

Chapter 21

LABOUR AND EMPLOYMENT SECTOR

Labour and Employment Sector addresses the conditions under which economically active population, i.e. labour force, exchanges its services with the economic production system. Such conditions vary across different segments of labour force - informal sector workers, rural workers, construction workers and workers in organised sector. Hence, the requirements of labour welfare services, support for productivity improvement, provision of social security and job placement services also vary across the category of workers.

2. Labour and employment sector of Plan attempts to increase and protect income of labour (i) through improvement in productivity, (ii) by enabling the worker to get a fair share in income of the employing enterprise, and (iii) by reducing the risk to workers' income that is associated with fluctuations in economy, and (iv) a better flow of information in the labour markets. The initiatives taken through labour sector plan that serve these objectives are:

Table-1.1: Labour and Employment Sector Plan activities to benefit labour

Benefit to labour From	Plan initiative in Labour Sector	Activity supported by Labour Sector Plan
Productivity improvement	Skill development	Training and retraining
Fair share in enterprise income	Relationship between worker and the enterprise	1. Labour laws administration 2. Conditions of the marginalised worker
Reducing risk associated with worker income	Social security to worker in organised and unorganised sector	1. Insurance for job loss accident and illness 2. Better working conditions
Information flow in Labour Market	Job placement and vocational guidance	1. Employment services 2. Labour statistics and research.

3. The Ninth Five Year Plan Priority Areas:

- Review labour laws and harmonise them with the new economic and social setting;
- Expand the provision of social security to workers through efforts to create viable, location-specific and a self-financing system;

- Improvement in conditions of workers facing highly adverse work situations - elimination of evils of child labour and bonded labour:
- Modernization of employment exchanges and job placement services
- Strengthening of accreditation facilities for vocational training institutes to facilitate investment by private sector in vocational training
- Extending the ambit of the existing vocational training system to include training
- in skills required in services sectors
- Coordination of vocational training imparted by various departments of Government in order to avoid overlapping and to ensure conformity with each other.

These priorities were to be addressed by formulating relevant policies and legislation, by expanding activities of self-financing public institutions and investments through various plan schemes.

Plan Outlay & Its Utilisation

4. Ninth Five Year Plan Outlay for this sector was Rs.792 crore for the Central Plan under Ministry of Labour and Rs.286 crores in the States' Plans.

5. Cumulative utilization in Central Plan during first three years is of the order of 38% of the total outlay of the Ninth Plan. (Annexure 1) Employment and Training, a major scheme of Ministry of Labour, has utilized 55% of the total Ninth Plan outlay during the first three years mainly for revamping of training and accreditation system and setting up of new vocational training centers for the handicapped people. For elimination of child labour, another major scheme in Central Plan, the expenditure in first three years of the Ninth Plan stands at 30% of the Plan allocation – under the National Child Labour Project which now covers 1.9 lakh children in special schools for working children. In respect of scheme of rehabilitation of bonded labour the expenditure in the first three years is 50% of the total outlay of Ninth Plan.

6. In Central Plan, the scheme of Central Board of Workers Education which educates the workers to help adopt cost effectiveness by enhancing productivity has utilized 43% of the total outlay in first three years of the plan. The scheme of industrial safety is administered through Director General Factory Advice Service and Labour Institute (DG FASLI) (the organization works for the safety, health and welfare of the workers in factories, ports/docks) under various schemes of technical innovation, organizations of workshop/seminars. The organisation has been able to utilize 34% of the total outlay in the first three years of the Plan. Various schemes under Industrial Relations have incurred expenditure to the extent of 27% of the total outlay. The physical progress and status of important schemes/programmes are discussed in the relevant sections.

7. In the State Plans, States where actual expenditure exceeded the outlay in the first year of the Ninth Plan are Andhra Pradesh, Gujarat, Tamil Nadu, Delhi, and Pondicherry.

The financial progress was not so good in the first year of Ninth Plan in Bihar, Gujarat, J&K, Kerala, Madhya Pradesh, Maharashtra, Nagaland, Rajasthan and West Bengal. (Annexure 2).

Productivity improvement through skill development-vocational training:

8. The primary purpose of vocational training is to prepare individuals especially the youth in the age group of 15-25 years for the world of work and make them employable for a broad group of occupations. About 2.1 million students are not able to pursue education beyond the class X stage. A vocational training set-up that can meet the needs of these is required to prepare them. For this purpose, Ninth Plan envisaged:

- Formulation of a comprehensive approach covering all types of trades used in production of goods and services
- Extending the government training set-up beyond engineering trades to cover skills required in services producing sectors
- Increasing job relevance of vocational training by
 - Strengthening linkage of industry and government institutes, and
 - Increasing coverage of establishments by the Apprenticeship Act.
- Encouraging private initiatives in providing vocational training services in Northern States
- Government to reduce its role in delivery of training services and strengthen its role in evaluation and accreditation of training institutes and quality of training
- Publicise costs of, and benefits from, vocational skills, by collection and dissemination of information on career development of vocational training course pass-outs
- In North Eastern States, growth of white-collar jobs in Government having ceased, vocational training facilities for youth be increased
- Strengthen linkage between vocational training and vocational education

9. Two major resources for such training are the 4000 Industrial Training Institutes (ITIs) and the 25000 industrial establishments that accept Apprentice Training. State wise details of existing infrastructure in terms of number of ITI's along with seating capacity and the seats under apprenticeship training are given at Annexure 3 and 4

10. Given the low share of private ITIs, State Governments in Northern States will have to encourage private ITIs by pursuing strategies similar to those followed by the Southern States.

11. Apprentices in establishments add up to 1.7 lakh, a number which is very low. States of M.P., U.P., Bihar, Haryana have located very few seats in establishments relative to the number of youth. More categories of establishments which can induct apprentices need to be identified under the Apprenticeship Act.

Restructuring Vocational Training System

12. While Ministry of Labour's National Vocational Training System (NVTs) is the oldest training set-up (started in early fifties), a number of other departments have also started training activities for their respective sectors e.g., small industry, Khadi & Village Industries Commission (KVIC), handlooms, tourism (hotel management & catering), electronics, medical technicians, agriculture and rural development.

13. Ministry of Labour is carrying out studies to restructure the National Vocational Training System.

14. Under the present form of NVTs, some of the issues which require immediate attention relate to:

- Over-emphasis on producing training services by governments
- Weak regulatory role of Governments in ensuring training quality
- Mismatch between available trained manpower vis-à-vis. the requirement
- Poor flexibility of training programmes.
- Inadequate coverage of service sector;
- Non-coverage of unorganized sector;
- Inadequate involvement of industry in the training programmes.
- Lack of coordination/cooperation amongst training providers.

15. Consultations were held by Ministry of Labour with all the stakeholders (in all State Directorates, 21 Central Government Ministries/Departments including Planning Commission, Non-Government Organisations (NGOs), Trade Unions, Federation of Indian Chamber of Commerce & Industry (FICCI) and Confederation of Indian Industries (CII). Ministry of Labour envisages:

- ◆ An Apex level Statutory Body, namely, All India Council for Vocational Training [(AICVT) by merging National Council for Vocational Training (NCVT) and Central Apprenticeship Council (CAC)]; also, corresponding bodies at State level responsible for different types of vocational training. This will:

- √ Assign a due role to State Governments in accreditation of Institutes and award of certificates to candidates

- √ Avoid overlapping of functions amongst different vocational training providers.

