

Ministry of Labour and Employment

| Themes | CoS Recommendations | Action plans for implementation | Timeline | Remarks | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|--|-------------------|----------|-------------|----|--|------------|----|------------------------------------|------------|----|---|------------|----|--|------------|----|--|------------|----|--|------------|----|---|------------------|-------------------|--|
| <p>Employment Generation Strategies</p> <p><u>(Policy and Process Interventions)</u></p> | <p><u>Direct interventions to facilitate employment</u></p> <p>The Ministry of Labour has set up an e-Platform namely National Career Service Centre (NCSC). The Group was of the view that all employment exchanges should be made electronic and connected online to the NCSC. This would create a platform enabling the matching of demand and supply of labour. It would also facilitate both job seekers and employers by providing access to a virtual market for long term and short term employment at all skill levels. Such a project can be piloted by Ministry of Labour & Employment and this can be accomplished by 31.03.17.</p> <p>Setting up employment fairs (Rozgar Utsav) in every District periodically can provide a physical interface between job seekers and job providers. This has been successfully practiced in the States of Gujrat and Rajasthan and can be replicated in the rest of the States as well.</p> | <p>Linking all employment exchanges with an e-platform (NCS) BY 31.03.2017.</p> <p>The Plan Scheme for the National Career Service is being revised to include the components of interlinking employment exchanges and for organising job fairs at the district level. The Revised EFC Memo has been drafted and is under circulation. The IEC activity for the NCS Portal has already commenced in March, 2016.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;">Sl. No.</th> <th style="text-align: center;">Activity</th> <th style="text-align: center;">Target Date</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1.</td> <td>Finalisation of Revised EFC Memo after receiving comments.</td> <td style="text-align: center;">15.04.2016</td> </tr> <tr> <td style="text-align: center;">2.</td> <td>Appraisal and Approval of RCE Memo</td> <td style="text-align: center;">15.05.2016</td> </tr> <tr> <td style="text-align: center;">3.</td> <td>Web Services for States to interlink NCS with State employment electronic databases</td> <td style="text-align: center;">30.06.2016</td> </tr> <tr> <td style="text-align: center;">4.</td> <td>Linking of 100 employment exchanges on NCS</td> <td style="text-align: center;">31.07.2016</td> </tr> <tr> <td style="text-align: center;">5.</td> <td>Training of 1000 Employment Officers on NCS Portal</td> <td style="text-align: center;">31.08.2016</td> </tr> <tr> <td style="text-align: center;">6.</td> <td>Interlinking of remaining employment exchanges</td> <td style="text-align: center;">31.03.2017</td> </tr> <tr> <td style="text-align: center;">7.</td> <td>Monitoring usage of NCS by employment exchanges</td> <td style="text-align: center;">Ongoing activity</td> </tr> </tbody> </table> | Sl. No. | Activity | Target Date | 1. | Finalisation of Revised EFC Memo after receiving comments. | 15.04.2016 | 2. | Appraisal and Approval of RCE Memo | 15.05.2016 | 3. | Web Services for States to interlink NCS with State employment electronic databases | 30.06.2016 | 4. | Linking of 100 employment exchanges on NCS | 31.07.2016 | 5. | Training of 1000 Employment Officers on NCS Portal | 31.08.2016 | 6. | Interlinking of remaining employment exchanges | 31.03.2017 | 7. | Monitoring usage of NCS by employment exchanges | Ongoing activity | <p>31.03.2017</p> | |
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| <p>Employment</p> | <p><u>“Fixed Term Employment” for ‘flexibility in hiring</u></p> | <p>Notification on regarding “the Industrial Employment (Standing Orders) Central</p> | <p>31.03.2016</p> | | | | | | | | | | | | | | | | | | | | | | | | | |

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| Generation Strategies <u>(Conducive Environment)</u> | <p>Though the Industrial Disputes Act, 1947 does not specifically prohibit “fixed term employment”, its inclusion in the Classification of Workmen under the Industrial Employment (Standing Orders) Act, 1946 would further enable flexibility in hiring workers for a short period only rather than permanent workers. This can be done through a notification by the Ministry of Labour and Employment and can be accomplished by 31st March 2016.</p> <p>This is a progressive move as it gives the “fixed term employment” worker the same statutory benefits as a permanent worker in a proportionate manner. Considering the ground realities in the labour market wherein certain kinds of industrial activities are seasonal or fluctuating, permanent employment for many workers is not feasible all the time. With the introduction of a provision for ‘fixed term employment’, industries such as garment etc. will be benefitted and achieve their full growth and employment potential, as it gives employers flexibility in employment. At the same time, during the period of employment, these ‘fixed term’ workers will get proportionate benefits as that of permanent workmen, improving work culture and productivity. Thus, it is a win-win situation for both industry and labour.</p> | <p>(Amendment) Rules, 2016” and re-introducing the category of ‘Fixed Term Employment’ through an amendment in Schedule attached to the Industrial Employment (Standing Orders) Act, 1946 and Model Standing Orders contained in Schedule-I and IA of the Industrial Employment (Standing Orders) Central Rules, 1946 by exercising the powers under the provisions of Section 15(1) of the main Act. is under publication.</p> | | |
| Employment | <u>Rationalization of wages for Contract Workers</u> | Part Draft Notification for rationalization of wages for contract workers has been issued. However, | 31.03.2016 | |

