

## **MATERIALS FOR INDIAN LABOUR YEAR BOOK-2016**

### **I. HEALTH AND SAFETY**

No specific study or research was made by this office on occupational diseases during the year 2016. But medical facilities as prescribed under section 10 of Plantation Labour Act 1951 as per provision contained in the Rule 32 to 37 of the Kerala Plantation Labour Rules 1959 are being provided in the plantations which are registered under the Act.

While inspecting the plantations, the chief inspector of plantations and inspector of plantations are giving directions to the managements to provide periodically sterilized drinking water and to obtain a report from the health officer or certifying surgeon or regarding the fitness for human consumption of water supply, Complying with the provisions of Rule 10 and 11 of the Kerala Plantation Labour Rules. Besides this, they also give directions to keep the lanes toilets and drainages clean and to conform public health requirements.

As per the decision of the plantation Workers Relief Fund Committee, Govt. have rendered financial assistance by way of payment of exgratia during festival seasons supply of free- medicines, free medical camps, death relief to department of workers of closed plantations. Marriage assistance to girl children of workers and supply of study materials, uniform and nutrias food to school going children. Refund of amount spend by the children of plantation workers studying for professional courses like B. tech, Nursing etc. are provided with the approval of plantation relief committee chairman, i.e. District collector. Major estates have their own medical facilities like dispensaries, garden hospital and group hospitals to meet the needs of their workers.

(a) Brief note on any special research or study made either by the State Government or any private agency in the State in the field of Industrial health and occupational disease during the year 2016 .No study was made.

(b)Details of Medical Inspectors appointed or sanctioned in the state during 2016.

The Inspectors of Plantation who are appointed as Enforcement Officers under the Plantation Labour Act,1951 are carrying out the duties of Medical Inspectors, since no separate posts are created for this purpose. Major estates have their own medical facilities to meet the need of their workers.

## II. HOUSING

Complaints regarding housing facilities are noticed in some Estates. While inspecting plantations, the plantation inspectors are give direction to the management to keep the existing lanes substantially confirming to the slandered of housing accommodations. A survey was conducted by Bhavanam Foundation of Kerala for renewal and repair of lane rooms and the project has been connected to the ongoing LIFE MISSION scheme.

## III. LABOUR LAWS

(a) Particulars of labour laws enactments/repealed during the year 2016.

Nil

(b) A brief description of rules and regulations etc. framed under various Labour Laws during the year 2016.

Nil

(c) Copies of the notifications issued / published in respect of (a) and (b) above are also be supplied.

NA

(d) **A detailed note on the working of bonded labour systems (abolishing) Act 1976 and equal remuneration Act 1976**

**Bonded Labour Systems (Abolishing) Act 1976:-** There are 16 rescued and released bonded labourers were identified during the year 2016 and 2017 are yet to be rehabilitated by the concerned districts and state authorities. The Labour Department has issued necessary direction to the District Labour Officers concerned to fix the wages, if any payable to the rescued bonded labours and initiate necessary action in consultation with District Collectors to submit a detailed report on rehabilitation of rescued bonded labourers as per the amended Central Sector Scheme for Rehabilitation of Bonded Labour, 2016. After getting the financial demand from the District Administration, the Department will send the proposal to the Government. The Department has submitted a proposal to State Government for the creation of a Head of Account as well as fund for matters related to bonded labourers.

**Equal Remuneration Act, 1976:-** Equal Remuneration Act, 1976 is an Act to provide for the payment of equal remuneration to men and women workers and for the prevention of discrimination on the ground of sex, against women in the matter of employment and for matters connected therewith or incidental thereto, which extends to the whole India. There are 134 inspectors are appointed under Section 9 of this Act. Prompt legal actions are being

undertaken by the State Labour Department against the defaulters for the violations detected under this Act. During the last 5 year, 192 violations were noticed, out of them 115 violations are rectified, Violations are mainly noticed in shops, hospitals, petrol pumps etc,

#### **IV. LABOUR WELFARE FACILITIES.**

**1. Statutory Facilities:-** Statutory facilities like drinking water, housing, medical, crèches, recreational facilities and issue of weather protective are statutory facilities provided to the worker's as per the provisions of the Plantation Labour Act & Rules.