A project is under preparation in the Union Ministry of Labour on these lines. However, it is still at preliminary stage and will require 6 to 7 years to bring into effect the requisite legislative, institutional, inter-departmental and state level changes in Government's role in vocational training.. Though the task is complex certain immediate effective steps are necessary.

Industry-Institute Interaction

16. As a part of the effort to strengthen interaction between industry and State run ITIs, State level steering committees comprising industry and government representatives have been formed in Punjab, Haryana, Himachal Pradesh., J & K and Chandigarh.

17. The following 5 Government ITIs are to be managed by an Industry Management Committee (IMC) chaired by industry:

ITIs handed over/to be handed over to local industry associations by State Governments

State	Training Institute
Punjab	Ludhiana
Haryana	Gurgaon
Jammu & Kashmir	Jammu
Himachal Pradesh	Solan
U.T. of Chandigarh	Chandigarh
Tamil Nadu	Chennai

Retraining

18. Central Government, and some State Governments too, have formulated a scheme to enable restructuring of work force in public enterprises by offering a scale of benefits to those seeking voluntary retirement.

19. Under a Central Plan scheme funded out of National Renewal Fund (NRF), retraining is provided to workers who voluntarily retire or are retrenched. Only about 3000 workers could be trained in 1998-99 – a small number in comparison with the overall dimension of the problem of restructuring.

20. Government of Gujarat has followed another approach. Children of retired workers of state-owned enterprises are trained in new emerging disciplines. This approach to improve family income prospects of retrenched employees needs to be expanded and tried out in other States.

Labour Laws & Administration

21. The labour laws encompass areas like industrial disputes, payment of wages and minimum wages, security measures like Workmen's compensation Act, Equal Remuneration Act, Maternity Benefit Act, Child Labour Act, Factories Act, Mines Act, Contract Labour Act, Welfare fund related legislation etc. The basic objectives of all these laws are to create a safe work environment, provide a mechanism and procedure to settle industrial disputes and ensure payment of minimum wages, payment of provident fund, gratuity, bonus etc. besides other statutory benefits to the worker.

22. In the context of socio economic changes over time and the reforms sweeping the country, it is imperative to bring about corresponding changes in the labour laws. While doing so, steps need to be taken to introduce flexibility in the labour market.

23. Ninth Plan envisaged action to:

- (a) identify laws which are no longer needed and to repeal them;
- (b) identify laws which are in harmony with the climate of economic liberalisation and hence need no change;
- (c) revise the rules, regulations, orders, notifications etc.

24. Certain inter departmental-exercises between Labour and Law departments have been envisaged in pursuant of the above proposals but they could not proceed far. However, some State Governments took initiatives, primarily to attract investors. Central Government (Ministry of Labour) has focussed its efforts on a few laws. (Box 1)

25. The Government set up a Bipartite Committee to formulate specific proposals for amending the Industrial Dispute Act, 1947(IDA). The Ministry of Labour has received comments from the representatives of Employers and Trade Unions on the various sections of IDA. Draft amendment proposals have been formulated and are under consideration of the Government. A Group of Ministers constituted for the purpose is looking into the matter at present.

26. The Government is reviewing the Contract Labour Regulation & Abolition Act (1972) in the light of experience gathered in administering it in the past two decades and of judgment of Courts particularly the Supreme Court in the cases of Gujarat State electricity Board and Air India). Proposals have been framed to make the Act more stringent and labour friendly. Suggestions to exempt certain categories of establishments from the purview of the Act or outsource certain activities in the context of ongoing programme of economic liberalisation have also been received from various Trade Unions, employers organisations like Standing Committee of Public Enterprises (SCOPE), FICCI and CII. The Government intends to draft a new legislation. A Group of Ministers is looking into the proposal at present.

27. During first three years of the Ninth Plan, certain changes in the Labour Laws have been made.(Box 1)

Changes in Labour Laws

1. Workmen's Compensation Act, 1923 extended to cooks employed in hotels and specified restaurants.
2. Central Rules notified under the legislation for building and construction workers.
3. Employee's Provident Funds and Miscellaneous Provisions Act, 1952 amended to remove the employing establishment infancy period.
4. Rule 256 (2) (v) (a) of the Contract Labour (Regulation and Abolition) Central Rules, 1971 amended. delegating powers to Deputy Labour Commissioners (Central) instead of the Chief Labour Commissioner (Central).
5. Amendment proposals in Minimum Wages Act, 1948 are under active consideration of the Government.
6. Amendments to the Trade Unions Act, 1926 to ensure organised growth of trade unions and reduce multiplicity of trade unions.
7. Amendments to various sections of the Payment of Wages Act 1936 are under consideration of the Government.
8. Comments obtained from employers and Trade Unions on 'The Participation of Workers in Management Bill, 1990' and amendment notices on them tabled.
9. Amendments to Industrial Disputes Act are under consideration of the Government.
10. A new legislation on contract labour system being considered.

28. Central Government has set up Second National Commission on Labour on 15.10.1999. The Commission will suggest rationalisation of the existing laws relating to labour in the organised sector and also an umbrella legislation for ensuring a minimum level of protection to the workers in the unorganised sector. The commission would submit its report within 2 years i.e. by 15th October, 2001. (Box 2.)

Second National Commission on Labour**Terms of reference**

- (a) Suggest rationalization of existing laws relating to labour in the organised sector
- (b) Suggest an umbrella legislation for ensuring a minimum level of protection to the workers in the un-organised sector.

Points to be taken in to account in framing the recommendations

- (1) Follow-up implications of the recommendations made by the commission set up in May 1998 for review of various administrative laws governing industry
- (2)
 - i) 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
 - ii) globalization of economy requiring liberalisation of trade and industry
 - iii) emphasis on international competitiveness and the need for bringing existing laws in tune with the future labour market needs and demands
- (3) The minimum level of labour protection and welfare measures and basic institutional framework for ensuring them in a manner which is conducive to a flexible labour market and adjustments necessary for furthering technological change and economic growth
- (4) Improving the effectiveness of measures relating to social security, occupational health and safety minimum wages and linkages of wages with productivity and in particular safeguard facilities required for women and handicapped persons in employment.

Central Board for Workers Education:

29. Central Board for Workers Education, a tripartite body, seeks to create awareness among the working class about their rights and obligations for their effective participation in socio-economic development of the country. Focus is on rural workers. The Board has been conducting a number of programmes including rural awareness programme,

literacy classes, orientation courses for rural educators, leadership development programme for rural workers, etc.(Annexure 5)

Legislation for unorganised workers:

30. Unorganised workers exist mainly in the following kinds of industries and occupations.

- a) Agriculture
- b) Construction
- c) Tiny manufacturing industries
- d) Trade, transport, financial community and personal services utilising contract labour

31. For agricultural workers, some initiatives have been taken by the State Governments (Annexure 11). However, the legislation by Union Government is still under deliberation with the State Governments.

