioner	Punjab
97.	Shri Bajrang Lal, Additional Labour Commissioner	Rajasthan
98.	Shri C.B.S.Rathore, Joint Labour Commissioner	Rajasthan
99.	Shri R.K.Purkayastha, Secretary (Labour)	Sikkim
100.	Shri Ramesh Kumar Khanna, Secretary (Labour)	Tamil Nadu
101.	Shri Sanjeev Ranjan, Resident Commissioner	Tripura
102.	Shri S.P.Singh, Joint Secretary	Uttar Pradesh
103.	Shri R.K.Pandey, Labour Commissioner	Uttar Pradesh
104.	Shri M.N.Siddiqui, Director of Factories	Uttar Pradesh
105.	Shri T.R.Bhat, Labour Commissioner	Uttarakhand
106.	Shri J.S.Bisht, Addl. Labour Commissioner	Uttarakhand
107.	Shri J.P.Bahuguna, Special Officer	Uttarakhand
108.	Shri Anadi Kr. Sahu, Minister of State (Labour & Employment)	West Bengal
109.	Dr.Subesh Kumar Das, Secretary (Labour)	West Bengal

**CENTRAL MINISTRIES/DEPARTMENTS**

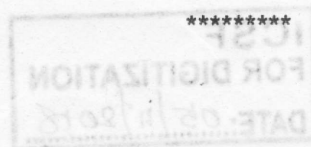
110.	Shri Ajay Bhattacharya, Joint Secretary	Department of Animal Husbandry, Dairy & Fisheries
111.	Shri A.K.Parashar, Adviser	Department of Agriculture
112.	Shri R.C.Jha, Deputy Secretary	Department of Chemicals & Petrochemicals
113.	Shri B.K.Panda, Director	Ministry of Coal
114.	Shri P.V.Sivaraman, Deputy Secretary	Department of Commerce
115.	Shri A.K.Das, Dy. Director General (SR)	Department of Telecom
116.	Dr.H.A.C.Prasad, Senior Economic Adviser	Department of Economic Affairs
117.	Shri B.N.Nanda, Addl. Economic Adviser	Department of Economic Affairs
118.	Shri S.D.Sharma, Adviser & Additional Secretary	Ministry of Home Affairs (Inter-State Council)
119.	Shri Madhao Lothe, Economic Adviser	Department of Industrial Policy & Promotion
120.	Shri R.S.Mishra, Director (L&PF)	Lok Sabha Secretariat
121.	Shri A.K.Mehta, Director	Ministry of Mines.
122.	Shri S.L.Vashishta, Deputy Secretary	Ministry of Petroleum & Natural Gas.
123.	Shri Subhash Chander, Director (SR & Legal)	Department of Post
124.	Shri Sunil Verma, Member	Ministry of Power (Central Electricity Authority)
125.	Shri Alok Kumar, Director	Ministry of Power
126.	Shri P.V.Subha Rao, Director (NC)	Department of Revenue
127.	Shri A.K.Nigam, Adviser	Ministry of Railways
128.	Shri R.D.Dohare, Chief Engineer	Department of Road Transport & Highways
129.	Shri N.Namasivayam, Director	Ministry of Urban Development

**MINISTRY OF LABOUR & EMPLOYMENT**

130.	Shri K.M.Sahni, Secretary	Min. of Labour & Employment
131.	Shri R.C.Ray, LEA	Min. of Labour & Employment
132.	Shri S.K.Srivastava, Joint Secretary	Min. of Labour & Employment
133.	Shri Shambhu Singh, JS & FA	Min. of Labour & Employment
134.	Ms. Gurjot Kaur, Joint Secretary	Min. of Labour & Employment
135.	Shri Anil Swarup, JS/DGLW	Min. of Labour & Employment

136.	Shri Sharda Prasad, JS/DGE&T	Min. of Labour & Employment
137.	Shri S.K.Mukhopadhyay, JS/CLC (C)	Min. of Labour & Employment
138.	Shri A.Vishwanathan, CPFC	Min. of Labour & Employment
139.	Shri Ramesh Inder Singh, DG, ESIC	Min. of Labour & Employment
140.	Shri Kanwar Manjit Singh, Director, VVGNI	Min. of Labour & Employment
141.	Dr.S.K.Sasikumar, Fellow, VVGNLIC	Min. of Labour & Employment
142.	Shri Ashok Sahu, Economic Adviser	Min. of Labour & Employment
143.	Dr.Harcharan Singh, DDG	Min. of Labour & Employment
145.	Shri S.K.Saxena, DGFASLI	Min. of Labour & Employment
144.	Shri M.M.Sharma, DDG, Mines Safety	Min. of Labour & Employment
145.	Shri A.S.Ahluwalia, DG, Labour Bureau	Min. of Labour & Employment
146.	Smt.Sunita Sanghi, Director, Labour Bureau	Min. of Labour & Employment
147.	Shri M.K.Patil, Chairman, CBWE	Min. of Labour & Employment
148.	Dr.Shakuntla, Controller of Accounts	Min. of Labour & Employment
149.	Dr.A.V.Singh, Director	Min. of Labour & Employment
150.	Smt. Vinita Aggarwal, Director	Min. of Labour & Employment
151.	Shri K.C.Jain, Director	Min. of Labour & Employment
152.	Shri C.A.Bhaskaran, Director	Min. of Labour & Employment
153.	Shri Suraj Bhan, Director	Min. of Labour & Employment
154.	Shri Sahid Meezan, Director	Min. of Labour & Employment
155.	Smt. Harjot Kaur, Director	Min. of Labour & Employment
156.	Shri Devender Singh, Director	Min. of Labour & Employment
157.	Shri Ashok Kumar, DDG, DGE&T	Min. of Labour & Employment
158.	Shri P.K.Ray, DDG, DGE&T	Min. of Labour & Employment