**2. Non Statutory:** - Financial assistance is being given for the education of children's of workers of the closed plantation by way of refunding of entire tuition and hostel fee paid by the parents of the students studying professional courses, death relief, marriage assistance, free medical camp and medical aid to workers of closed plantations are also provided. The scheme formulated for providing financial assistance to the dependents of workers expired while in service has implemented as per G.O (P) 132/12/LBR and GO (P)81/201/LBR and an amount of 25000/-(Twenty five thousand only) is distributed to the dependents of every deceased worker. An amount of Rs.12,75,000/- @25,000/- to the dependents of 51 deceased workers has been disbursed during the year.

#### **3. Statutory Welfare Fund Acts**

1. Kerala Abkari Workers Welfare Fund Act 1989
2. Kerala Beedi and Cigar Workers Welfare Fund Act 1995
3. Kerala Cashew Workers Relief and Welfare Fund Act 1979
4. Kerala Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act 1996.
5. Kerala Handloom Workers Welfare Fund Act 1989.
6. Kerala Labour Welfare Fund Act 1975.
7. Kerala Tailoring Workers Welfare Fund Act 1994
8. Kerala Toddy Workers Welfare Fund Act 1969
9. Kerala Bamboo, Kattuvalli and Pandanaus leaf Workers Welfare Fund Act 1998.
10. Kerala Head load Workers Welfare Act 1978.
11. Kerala Agricultural Workers Welfare Fund Act, 1974.
12. Kerala Motor Transport Workers Welfare Fund Act 1986.
13. Kerala Shops & Commercial Establishments Workers Welfare fund Act 2006.
14. Kerala Building and Other Construction Workers Welfare Chess Act 1996.

15. Kerala Jewellery Workers Welfare fund Act, 2009.

### **B) Non-Statutory Welfare Schemes**

1. Kerala Auto-rickshaw Workers Welfare Scheme 1991.
2. Kerala Artisans and Skilled Workers Welfare Scheme 1986.
3. Kerala Barber and Beautician Welfare Scheme-2004
4. Kerala Laundry Workers Welfare Scheme-2004
5. Kerala Automobile Workshop Workers Welfare Scheme-2004
6. Kerala Domestic Workers Welfare fund Scheme, 2011.

### **C) Schemes under the direct control of Labour Commissioner**

1. **Kerala Agricultural Workers Pension Scheme 1980:-**This is one of the major welfare schemes implemented by Government of Kerala since 1980. The very intention of the scheme is to give pension to the labourers in Agricultural field who attained the age of 60 and worked as agricultural labourer and having membership in Kerala Agricultural workers welfare fund Board. The amount of pension was Rs.1000/- per workers.

2. **Kerala Tree Climbers Welfare Scheme 1980:-**The scheme commenced with effect from 01-04-1979. The scheme envisages payment of exgratia financial assistant to workers in the event of permanent total disablement or to the dependents of the worker in the case of death. In case of death Rs.1,00,000/- to the dependents of workers and Rs.50,000/- to disabled workers.

#### **3. Estate Workers (Distress Relief) Welfare fund Scheme – 2007.**

Relief amount of Rs.25, 000/- for each eligible estate workers.

#### **4. Daily waged employees distress relief fund Scheme – 2007.**

This scheme has been introduced during 2009-10. It intends to provide help to the unorganized daily waged workers like manual workers, tree cutters, milk suppliers etc of the state. As they earn wages on daily employment basis, any personal damage in work site or permanent / partial disability occurred in the course of employment – paralysis, fatal diseases like cancer, heart diseases, Tuberculosis, tumor etc would not be compensated. This may lead them to abandon the work. In such a situation Government is paying Rs.2000 each to the above said workers. During 2016-17 an amount of Rs.15, 00,000/- was distributed.

### **(D) Distress relief to the workers of closed Cashew factories.**

An amount of Rs.1,000/- per workers of closed cashew factories of Thiruvananthapuram, Kollam and Alappuzha Districts distributed as festival allowance during Onam festival.

**(E) Kerala Unorganized Retired Workers Pension Fund Scheme – 2008.**

This scheme has come into force with effect from 01.08.2008. This scheme is applicable to traditional teachers who are teaching alphabets to children in rural areas where nursery Schools are nonexistent, This scheme is applicable to teachers who attained the age of 60 as on the date of implementation of the scheme and is also applicable to those workers under the definition of ‘workers’ is the Kerala Artisans & Skilled workers Welfare Scheme 1991 and those category of workers whom Government desire to include subsequently under the scheme for giving pension on attaining the age of 60, but does not include any one who receive any pension either from Government or from statutory Board constituted for the Welfare of Workers. The amount of pension was Rs.600/- till May 2016 and Rs.1000/- from June 2016. An amount of Rs.13, 11, 11,000/- was disbursed to 9695 pensioners during 2016-17.