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| Generation Strategies <u>(Conducive Environment)</u> | Rule 25 of The Contract Labour (Regulation and Abolition) Central Rules stipulates that contract workers should be paid the same wages as that of regular workers doing the same or similar nature of work. This Rule has been the cause of a lot of rigidity amidst the Regulations governing contract labour. Considering the reality of industrial practices as well as the wage security for the contract workers, rationalization of the wages for contract workers was recommended. The wages for contract workers can be the higher between the Minimum Wage or the mutually agreed wage which shall not be less than Rs. 10,000. This can be done by an Amendment to Rule 25 by the Ministry of Labour and Employment and can be accomplished by 31 st March, 2016. | the notification concerning this recommendation is under consideration of this Ministry. | | |
| Employment Generation Strategies <u>(Conducive Environment)</u> | <u>Enable women to work night shifts</u> The Factories Act, 1948 prohibits the working of any woman in any factory between 7.00 P.P. to 6.00 A.M. This provision of the Act has been felt as a discrimination against women in the matters of their employment in factories. Considering the need to encourage employment of women, the Group recommended to bring necessary changes in the Regulation to enable women to work in night shifts also in the factories. As the Factories Act is mainly enforced by State Governments, this can be done by issuing suitable advisory to the States by the | An advisory has been issued to Chief Secretaries of all State Governments vide Secretary, Ministry of Labour & Employment D.O. Letter No.-S-25025/10/2016-ISH-II dated 17.02.2016 for initiating action permitting women working in night shifts with the provision of adequate safety, security and transportation to the woman workers. | 31.03.2016 | Advisory issued on 17.02.2016 |

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| | Ministry of Labour and Employment for permitting women workers in the night shift with adequate provisions for safety, security and transportation and this can be accomplished by 31 st March, 2016. | | | |
| Employment Generation Strategies (Conducive Environment) | <p><u>Relief to low-wage workers (less than Rs. 10,000)</u></p> <p>As per Employees Provident Fund and Miscellaneous Provisions (EPF & MP) Act, both the employer and the employee have to make a contribution towards the pension, provident fund etc. As per the prevailing practice in the industry, it was noted that both the contribution actually come from the employer, whereas the worker is more concerned about the wage received in hand. If a waiver is given to the employee's contribution which is 12% of the wage, this would result in higher wages in hands of the workers and also ease the total cost to the company. A higher consumable amount in the hands of workers will also increase the expenditure and boost the Aggregate Demand. This will have a positive effect on the economic growth of the country. Therefore, the Group recommended to give a relief to low wage workers (less than Rs. 10,000 per month) by enabling waiver of employee's contribution in such cases. This can be done by an Amendment to EPF & MP Act by the Ministry of Labour and Employment and can be accomplished by 30th June 2016.</p> | <p>A proposal for Comprehensive Amendment to the EPF & MP Act, 1952 is under consideration of the Government wherein, inter alia, it is proposed:</p> <p>(i) If the Central Government is of the opinion that having regard to the financial position of any class of establishments or other circumstances of the case, it is necessary or expedient to do so, it may, by notification in the Official Gazette, and subject to such conditions, as may be specified in the notification, reduce or waive the contribution payable by the employees for such period as may be specified in the notification.</p> <p>(ii) It is also proposed that any such reduction in or waiver of contribution shall be for a maximum period of five years for a particular establishment or a class of establishments.</p> | 30.06.2016 | |

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| <p>Employment Generation Strategies</p> <p><u>(Sector Specific Intervention)</u></p> <p>➤ <u>Creating Employable Skills</u></p> | <p><u>Targeted Training for Overseas Employment</u></p> <p>In order to fulfill the Prime Minister’s vision of making India the Skill Capital of the world, it is necessary to proactively plan in advance and train Indians to capitalize on overseas employment opportunities. The Ministries of External Affairs, MSDE, Ministry of Labour and Employment and MHRD have to immediately commission expert studies to map out emerging opportunities and create the right ecosystem to realize that potential. The preparation must focus both on low as well as high end jobs so that India may not be viewed as only a manpower supplier for low paid jobs.</p> | <p>(i) Ministry of Labour & Employment is administering a DIA Scheme namely “Grants-in-aid to Research and Academic Institutions and Voluntary Organizations (VOs) / Non-Governmental Organizations (NGOs) for Undertaking Research in Approved Labour Related Matters”.</p> <p>(ii) The Scheme is intended to provide financial assistance to deserving Research & Academic Institutions and NGOs / VOs on the merits of each proposal so as to finance research and impact evaluation studies having a direct bearing on the management and implementation aspects of the Labour Policy. The studies to be financed under the scheme should be on subjects, which are useful to Ministry of Labour & Employment.</p> <p>(iii) Internal and External Migration in India which is a Labour Market issue is of interest to Ministry of Labour & Employment and for which studies would be supported in as much as such migration affects the Labour Market in India.</p> | | |