32. Two enactments for construction workers came on the statute book with effect from 20th August 1996; they are:

- a) Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996; and
- b) Building and Other Construction Workers' Welfare Cess Act, 1996.

33. These legislations provide for regulation of employment and conditions of service of construction workers and safety, health and welfare measures for them. There is provision for creation of a welfare fund at the State level financed by contributions at the rate of 1 to 2 per cent of construction cost and by non-mandatory grants/loans by Central Government. The fund is to be used for financial assistance to the families of beneficiaries in case of accident, old age pension, housing loan and for certain other family benefits.

34. In November 1998, Central Government notified rules under Construction Workers (Conditions of Services) Act. So far only Kerala has constituted a Board for construction workers' welfare. Some other States are in the process of framing of rules and constituting the welfare fund and notifying the authorities to implement the Act.

35. Central Government is monitoring implementation of the law for construction workers by State Governments; the States have the responsibility to implement it.

36. Workers in tiny industries are mainly home-based workers. The number of such workers will increase even within the organised sector as larger organisations specialise into core activities only within the premises of the main establishment. Activities like

beedi rolling, garment stitching, making embroidery, agarbatthi- making and a variety of food items are the main home-based production activities.

37. A *policy on home-based workers* is being evolved by the Central Government.

38. As distinct from regular workers of an establishment, a much larger input of labour services is utilized by the organised sector through contractors who provide skill-specific and specialised manpower. A new legislation on contract labour is being evolved by Central government (described in para 6.9).

39. A uniform and more comprehensive approach to unorganised workers will be possible after Government receives the recommendations of Second National Commission on Labour which is studying this question among other things (Box 2).

Labour Welfare

40. The situation of surplus labour and workers in unorganised segment of the economy gives rise to unhealthy social practices like bonded labour, child labour and workers in certain kinds of occupations facing adverse working conditions:

National Child Labour Project (NCLP)

41. Under the National Child Labour Project, 76 projects have been set up initially in different regions to rehabilitate child labour. The number of projects will be expanded to 100 by the end of Ninth Plan. During 1999-2000, 93 National Child Labour Projects have been sanctioned in child labour endemic states for rehabilitation of 2.0 lakh children who were removed from work.

42. National Child Labour Project now has an annual expenditure around Rs.40 crore. The special schools for working children are being run through NGOs and their number is close to 2887. There is need to set up a concurrent evaluation mechanism as a part of this project; some independent evaluation studies at the district level should also be got done well before the close of the Ninth Plan so that inputs are available for restructuring this programme in the Tenth Plan period.

43. It would be better to involve the State Governments in implementation of the National Child Labour Scheme in some way or the other, at least for monitoring. Some fora at the State Government level may be formed to monitor the working of district child labour societies which have been created under the National Child Labour Project.

44. State wise coverage under NCLP is as given in Annexure 6. As can be seen, there exists severe regional imbalance in sanctioning of schools. Sanctioned coverage in terms of number of schools in States like Bihar and Madhya Pradesh is too less compared to their share in total child labour, as per 1991 census. The States in which the National Child Labour Project has made considerable progress are Andhra Pradesh, Tamil Nadu and Orissa. In other States, some progress has been possible through the National Project

but much remains to be done given the dimension of the problem. The States will have to formulate their own schemes for rehabilitation of working children; national project concentrates only upon the child labour endemic locations/districts.

Bonded Labour

45. In 1978 Ministry of Labour formulated a Centrally Sponsored Plan scheme (CSS) for rehabilitation of bonded labour. Under the Act on Bonded Labour, the responsibility for identification, release and rehabilitation of bonded labourers who are set free rests entirely with the State Governments. The CSS supplements the State Governments efforts. Central and State Governments equally share the expenditure on this on 50:50 basis.

46. State-wise distribution of bonded labour released and rehabilitated is given in Annexure 7. There are around 30,000 such released and not rehabilitated bonded labourers which is a cause of concern. Ministry of Labour is addressing this problem through the implementing agency, the State administration.

47. Central Ministry is now starting its own monitoring mechanism and is also going to get the programme evaluated concurrently.

48. Under the scheme a bonded labour on release is paid immediately Rs.1,000/- as subsistence allowance and he/she is rehabilitated as per situation with a rehabilitation package of Rs.10, 000. Keeping in view of the demands by State Governments, the scheme has now been modified by raising the rehabilitation package from existing Rs.10, 000 to Rs.20, 000 per bonded labour released; and provision has been made for conducting survey for identification of bonded labour, creation of awareness, and conducting evaluation studies. The modified scheme would be implemented in the remaining period of the Ninth Plan and a review will be done before the start of Tenth Plan.

Social Security

49. The main social security laws enacted centrally are the following:

- (i) The Workmen's Compensation Act, 1923
- (ii) The Employees State Insurance Act, 1948
- (iii) The Employees' provident Funds and Miscellaneous Provisions Act, 1952
- (iv) The Maternity Benefit Act, 1961
- (v) The Payment of Gratuity Act, 1972

50. Employees State Insurance (ESI) and Employees Provident Fund (EPF) are self-financed social security schemes managed by public –owned institutions. However, they cover only about 20 per cent of total employed labour force. A Task Force on Social Security has submitted recommendations to Ministry of Labour to expand the reach of

these services and to pool together the organizational strengths of Employee State Insurance (ESI) and Employees Provident Fund Organisation (EPFO)

51. Coverage under ESI scheme increased and 5.88 million more beneficiaries were covered during the three-year period March 1996 to March 1999 (**Annexure-8**). The coverage of establishments similarly increased by 37,000 in the period March 1996 to January 2000.

52. The coverage of establishments and members under the Employees Provident Fund and Miscellaneous Provision Act, 1952, has increased by 4.6 million subscribers during March 1996 to December 1999. The number of establishments covered has increased by 66,000 during this period (Annexure 9).

Social Security to Unorganised Workers

53. Welfare funds financed from own resources generated through cess on commodity sales are in operation for the workers engaged in beedi making, mines (iron ore, limestone, dolomite, manganese and chrome ore) and for the workers in cine industry. These funds are able to raise about Rs.70 crore resource in a year now (Annexure-10).

54. Amongst these, the Beedi Workers Welfare Fund has the largest number of beneficiaries and the range of services cover health services and housing loans. The number of beneficiaries of beedi workers fund has now reached 3 million.

55. For workers of poor families not covered under any insurance scheme or any law/statute, the Central Government has introduced a scheme of Personal Accident Insurance Social Security Scheme. It is applicable to any person in the age group of 18-55 who is earning a member of poor families and meets with fatal accidents. The quantum of benefits is Rs.3, 000/- . The scheme is implemented through General Insurance Corporation (G.I.C).

State Government Initiatives for Social Security of workers

56. Several State Governments have addressed the problems of high risk faced by unorganised workers by creating special institutions and by operating special schemes. Some of the important achievements may be seen in Annexure 11.

57. However the initiatives are confined to the States of Kerala, Tamil Nadu, Gujarat, West Bengal and Madhya Pradesh. No significant effort ,or very little effort, has been made in other States that are the principal destinations of migrant labour. A Construction Workers' Welfare Act exists but States like Delhi have not created the relevant fora for providing welfare and insurance services to construction workers although there is a large potential for raising resources from the construction activity that goes on. The situation in many other Northern States is also similar.