**(F) Rashtriya Swasthya Bhima Yojana**

RSBY is one of the welfare scheme formulated by Government of India under the unorganized workers Security Act, 2008 to provide quality medical services to those in the BPL list through Government and private sector. The scheme is originally envisaged was to cover the entire country is staged by the end of 2012-13.

**(G) Comprehensive Health Insurance Scheme.**

State Government have formulated the Comprehensive Health Insurance Scheme (CHIS) on the same line of RSBY to benefit lakhs of poor families and also the APL. RSBY and CHIS has been implemented in all the 14 districts of the State. This Scheme was commenced on 2.10.2008.

CHISPLUS scheme is the part of CHIS formulated by the State Government for providing treatment for cancer, Heart diseases and kidney diseases. Under CHISPLUS free treatment is extending up to Rs.70000/- for treatment of diseases. This is in addition to the free treatment available under RSBY / CHIS and is available to all smart card holders except APL. The Scheme is implemented through all the Government Medical Colleges, Pariyaram Medical College and all District Headquarters Hospitals. Steps are taken to bring Regional Cancer Centre, Sri Chitra and Malabar Cancer Centre under the scheme. The Scheme was started in January 2010.

A separate Agency, namely, Comprehensive Health Insurance Agency, Kerala (CHIAK) was formulated for implementation of RSBY & CHIS. During 2016-17 Rs.12329 lakhs for RSBY, Rs.15652 lakhs for CHIS and CHISPLUS was allotted to CHIAK

#### **(H) Aam Admi Bhima Yojana**

Aam Admi Bhima Yojana is a centrally sponsored Scheme formulated with the Participation of state & Central Government for ensuring social security of rural landless households in the country. The scheme came in to force in Kerala on 24.10.2008. The scheme is being implemented through the LIC of India. In Kerala the scheme extend to the BPL families having land not exceeding five cents and having no members in the family with permanent employment in organized sector. The scheme provides insurance benefit besides scholarship to two school children studying between IX to XII standard from a family.

The following are the benefits extended by the scheme.

- (a) Benefits offered upon natural death of a member Rs.30,000/-.
- (b) On the death due to accident Rs. 75,000/-.
- (c) Permanent total Disability due to accident Rs.75, 000/-.
- (d) Loss of two eyes or limbs due to accident Rs.35, 000/-.
- (e) Loss of one eye or one limb due to accident Rs.37, 500/-.

Scholarship @ Rs.100/- per month will be given to maximum two children studying between 9<sup>th</sup> to 12<sup>th</sup> standard from a family. Rs.373.55 lakhs was allotted to CHIAK during 2016-17.

#### **(I) Kerala Migrant Workers Welfare Scheme 2010**

Kerala is perhaps the first State to commence a welfare scheme (Published vide GO (MS) No.46/10/LBR dated 29.03.2010) for the Inter State migrant workmen in the country. The benefit of the scheme include treatment benefit, accident benefit, death benefit and financial assistant for the transporting of dead bodies of the workers died in accidents or otherwise. The implementation of the scheme is entrusted with the Kerala Construction Workers Welfare Board. Ten crores have been allocated for the initial expenses for the implementation of the scheme.

#### **(J) Maternity Allowance to Unorganized Sector**

This scheme was started in the year 2011-12 and in the year 2016-17 an amount of Rs.100 lakhs was disbursed for 2308 beneficiaries.

#### **(K) Tree climbers Disability Pension Scheme**

This Scheme was started in the year 2012 and in the year 2016-17 an amount of Rs.156.63 lakhs was disbursed for 1742 pensioners at Rs.1100/- per month.

**(L) Income Support Scheme to Traditional Sectors**

The Income Support Scheme was introduced with the intention of ensuring fair wages to the workers of traditional industrial Sector by providing funds to fill the gap between the earned wages and the minimum wages. For the sustainability of the Scheme, suitable marketing strategies would also be evolved.

During 2016-17 Rs.65 Crores was allotted to the following departments.

