CHAPTER - III

ORGANISATIONAL STRUCTURE OF LABOUR ADMINISTRATION IN HARYANA

Machinery at the Central level, the Ministry of Labour & Employment oversees the process of labour administration. It consists of a Secretariat, Attached Offices, Subordinate Offices and Autonomous Organisations (Attached Offices, Subordinate Offices and Autonomous Bodies have been shown in Table 3.1).

TABLE 3.1

ORGANISATIONAL STRUCTURE OF CENTRAL MINISTRY OF LABOUR AND EMPLOYMENT

<table>
<thead>
<tr>
<th>Labour Minister</th>
<th>Secretary</th>
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</thead>
<tbody>
<tr>
<td>Attached Offices (4 Nos.)</td>
<td>Subordinate Offices (22 Nos.)</td>
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</table>
There are also advisory boards and committees attached with the Ministry like Minimum Wage Advisory Board, Central Advisory Committee on Women-Labour, National Council for Vocational Training, Tripartite Committee on Safety, Tripartite Committee on Workers Participation in Management, Central Advisory Board on Child Labour, Industrial Committees for different industries like chemical, industry, consisting invariably of officials and representatives of both employers and employees.27

The Ministry is directly and fully responsible for the formulation and implementation of labour policy in respect of subjects in the Union List. The activities of the Ministry in regard to Concurrent subjects cover policy-making, co-ordination, control and direction. The ministry at times renders

Source: Statutory and Non-statutory Committees, Ministry of Labour, Government of India, New Delhi.

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advice to other ministries and state governments regarding labour policy and labour problems. The minister-in-charge exercises full control and supervision over the Ministry, as he is answerable to the Parliament regarding policy issues and its performance.

The Secretariat's main divisions are (a) Industrial Relations (Policy and Implementation), (b) Social Security, (c) Labour Welfare, (d) Emigration, (e) Administration, and (f) Finance. Divisions which are normally headed by Joint Secretaries are further divided into branches and sections with respective officers-in-charge.28 The Secretariat of the Ministry is responsible for helping and advising for laying down labour policy for the country concerning matters like wages, conditions of work, social security, industrial relations etc. It keeps in touch with the state governments and worker's and employer's organisations for resolving disputes. It organises tripartite labour conferences at the national level and acts as secretariat for them. It is also the channel of communication between the Union Government and the International Labour Organisation.

The Secretariat of the Ministry is headed by a Secretary who belongs to the Indian Administrative Service. He is assisted by an Additional Secretary, a number of Joint Secretaries, Deputy Secretaries, Under Secretaries and other officials to discharge his duties and responsibilities. Administrative leadership to the Secretariat is provided by the Secretary to the Ministry. A Secretary has three-fold functions: he is the principal adviser

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28 Source: Ministry of Labour, Government of India, New Delhi.
of the minister in the matters of policy and administration; of his department and the attached offices and other organisations which he controls, and he represents the department before the Parliamentary Committee on Public Accounts to give an account of its financial administration. The experience, maturity and professional handling by the secretary of the ministry matters much for the secretary has to act as the captain of the team of officials.

The Ministry is assisted by its Subordinate Offices, Attached Offices and Autonomous Organisations in discharging its direct executive responsibilities in regard to industrial relations and other labour matters in sectors such as mines, oil fields, major ports, railways, etc. It maintains contacts with state governments, advises and guides them. Over the years the Labour Ministry has assumed increased responsibility in such fields as technical training, social security and labour welfare and advisory service on industrial relations, safety, etc. Thus, the Central Government is discharging its duties in the field of labour welfare through the Ministry of Labour.

**Labour Department, Haryana**

At the State level, there are labour departments in each state. Labour Department, Haryana was established in 1966 after its creation on November, 01. It almost borrowed the same administrative structure as existed in the composite Punjab.

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The main functions of Labour Department, Haryana are: to formulate labour policy, to implement labour laws, to ensure industrial safety and health of workers at working place, to implement various welfare schemes adopted by the Department and Labour Welfare Board for the welfare of workers, to provide social, economic and moral security of workers, to ensure minimum wages for organised and unorganised labour, to settle down the industrial disputes and try to establish a harmonious environment in industries, to eradicate social evils such as child labour, bonded labour etc.

So, the Labour Department is responsible for the betterment of labour class. It ensures various welfare measures so that workers may live a decent life.30

The Labour Department, Haryana like the Central Ministry of Labour has a three-tier structure. It consists of the Political, the Secretariat and the Executive levels. Besides, it has its field offices and a number of advisory boards and committees which are constituted by the Haryana Government from time to time for seeking their recommendations on different labour issues and problems.