Agricultural Workers' Social Security

58. An inter-State consensus on preparing a legislative initiative for welfare of agricultural workers has not been possible so far. The States that are destination of migrant agricultural workers see the problem in a different perspective from others who originate the migrants. The Union Ministry of Labour will have to consider a new approach to this problem. If agriculture and construction workers remain outside any institutional mechanism of social security, then three-fourths of the work force is denied the services that are available to other categories of workers.

Employment Information and Job Placement Services

59. The National Employment Service has to be reoriented in the context of newly emerging market scenario. The Employment Services under Central and States Labour Departments have to enhance their role in compilation and dissemination of comprehensive labour market information.

60. The 1985-90 scheme for computer use at employment exchanges benefited only a few States on a sustained basis by way of change of work practices.

61. A new Central Plan -- pilot scheme for modernisation and computerisation of about ten employment exchanges under the control of States -- has been taken up. The emphasis is to collect (i) changes in employment situation in local establishments through an 'online' computer system, and (ii) public display of registered persons nominated for public funded jobs for larger transparency of the placement functions.

62. During the Ninth plan some States have made tremendous progress towards computerisation of Employment Exchanges. States of Gujarat, Maharashtra, Pondicherry, Tamil Nadu and Andhra Pradesh have even put the exchanges on computer-linked network for efficient exchange of information on placement services.

63. Employment exchange services are provided by Government free of cost in keeping with an ILO convention while several private placement agencies charge for services and cater to needs of job-seekers and employers. Government employment services need resources for rendering quality service. Charging of some fees to generate internal resources merits consideration.

64. Steps are also necessary to accord some quality rating of private job placement agencies by a professional body to avoid deception of job-seekers.

State Government Initiatives in Job Placement Services

65. So far the employment exchanges run by the State Governments have been primarily engaged in registration and placement services to the unemployed. As the

induction into Government/Public Sector is dwindling, the State Governments make alternative arrangements to help the unemployed in making use of the infrastructure available. In this direction, some of the States have initiated good steps:

66. Gujarat has utilised infrastructure of employment exchanges for holding Rozgar Mela; in the Mela, employment exchanges organise meetings of the employer (mostly from the private sector) with suitable candidates on the live register. The candidates are also reimbursed travel expenses within the State for attending the interview.

67. The State Government also has taken up an innovative scheme “Deen Dayal Rozgar Yojana” to generate self-employment among people living in backward areas. This is done through imparting training for skill formation.

Restructuring Public Delivered Employment Services

68. Employment Exchanges have two kinds of functions; (i) placement of candidate against vacancies notified to them under Compulsory Notification of Vacancies Act, 1959, and (ii) gathering employment information from establishments that are under the jurisdiction of the Exchange so as to feed the input into Employment Market Information (EMI) system on changes in employment situation. The former function has now diminished tremendously with the reduction in recruitment by the Public Sector. (Annexure-12)

69. The infrastructure at the employment exchanges can be utilized to collect regular and frequent information on changes in the employment conditions. There is a tremendous lack of objective information in this respect from other sources like the Annual Survey of Industries or National Sample Surveys on employment. There is need to reshape and strengthen EMI programme and expand its coverage of establishments.

70. The Ninth Plan envisaged placing employment exchanges under local autonomous bodies but no progress has been made towards it.

71. Compulsory Notification of Vacancies Act, 1959 which provides a basis for employment exchanges’ job placement work has largely outlived its utility. Establishments should not be mandated to ask Exchanges to nominate candidates now. Repeal and rewriting of the Act is necessary.

Developments in Labour Market

72. At the time of formulation of Ninth Plan during 1997-98, data on employment and unemployment was available up to the year 1993-94 and that data formed the basis for projections for 1996-97 -- base year of the Plan. However, now the information is available from annual survey of National Sample Survey Organisation (NSSO). Data from annual surveys have become available up to the year 1998.

73. Annexure 13 reflects the unemployment situation as revealed by Quinquennial and Annual rounds of NSSO. Unemployment rates for male and female in both rural and urban areas have declined between 1987 and 1997. However, an increase in those rates was reported for 1994-95 and 1995-96 but it was lower than the what was recorded in 1993-94¹.

Improvement in Real Wages

74. Changes in real wages may be taken as an indicator of change in Quality of Employment. Trends available from 1991-92 to 1998-99 reveal that real wages for unskilled agricultural labour at the all-India level increased during the period. Annual percentage change in real wages for major states is at Annexure 14.1. Change in real wages in pre-reforms (1981-91) period was 4.7 per cent and in the post reform period (1991-99) 2.0 per cent (Annexure 14.2). States of Gujarat, Karnataka, Kerala and Tamil Nadu recorded higher growth in real wages in post-reform period than in the earlier period. Other States had a positive but lower growth in real wages in recent years.

75. Unorganised sector of employment is expanding with a labour force growth at 1.5 per cent and the organised sector with a growth of less than 1 per cent. This has been primarily due to a sharp reduction in employment growth rate in the public sector as can be seen from Annexure 15. Growth of private sector jobs has accelerated after 1994 and has been much higher than public sector in the recent years.

76. Thus, the labour market in recent years is characterised by decreased probability of work availability in the public sector; and if work is found in organised sector it is more likely to be in the private sector.

Labour Statistics and Research

77. At present conceptually robust statistics are available on employment situation but suffers from a time lag of 3 years to 5 years. During the phase of restructuring of economy it is necessary to have some key indicators of labour statistics which are available (i) without a time lag of more than a few months and (ii) these indicators be representative of all segments of labour force. For this purpose, it is suggested that Ministry of Labour should lead the Central Government efforts to reorient the working of Labour Bureau, Directorate-General of Information & Training DGE&T (Employment Market Information System), National Sample Survey Organisation and Registrar General of India to improve and speed up the flow of information on working population,. A study Group on Labour Statistics (chaired by Prof. L.K. Deshpande) made recommendations on this to Ministry of Labour in 1999. (Box 3)

Report of Study Group on Labour StatisticsSelect Recommendations

- i) Registrar-General to allow release of state level working population census data, as soon as ready for a State, and not wait for National Total for all states and UTs. .
- ii) Employment information be compiled by Panchayats and Nagarpalikas. NSSO to give technical support.
- iii) Review concepts for measurement of employment and unemployment based on time disposition criterion devised long ago; these concepts do not reflect the present concerns of people.
- iv) NSSO needs to evolve better methods to bring out the child labour problem.
- v) NSSO Household surveys be done of endemic areas/activities having tendency of employing bonded labour .
- vi) Employment Exchange live register data are not representative of unemployment. Ratio/multipliers made available by the labour force surveys of NSSO be used to correct it.
- vii) Integrate functioning of private placement agencies with public employment exchanges to secure better employment market information.
- viii) Labour Bureau expand its ambit of occupational wage surveys to include part time workers also.
- ix) Some mechanism needs to be set up to conduct Working Class Family Living Surveys and revision of Weighting Diagram for price index at least once in ten years
- x) Price data collected for compilation of Consumer Price Index (CPI) should be analysed by the Labour Bureau to understand economic factors operating in different regions of the country.
- xi) Enhance the scope, coverage and frequency of the study into how Minimum Wages Act is being implemented.
- xii) Computer Network based data management system for implementation of ESI Act and EPF & MP Act
- xiii) Studies and data base on the training needs of workers state-wise and industry-wise.
- xiv) Regular collection of data under different labour laws – Contract Labour Act, 1970, Equal Remuneration Act, 1976; Inter State Migrant Workmen Act, 1979; Child Labour Act, 1986; Payment of Gratuity Act, 1972 etc.
- xv) A semi-computerised Labour Bureau office is sub-optimal. Offices should be interconnected.
- xvi) Extensive statistical data on labour, available with Labour Bureau, have not been put to use in research.