Fisheries Department	: Rs.32 Crores	
Khadi Board	: Rs.29.645 Crores	
Coir Department	: Nil	:
Etta Kattuvally Welfare fund Board	: Rs.1.5 Crores	
Beedi & cigar workers welfare fund Board	: Nil	
Handloom	: 1.855 corers	

An amount of Rs.1,00,00,000/- is distributed for the year 2016-17 to the workers/families of Tree climbers as the Tree Climbers Welfare Scheme 1980.

**(M) Welfare Schemes Implemented by other department**

1. Kerala Fishermen Welfare Fund Scheme 1986
2. Kerala Khadi Workers Welfare Fund Scheme
3. Kerala Document Writers, Script and Stamp Vendors Welfare Fund Scheme 1991
4. Kerala Coir Workers Welfare Fund Scheme 1981.
5. Kerala Traders Welfare Fund Scheme 1992.
6. Kerala Advocate's Clerks Welfare Fund Scheme
7. Kerala State Lottery Agents Welfare Fund Scheme
8. Kerala Ration Dealers Welfare fund Scheme
9. Kerala State Anganawadi workers and Helpers Welfare scheme.

**V. NAME AND DESIGNATIONS OF PRINCIPAL OFFICERS CONNECTED WITH  
THE LABOUR MATTERS IN THE KERALA STATE AS ON 31.12.2016.**

- |     |   |                          |
|-----|---|--------------------------|
| 1.  | Labour Commissioner   | Sri.K.Biju, IAS          |
| 2.  | (a) Additional Labour Commissioner (E)  | Sri.A.Alexander          |
|     | (b) Additional Labour Commissioner (IR)   | Sri.Dr.G.L.Muraleedharan |
| 3.  | Joint Labour Commissioner (P)I/C  | Sri. R Baiju             |
| 4.  | Chief Inspector of Plantations, Kottayam  | Sri. KO George           |
| 5.  | Chief Executive Officer, Kerala Agricultural Workers<br>Welfare Fund Board            | Smt.E.H.Ramla            |
| 6.  | Labour Welfare Fund Commissioner, Labour Welfare<br>Board                             | Sri. Ranjith P Manohar   |
| 7.  | Chief Executive Officer, Kerala Head load Workers<br>Welfare Fund Board               | Sri. Mahesh T Pai        |
| 8.  | Chief Executive Officer, Kerala Handloom Workers<br>Welfare Fund Board                | Sri. AL Babycastro       |
| 9.  | Chief Executive Officer, Kerala Cashew Workers<br>Relief and Welfare Fund Board       | Sri. G Anilkumar         |
| 10. | Chief Welfare Fund Inspector, Kerala Abkari Workers<br>welfare Fund Board             | Sri. Biju KS             |
| 11. | Chief Executive Officer, Kerala Tailoring Workers<br>Welfare Fund Board, Tvpm         | Sri. Renjith P.Manohar,  |
| 12. | Executive Director , KILE, Tvpm   | Sri. V.Veerakumar        |
| 13. | Chief Executive Officer, Kerala Motor Transport<br>Workers Welfare Fund Board, Kollam | Smt. Bichu Balan         |
| 14. | Secretary, Construction Workers Welfare Fund Board                                    | Sri.A. Alexander         |
| 15. | Chief Executive Officer, Kerala Beedi & Cigar<br>Workers' Welfare Fund Board, Kannur  | Sri. AL Babycastro       |



## VI. PUBLICATIONS ON LABOUR MATTERS

### 1. Thozhil Kshema rangam

- a. Name of Journal : Thozhil Kshema Rangam
- b. Language : Malayalam & English (Currently in Malayalam only)
- c. Periodicity : Bimonthly
- d. Place of Publication : Thiruvananthapuram
- e. Published by : Labour Commissioner
- f. Sale price if any : Annual subscription fee of Rs.150/- and unit sale of Rs.25/- per copy.

### 2. Labour Statistics at a glance

- a. Name of Journal : Labour Statistics at a glance
- b. Language : English
- c. Periodicity : Biannually
- d. Place of Publication : Thiruvananthapuram
- e. Published by : Labour Commissioner
- f. Sale price if any : Nil

## VII. A BRIEF NOTE ON SIGNIFICANT DEVELOPMENT IN THE STATE

### CONCERNING LABOUR DURING 2016 AND NOT COVERED UNDER THE POINTS I TO VI

Government has reconstituted the Plantation Medical Advisory Board and Kerala Plantation Housing Advisory Board on expiry of the tenure of the above Boards.

Sd/-

**K.O.George**  
**Additional Labour Commissioner (E) i/c**  
**For Labour Commissioner**