159.	Shri Y.P.Sharma, Director, DGE&T	Min. of Labour & Employment
160.	Shri Sunil Mathur, Director, DGE&T	Min. of Labour & Employment
161.	Shri Harish C. Gaur, Deputy Secretary	Min. of Labour & Employment
162.	Shri U.D.N.Sidhwani, Deputy Secretary	Min. of Labour & Employment
163.	Shri Raja Lal, Deputy Secretary	Min. of Labour & Employment
164.	Shri D.P.Sabharwal, JDT, DGE&T	Min. of Labour & Employment
165.	Shri B.N.Shetty, OSD to MOS (L&E)	Min. of Labour & Employment
166.	Shri Braj Mohan Sharma, Under Secretary	Min. of Labour & Employment
167.	Smt. Jaya Dubey, Under Secretary	Min. of Labour & Employment
168.	Shri N.S.Bhatia, Under Secretary	Min. of Labour & Employment
169.	Shri Suresh Chandra, Under Secretary	Min. of Labour & Employment
170.	Smt. Chandni Raina, Deputy Director	Min. of Labour & Employment
171.	Smt. Kalyani Mishra, Deputy Director	Min. of Labour & Employment
172.	Shri Ashwani Aggarwal, Deputy Director (Training)	Min. of Labour & Employment
173.	Shri Anand Kumar, Assistant Director	Min. of Labour & Employment
174.	Shri K.C.Sethi, Assistant Director	Min. of Labour & Employment
175.	Shri V.P.Singh, Ist PA to MOS (L&E)	Min. of Labour & Employment
176.	Shri G.Roy, Section Officer	Min. of Labour & Employment
177.	Shri Pradeep Sharma, Section Officer	Min. of Labour & Employment
178.	Shri Debal Patra, Section Officer/DDO	Min. of Labour & Employment
179.	Shri R.K.Tikku, Section Officer	Min. of Labour & Employment
180.	Shri A.K.Tewari, Section Officer	Min. of Labour & Employment



199	Min. of Labour & Employment	Smt. Y.P. Sharma, Director, DGEST
190	Min. of Labour & Employment	Smt. Sunil Mathur, Director, DGEST
191	Min. of Labour & Employment	Smt. Hareh C. Gaur, Deputy Secretary
192	Min. of Labour & Employment	Smt. U.D.N. Sidhani, Deputy Secretary
193	Min. of Labour & Employment	Smt. Raja Lal, Deputy Secretary
194	Min. of Labour & Employment	Smt. D. K. Sesharwal, Jt. DGEST
195	Min. of Labour & Employment	Smt. S.N. Shetty, OSD to MOS (L&E)
196	Min. of Labour & Employment	Smt. Braj Mohan Sharma, Under Secretary
197	Min. of Labour & Employment	Smt. Jaya Dubey, Under Secretary
198	Min. of Labour & Employment	Smt. N.S. Bhatia, Under Secretary
199	Min. of Labour & Employment	Smt. Guesh Chandra, Under Secretary
190	Min. of Labour & Employment	Smt. Chandia Raina, Deputy Director
191	Min. of Labour & Employment	Smt. Kalyani Mishra, Deputy Director
192	Min. of Labour & Employment	Smt. Anwarul Aqueel, Deputy Director (Training)
193	Min. of Labour & Employment	Smt. Anand Kumar, Assistant Director
194	Min. of Labour & Employment	Smt. K. G. Saini, Assistant Director
195	Min. of Labour & Employment	Smt. V.P. Singh, IAS to MOS (L&E)
196	Min. of Labour & Employment	Smt. G. Roy, Section Officer
197	Min. of Labour & Employment	Smt. Pradeep Sharma, Section Officer
198	Min. of Labour & Employment	Smt. Debi Patra, Section Officer/DCO
199	Min. of Labour & Employment	Smt. R.K. Tikar, Section Officer
200	Min. of Labour & Employment	Smt. A.K. Tewari, Section Officer

**ICSF  
FOR DIGITIZATION  
DATE: 05/11/2018**