Annexure.I
Ninth Plan Outlay and Annual Plan 1997-2000 Outlays & Expenditure
(Ministry of Labour) Central Sector

(Rs. Lakhs)

Division/Schemes	Approved outlay 9th Plan	Approved Outlay 1997-98	Actual Expenditure 1997-98	Approved Outlay 1998-99	Actual Expenditure 1998-99	Approved Outlay 1999-2000	Provisional Expenditure 1999-2000
1	2	3	4	5	6	7	8
1. Employment Directorate	3700.00 (cw 2200)	347.00 (cw50)	60.63	1200.00 (cw 800)	869.00 (cw 790)	1100.00 (cw600)	988.75 (cw600)
2. Training Directorate	31456.00	86100	4724.94	9896	6249.96	4160	2987.25
2. 1) World Bank Projects Ertswhile	18700.00 (FA 9000.00)	7410.00 (cw550)	3933.64	8526.50 (FA 5940.00)	5263.12	2070.00 (cw250)	1622.34 (cw150)
2.2) Women Training Scheme	1820.00	456.00 (cw 351)	231.14	459.50 (cw321)	307.43	490.00 (cw300)	433.12 (cw250)
(I) on going	1450.00			423.50 (cw 308)		447.00 (cw280)	
(ii) new	370.00			36.00 (cw15)		43.00 (CW20)	
2.3) Other Training Schemes	10936.00 (FA 3012.00)	744.00 (FA200) (cw 50)	560.16	910.00 (FA60.00) (cw 200)	679.41 (FA 39.01)	1600.00 (FA 93) (cw325)	931.79 (cw 50)
(I) on going	6956.00 (FA 447)			877.00 (FA 50)		1241.50	
(ii) new	3980.00 (FA2565)			33.00 (FA 10)		358.50 (FA 5) (cw 5)	
3. Child Labour	24880.00	7843.00	1317.76	5000.00	2744.00	4000.00	3400.00
4. Women Labour	100.00	20.00	8.58	20.00	12.44	20.00	20.00
5. Industrial Relations	3856.00	280.00	223.20	713.00	322.94	804.00 (cw 160)	509.42 cw 150)
5.1 CLC ©	3509.00 (cw1290)	253.00 (cw120)	208.60	600.00 (cw 300)	298.60 (cw90)	400.00 (cw160)	407.00 (cw160)
5.2 Strengthening of Adj. Machinery	300.00	20.00	8.00	100.00	14.65	175.00	73.80
5.3 workers' participation in Management	20.00	6.00	4.60	3.00	1.89	4.00	3.62
5.4 Monitoring of Industrial Relations Machinery	27.00	1.00	2.00	10.00	10.00	25.00	25.00

Annex.I contd.

Division/Schemes	Approved outlay 9th Plan	Approved Outlay 1997-98	Actual Expenditure 1997-98	Approved Outlay 1998-99	Actual Expenditure 1998-99	Approved Outlay 1999-2000	Provisional Expenditure 1999-2000
1	2	3	4	5	6	7	8
6. Workers Education (CBWE)	1500.00	145.00	161.06	171.00	184.12	300.00	300.00
7. Labour Statistics (Labour Bureau)	3000.00	362.00	468.04	820.00	582.22	1043.00	925.70
(I) on going	2940.00			809.40		990.75	925.70
(ii) new	60.00			10.60		52.25	
8. Mines Safety (DGMS)	4000.00	429.00	225.00	430.00	124.00	613.00	362.20
				(cw 55)			(cw 115)
(I) on going	2500.00			309.00		327.00	
(ii) new	1500.00			121.00		286.00	
				(cw 55)		(cw 220)	
9. Industrial Safety (DGFASLI)	2500.00	563.00	496.63	470.00	226.57	317.00	136.75
(I) on going	2200.00			387.00		274.00	
	(cw 1065)			(cw 225)		(cw 100)	
(ii) new	300.00					43.00	
	(cw 90)						
10. Labour Research (NLI)	1000.00	114.00	114.00	160.00	160.00	250.00	250.00
11. Grants-in-aid To Research/ Academic Instts./NGOs	100.00	35.00	0.53	20.00	9.17	40.00	40.00
12. Rehabilitation of bonded Labour	2000.00	107.00	300.12	1000.00	298.00	400.00	398.00
13. Housing Scheme for hamals	1000.00	300.00	0.00	100.00	0.00	101.00	
14. Information Technology (New)	140.00				0.00	52.00	72.00

Annex.I contd.

Division/Schemes	Approved outlay 9th Plan	Approved Outlay 1997-98	Actual Expenditure 1997-98	Approved Outlay 1998-99	Actual Expenditure 1998-99	Approved Outlay 1999-2000	Provisional Expenditure 1999-2000
1	2	3	4	5	6	7	8
15. Rural Workers Scheme & Social Security Schemes for unorganised labour	Rural Workers Schemes completed. Social Security scheme for unorganised labour dropped.	55.00					
Total	79212.00	19210.00	8100.49	19800.00	11782.42	13000.00	10390.07
	(FA 12012)	(cw 1456)		(FA 6000)	(cw 1087)	(cw 1985)	(cw1325)
				(cw 2136)	FA 39.01	(FA 93)	(FA 87)

FA: Foreign Aid component

CW: Civil Works Component

**LABOUR AND LABOUR WELFARE
OUTLAY & EXPENDITURE STATE SECTOR**

(Rs. Lakhs)

States/Uts	Annual Plan 1997-98 Outlay	Annual Plan 1997-98 RE	A.P. 1997-98 Actual Expenditure	Annual Plan 1998-99 Outlay	Annual Plan 1998-99 RE	Annual Plan 1999-2000 Outlay	A.P. 1999-2000 RE
Andhra Pradesh	306	245	939	291	291	291	291
Arunachal Pradesh	156	132	130	149	137	137	172
Assam	646	578	560	679	727	727	703
Bihar	285	137	72	300	300	300	153
Goa	275	365	353	230	558	558	500
Gujarat	4000	4000	2337	4000	4000	4000	4000
Haryana	614	890	5	2253	1645	1645	1635
Himachal Pradesh	125	139	92	133	176	175	176
Jammu & Kashmir	1188	577	444	1196	976	976	1214
Karnataka	1163	950	903	1335	1295	1295	1088
Kerala	747	747	424	660	717	717	617
Madhya Pradesh	2175	2673	1837	1832	1605	1605	1137
Maharashtra	6305	6305	3942	5976	8794	8794	8794
Manipur	270	222	213	257	144	144	144
Meghalaya	127	75	92	170	170	170	100
Mizoram	70	67	66	77	655	65	59
Nagaland	239	239	126	200	200	200	180
Orissa	386	361	270	312	404	404	243
Punjab	1807	1124	38	1481	1641	1641	814
Rajasthan	1223	1473	1000	1721	1411	1411	1017
Sikkim	15	9	10	23	N.A.	25	25
Tamil Nadu	605	919	1110	941	465	465	500
Tripura	97	70	98	70	85	85	83
Uttar Pradesh	2061	1471	1864	2279	N.A.	1886	425
West Bengal	2807	932	392	2799	2184	2184	850
Total (States)	27692	24700.16	17154	29364	28580@	29900	24920
Union Territories							
A&N Islands	87.8	97	75.73	80	90	90	90
Chandigarh	42.16	42.16	26.97	26.05	35	35	43.7
Dadra & Nagar Haveli	19	19	20.29	21	26	26	26
Daman & Diu	42	42	26.33	31	35	35	35
Delhi	581	581	483.38	790	955	955	655
Lakshadweep	21.9	21.9	17.51	24	24.24	24.24	24.24
Pondicherry	140	140	133.91	140	240	240	241.65
Total (U.Ts.)	933.86	943.06	784.12	1112.95	1405.24	1405.24	1115.59
GRAND TOTAL	28625.86	25643.22	23088.12	30476.95	29985@	31305.24	26036

Note : Maharashtra outlay(for 1998-99 RE, 199-2000 outlay and RE) includes an amount of Rs.4000 lakh in each year for Speical Employment Programme.

@ Excludes outlay for Sikkim and Uttar Pradesh

Annexure-3

STATEMENT SHOWING NUMBER OF ITI/ITCS WITH ITS SEATING
Capacity in various States/Uts as on 31.12.1999

Sl.No.	Name of State/ UT	No. Govt. ITI	Seating capacity	No. of Pvt. ITCs	Seating Capacity	Total ITI/ITCS (3+5)	Total Seating (4+6)
1	2	3	4	5	6	7	8
NORTHERN REGION							
	1 Haryana	75	12897	22	1268	97	14165
	2 HP	34	3444	2	64	36	3508
	3 J&K	36	6730	1	32	37	6762
	4 Punjab	103	13951	24	1348	127	15299
	5 Rajasthan	112	11052	46	2972	158	14024
	6 UP	230	43364	84	6956	314	50320
	7 Chandigarh	2	948	0	0	2	948
	8 Delhi	16	9236	37	2136	53	11372
	Sub-total	608	101622	216	14776	824	116398
SOUTHER REGION							
	1 Andhra Pradesh	84	22424	513	98316	597	120740
	2 karnatak	56	11258	247	21216	303	32474
	3 Kerala	42	12364	443	39913	485	52277
	4 Tamil Nadu	52	17072	581	80502	633	97574
	5 Lakshadweep	1	96	0	0	1	96
	6 Pondicherry	7	1132	7	440	14	1572
	Sub Total	242	64346	1791	240387	2033	304733
EASTERN REGION							
	1 Arunachal Pradesh	2	374	0	0	2	374
	2 Assam	24	4520	2	48	26	4568
	3 Bihar	34	12560	17	4204	51	16764
	4 Manipur	6	648	0	0	6	648
	5 Meghalaya	7	622	2	304	9	926
	6 Mizoram	1	300	0	0	1	300
	7 Nagaland	3	404	0	0	3	404
	8 Orissa	25	6504	111	8534	136	15038
	9 Sikkim	1	140	0	0	1	140
	10 Tripura	7	996	0	0	7	996
	11 West Bengal	23	10602	35	2196	58	12798
	12 A&N Island	1	198	0	0	1	198
	Sub-Total	134	37868	167	15286	301	53154
WESTERN REGION							
	1 Goa	10	2300	4	420	14	2720
	2 Gujarat	159	52296	79	680	238	52976
	3 Madhya Pradesh	108	23854	72	9048	180	32902
	4 Maharashtra	311	77308	268	37016	579	114324
	5 Dadra & Nagar Haveli	1	228	0	0	1	228
	6 Deman & Diu	2	349	0	0	2	349
	Sub-total	591	156335	423	47164	1014	203499
	GRAND TOTAL	1575	360171	2597	317613	4172	677784

ITI: Industrial Training Institute

ITC: Industrial Training Centre

Annexure 4.1

STATEWISE SEATS UTILIZATION IN RESPECT OF TRADE APPRENTICES IN STATE SECTOR (AS ON 30.6.1999)

Region	Seats located	Seats utilized	% utilization
1	2	3	4
Andhra Pradesh	16620	13650	82.10%
Arunachal Pradesh	-	-	-
Assam	579	71	12.60%
Bihar	2668	1842	69.04%
Goa	659	284	43.09%
Gujarat	24727	19076	77.10%
Haryana	6202	4933	79.50%
Himachal Pradesh	1916	340	17.70%
Jammu & Kashmir	385	370	96.10%
Karnataka	22631	10195	45.04%
Kerala	7428	5396	72.60%
Madhya Pradesh	3838	1536	42.02%
Maharashtra	27675	26029	94.05%
Manipur	80	42	52.50%
Meghalaya	-	-	-
Mizoram	-	-	-
Nagaland	-	-	-
Orissa	3871	3070	79.30%
Punjab	5692	4567	80.24%
Rajasthan	6530	2657	40.60%
Tamil Nadu	23306	17808	76.40%
Tripura	-	-	-
Uttar Pradesh	26005	14433	55.50%
West Bengal	5728	5137	89.60%
A & N Islands	-	-	-
Chandigarh	262	111	42.30%
D & N Haveli	58	58	100
Daman & Diu	48	40	83.30%
Delhi	5221	4244	81.20%
Lakshadweep	-	-	-
Pondicherry	569	395	69.4
Total	192698	136284	70.70%

Annexure. 4.2

DETAILS OF REGIONWISE SEATS UTILIZATION IN RESPECT OF TRADE APPRENTICES IN CENTRAL SECTOR (AS ON 30.6.1999)

Region	Seats located	Seats utilised	% utilisation
1	2	3	4
RDAT Mumbai	5298	4310	81.3%
RDAT Calcutta	9130	6861	75.1%
RDAT Faridabad	4821	3805	78.8%
RDAT Hyderabad	3750	3210	85.6%
RDAT Kanpur	6859	5740	83.6%
RDAT Chennai	10500	9523	90.6%
Total (I)	40358	33449	82.88%

Annexure 5

Central Board of Workers Education

Year	Worker awareness & education programmes conducted##	Workers Trained
	Number	Lakh
1996-97	8424	2.44
1997-98	6985	1.92
1998-99	6883	1.87

##Most of these programmes are for rural workers and rural educators with a short duration of 1 to 5 days and in "Camp" mode.

Annexure:6

**COVERAGE UNDER NATIONAL CHILD LABOUR PROJECT
(UP to March, 2000)**

Sl.No.	Name of States	No. of District covered	Sanctioend Coverage		Actual coverage	
			No. of Schools	No. of children	No. of Schools	No. of Children
1	Andhra Pradesh	22	975	62,050	990	63,118
2	Bihar	8	194	12,200	187	11,213
3	Karnataka	3	110	5,500	39	1950
4	Madhya Pradesh	7	197	12,500	81	4,358
5	Maharashtra	2	74	3,700	61	3,170
6	Orissa	18	614	36,750	544	35,697
7	Rajasthan	5	140	7,000	120	6,000
8	Tamil Nadu	9	425	21,900	399	18,662
9	Uttar Pradesh	11	370	22,500	230	14,730
10	West Bengal	7	299	15,000	236	11,850
11	Punjab	1	27	1,350	0	0
Total		93	3425	200,45	2887	170,748

Annex.7

STATEWISE DETAILS OF BONDED LABOURERS IDENTIFIED AND REHABILITATED UPTO 31.3.2000 SINCE INCEPTION OF THE SCHEME IN 1978-79

Name of the State	NUMBER OF BONDED LABOURERS		CENTRAL ASSISTANCE PROVIDED (RS. IN LAKHS)
	IDENTIFIED AND RELEASED	REHABILITATED	
Andhra Pradesh	36,289	29,552	680.10
Bihar	13,092	12,368	314.48
Karnataka	62,727	55,231	1383.14
Madhya Pradesh	12,822	11,897	146.35
Orissa	49,971	46,843	898.13
Rajasthan	7,478	6,297	69.02
Tamil Nadu	63,894	58,073	911.93
Maharashtra	1,384	1,300	8.25
Uttar Pradesh	27,797	27,797	533.22
Kerala	823	710	15.56
Haryana	544	21	0.42
Gujarat	64	64	1.01
Arunachal Pradesh	3,526	1,416	70.84
Total	2,80,411	2,51,569	5032.45

Source : Ministry of Labour

Annexure 8

Coverage under Employees State Insurance

Year	Establishment (Thousand)	Employees Million	Beneficiaries*
			Million
March,1996	191	6.61	28.34
March,1997	200	7.31	32.77
March,1998	213	8.36	35.29
March,1999	228(a)	8.8	34.22

- * Beneficiaries include dependents of employees
(a) Pertains to January,2000

Annexure 9

COVERAGE OF ESTABLISHMENTS AND MEMBERS UNDER EPF SCHEME

Year	Coverage of Establishment (in lakhs)	Coverage of Members (in million)
March,1996	2.65	19.31
March,1997	2.77	20.29
March,1998	2.99	21.22
March,1999	3.18	23.11
upto Dec.1999	3.31	23.95

POSITION OF LABOUR WELFARE FUNDS

BEEDI WORKERS WELFARE FUND				
(Rs. in crores)				
Year	Opening Balance	Income	Expenditure	Closing Balance
1994-95	33.59	12.46	21.59	24.46
1995-96	24.46	14.70	25.34	13.82
1996-97	13.82	21.20	23.76	11.26
1997-98	11.26	21.90	26.15	7.01
1998-99	7.01	25.07	31.41	0.67
LIMESTONE & DOLOMITE FUND				
1994-95	13.96	5.32	2.76	17.75
1995-96	17.75	3.79	3.23	18.31
1996-97	18.31	5.59	3.34	20.56
1997-98	20.56	5.86	4.13	22.29
1998-99	22.29	4.51	4.54	22.26
IRON ORE, MANGANESE ORE & CHROME ORE FUND				
1994-95	13.96	8.42	4.45	17.93
1995-96	17.93	15.79	5.75	27.97
1996-97	27.97	20.80	5.28	43.49
1997-98	43.49	15.50	5.62	53.37
1998-99	53.37	34.88	8.12	80.13
MICA FUND				
1994-95	1.09	1.48	2.02	0.55
1995-96	0.55	2.09	2.26	0.38
1996-97	0.38	2.03	2.23	0.18
1997-98	0.18	1.53	2.34	(-)0.62
1998-99	(-) 0.62	1.77	2.45	(-)1.30
CINE WORKERS FUND				
1994-95	0.65	0.06	0.05	0.67
1995-96	0.67	--	0.07	0.60
1996-97	0.60	0.57	0.13	1.04
1997-98	1.04	0.49	0.13	1.40
1998-99	1.40	0.20	0.19	1.41

Initiatives taken by States for the welfare of Organised & Unorganised Labour

State	Initiatives taken by <u>State Govts.</u>	Objective of the Scheme
Assam	Honorary organiser for prevention In the use of drugs and spread of AIDS in tea plantations of Assam	Creating general awareness in the minds of tea garden population about the injurious Effects of Drugs abuse and The killer disease AIDS
Bihar	(I) Group Insurance Scheme (ii) Rehabilitation of Bonded Labour	Providing financial assistance To rural unorganised workers. In addition to Rs.10,000, the State Govt. is providing extra Rs.6250 to a SC/ST bonded Labourer as special central Assistance. State Govt. get Funds from Social Welfare Department.
Gujarat	Project assistance for the Unorganised labour through Social institutions (ii) Establishment of Ahmedabad Cloth Market and Shops Labour Board and Railway Yards and Goods Sheds Unprotected Manual Workers Board (iii) Group Insurance Scheme for The rural workers.	State Govt. give funds to social institutions undertaking the family welfare programmes for workers of unorganised sector Aims at protecting rights of unorganised workers engaged in these sectors. It covers agricultural workers Salt, forest workers and Fishermen in the age-group of 18-60 years. Scheme is in cooperation with the LIC of India and Oriental Insurance Co. The premium of these Schemes will be paid by the State Govt. on behalf of rural Workers.

(Annexure .11 contd...)

	(iv) Rural Workers Welfare Board	Carried out various welfare activities for agricultural labourers through 45 welfare centres. Govt. provides 100% Grant-in-aid to this Board.
Karnataka	Setting up of Social Security Authority	Provide social security benefits to the labour class.
Kerala	Agriculture Workers Welfare Fund	To provide benefits such as medical assistance, educational Scholarships, advance for Houses, marriage purpose, Maternity benefits, etc.
	(ii) Auto-rickshaw Workers Welfare Fund	Besides other financial assistance the scheme provides Rs.1.25 lakh as retirement benefit on the Completion of 40 years. Under the Scheme, employer and worker contribute And the State Govt. contribute 10% of the contribution made by members.
Madhya Pradesh	Krishi Shramik Durghatna Kshati Purti Yojana	Aims at helping the agricultural labourers.
	Vocational Training for Labourers' Children	State Govt. gives vocational training to school going children Of labourers.
Tamil Nadu	Insurance Corpus	To give benefit to construction Workers, Govt. has started Insurance Corpus by levying a small cess on Building construction. The cess is Levied at the time of passing of Building plan lay out itself.
West Bengal	Group Insurance Scheme For Agriculture, Construction And Unorganised Labourers	Provide financial assistance in the form of premium of Group Insurance Scheme, medical expense in case of accidents, education Assistance, etc.

Annexure 12

<u>Year Wise registration, placement, vacancies notified, submission made and live register for the period 1989 to 1998.</u>						
Year	Employment Exchanges (\$)	(IN THOUSANDS)				
		Registration	Placement	Vacancies Notified	Submission Made	Live & Register
1	2	3	4	5	6	7
1989	849	6575.8	289.2	600.2	5740.4	32776.2
1990	851	6540.6	264.5	490.9	4432.2	34631.8
1991	854	6235.9	253.0	458.6	4531.2	36299.7
1992	860	5300.6	238.7	419.6	3652.0	36758.4
1993	887	5532.2	231.4	384.7	3317.8	36275.5
1994	891	5927.3	204.9	396.4	3723.4	36691.5
1995	895	5858.1	214.9	385.7	3569.9	36742.3
1996	914	5872.4	233.0	423.9	3605.9	37429.6
1997	934	6321.9	275.0	393.0	3767.8	39139.9
1998	945	5851.8	233.3	358.8	3076.6	40089.6

(\$) At the end of the year

Annexure 13

Unemployment Rates# in Different NSS Rounds by UPSS*

Year	Round	RURAL		URBAN	
		Male	Female	Male	Female
1987-88	43 rd	1.81	2.27	5.16	5.93
1993-94	50 th	1.43	0.79	4.05	6.25
1994-95#	51 st	1.06	0.31	3.35	2.86
1995-96#	52 nd	1.25	0.67	3.85	3.13
1997\$	53 rd	1.43	0.68	3.70	4.38
1998\$\$#	54th	2.18\$\$	1.50\$\$	5.04\$\$	6.56\$\$

As percentage to Labour Force.

* Usual Principal and Subsidiary Status.

\$ Annual Rounds based on thin sample size.

\$\$ Estimates for 1998 are not strictly comparable to previous years because 1998 data is for six months only, in contrast to earlier years where data for full year is available.

#Annual rounds of NSS in relation to the full sample quinquennial round of 1993-94 was 46% (1994-95)

42% (1995-96)

45% (1997); and

23% (1998)

Annexure-14.1Annual Percentage change in Real Wages for Unskilled Agricultural Labour
for selected States

(Percentage Change for agricultural year(July-June) over previous year)

States	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97(p)	1997-98(p)	1998-99(p)
1.Andhra Pradesh	-11.4	1.57	8.6	2.71	-1.73	1.51	4.33	-4.63
2.Assam	-8.73	0.58	-6.58	-1.67	2.68	1.52	0.65	-3.89
3.Bihar	-4.39	-5	5.98	1.69	-2.3	15.15	-4.7	-5.7
4.Gujarat	-4.31	7.92	2.86	1.27	2.92	5.08	14.43	13.41
5.Karnataka	-13.25	-14.39	41.31	-15.6	-8.61	21.39	15.72	0.13
6.Kerala	4.07	9.74	-2.84	5.24	13.2	14.54	15.44	5.11
7.Madhya Pradesh	-3.89	12.57	-3.53	4.93	1.24	1.31	0.96	0.66
8.Maharashtra	-14.79	0.66	25.58	-0.68	-7.89	8.31	10.81	-8.85
9.Orissa	-3.89	11.03	-0.14	-3.52	0.55	-0.41	2.39	0.3
10.Punjab	3.65	4.25	1.51	-1.17	-6.5	-0.42	0.68	-3.03
11.Rajasthan	6.12	-3.56	-7.66	1.05	10.33	17.81	2.34	-13.98
12.Tamil Nadu	-4.85	13.29	11.6	1.03	3.63	7.9	13.14	2.85
13.Uttar Pradesh	1.02	7.56	-6.77	-2.31	14.78	-6.39	15.92	1.62
14.West Bengal	-6.25	24.39	-6.5	-5.29	-0.28	11.15	3.02	-9.9
All India	-6.19	5.21	5.61	-0.39	0.72	6.37	7.11	-2.12

(p): Provisional

- Notes: (I) Data on state average wage rates for unskilled agricultural labour in current prices are taken from Ministry of Agriculture. The same have been converted into real wages by deflating with the State level Consumer Price Index Numbers for Agricultural Labourers(CPIAL) with 1960-61 as base. (CPIAL has been sourced from Labour Bureau, Shimla). Having estimated real wages for agricultural year percentage change over previous year has been worked out.
- (II) New series of CPIAL with base 1986-87=100 were released w.e.f. Nov.,1995. To maintain continuity if old series of CPIAL, the new series have been converted by using the linking factor of each State and then, the average for each state has been worked out on the basis of converted series.
- (III) The real wages for unskilled agricultural labour for each State have been weighted by total agricultural labourers of the state for working out all India average. The weighted average real wages for all India are based on 14 States as reported above. Having estimated weighted average real wages for all India, percentage change over previous year has been worked out.

Average of Percentage change in Real Wages for unskilled Agricultural labour, 1980-81 to 1990-91

	1981-91	1991-99
	(Pre Reforms)	(Post Reforms)
1.Andhra Pradesh	5.43	0.12
2.Assam	5.09	-1.93
3.Bihar	5.25	0.09
4.Gujarat	2.86	5.45
5.Karnataka	3.04	3.34
6.Kerala	2.59	8.06
7.Madhya Pradesh	6.51	1.78
8.Maharashtra	7.60	1.64
9.Orissa	5.29	0.79
10.Punjab	4.10	-0.13
11.Rajasthan	4.97	1.56
12.Tamil Nadu	2.46	6.07
13.Uttar Pradesh	4.95	3.18
14.West Bengal	6.59	1.29
All India	4.68	2.04

**Changes in Employment in Organised Sector and
Entire Labour Force: 1993-97**

1. Employment in Organised Sectorⁱ

Year	Public	Private	Public & Private
	(% change over preceding year)		
1993	0.60	0.06	0.45
1994	0.62	1.01	0.73
1995	0.11	1.63	0.55
1996	- 0.19	5.62	1.51
1997	0.67	2.04	1.09
1993-97(Average)	0.36	2.07	0.87

II. Entire Labour Force⁴

Year ^{2,3}	NSS Rounds & Period ^{2,3}	Participants in	Employed
		Labour Force	Labour Force
(Growth rate % per annum)			
1993	49 th (Jan-June, 1993)	-0.56	-0.27
1994	50 th (July, 93-June, 94)	7.07	6.56
1995	51 st (July, 94-June, 95)	0.36	0.99
1996	52 nd (July, 95-June, 96)	-0.67	-0.99
1997	53 rd (Jan-Dec.-1997)	1.46	1.37
1993-97 (Average)		1.53	1.53

1. Employment Market Information (EMI) System of Ministry of Labour (DGET), covers employment in the organized sector of the economy, which is specified by EMI as (i) all establishment in Public Sector and (ii) Non-agricultural establishments in Private Sector employing 10 or more persons.

Employment Market Information System (EMI) of Ministry of Labour (DGET), presently covers about 7 to 8 percent of the entire labour force employed.

2. Data for 1994 is from the 5th Quinquennial round of National Sample Survey on Employment and Unemployment conducted during July 1993 to June 1994, and for remaining years data is from Annual rounds survey conducted by NSSO.
3. Annual rounds are based on a small sample size. Hence estimates based on quinquennial rounds are not strictly comparable with the annual rounds.
4. Estimates based on National Sample Surveys on Employment and Unemployment.