30 Smarika: Labour Department, Haryana: 1998; P-15.
Labour Department, Haryana: Administrative Set-up

The Political Level

The Labour Department is headed by Minister of State. The minister-in-charge is responsible for laying down the broad policy and programmes of the Department and to give it a direction for its operational duties. He exercises full control and supervision over the Department as he is responsible to the State Legislature for the working of his Department and has also to answer questions put to him on the floor of the House regarding labour policy and its working. The Labour Minister usually attends the Indian Labour Conferences convened by the Ministry of Labour from time to time. In such conferences, he puts forward the views and suggestions concerning labour policy and problems in general and of his State in particular.

The Secretariat

The Secretariat of the Department is headed by a Secretary, Labour. He is one of the senior civil servants of the State belonging to the Indian Administrative Service. In his secretariat work he is assisted by a Deputy Secretary besides a Superintendent and other ministerial staff. He is the principal adviser to the Labour Minister, helps and advises him in the formulation of labour policy and in his other legislative duties, supplies him data and information on various issues of labour and labour administration. He also exercises general supervision over the working of the Department. So, the Secretariat acts as, 'institutionalised memory'.
The Executive

The enforcement of labour policy, labour laws, rules and regulations made there under within the State is the responsibility of the Executive organ of the Department. Labour Department, Haryana is located at Chandigarh. The Executive is headed by the Labour Commissioner, an I.A.S. Officer who is considered as administrative head of the Department. He is assisted at the headquarters by a Joint-Labour Commissioner-Cum-Chief Conciliation Officer, a Deputy Labour Commissioner, an Additional Director, Deputy Director, Assistant Director, (Industrial Safety and Health), an Administrative Officer, Law Officer, Statistical Officer (Labour) and a Labour Inspector. In addition to this, there is the ministerial staff at the headquarters and the field staff to assist him.

The Labour Commissioner's Office operates through two wings i.e. Labour Wing and Factory Wing having a number of sections with specific duties and responsibilities.

The Labour Wing consists of six sections, namely,

(a) Disputes Section; (b) Implementation Section; (c) Budget and Accounts Section; (d) Statistical Section; (e) Establishment Section and (f) Miscellaneous Section.

We may now take in brief the functions of each section.

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Disputes Section

This Section is under the charge of the Joint Labour Commissioner-cum-Chief Conciliation Officer, Labour Department, Haryana. For carrying out his duties, he is assisted by the Deputy Labour Commissioner (HQ), a Head Assistant who is also supervisory head of the Section, ministerial staff and the Labour-cum-Conciliation Officers and Labour Inspectors working in the field. This Section deals with the cases of industrial disputes. The complaints received from the workers or unions relating to the so-called unjustified or illegal terminations, lay-offs, retrenchments, closures or lockouts, strikes, are enquired into by this Section through the field staff. The Section carefully and thoroughly examines the reports of the field staff in this regard and then further action is proposed against the guilty. Thus, this Disputes Section with the help of its staff stationed in the field looks after the execution of the Industrial Disputes Act, 1947 and The Bonded Labour (Abolition) Act, 1976. It also looks after the cases of legal aid to workers.

Implementation Section

This Section is headed by the Deputy Labour Commissioner (HQ). A Head Assistant, the supervisory head of the Section, other clerical staff and the field staff is there to assist the Deputy Labour Commissioner (HQ) to carry out his duties effectively. The broad functions of this Section are to ensure proper implementation of agreements and awards by the parties
Concerned. Agreements are reached by the employers and employees concerning various labour matters, e.g. both parties agreeing with or without the conciliatory efforts of the Labour-cum-Conciliation Officers of the Department to withdraw orders for termination of services of a group of workers. When such an agreement is not reached by the parties and the case is referred by the Government to the Labour Court or Industrial Tribunal, the award thus given becomes binding on both the parties. The complaints of non-implementation of agreements and awards, violations of the Code of Conduct, Code of Discipline and Industrial Truce Resolution are generally handled by this Section, which in turn submits its report to the Government for further action. The Section also looks after the implementation of the various labour laws undertaken by the field staff, like the Minimum Wages Act, 1948, the Punjab Industrial Housing Act, 1956, etc.

Budget and Accounts Section

This Section is headed by an Administrative Officer. The Section has Head Assistant as its supervisory head and other clerical staff to assist the Administrative Officer. It is the over-all responsibility of this Section to coordinate and prepare the budget of the Department. It circulates the proformas to its staff, both at the Headquarters and in the field to prepare the Budget estimates for the ensuing year. Thorough examination and scrutiny of the budget estimates so received is done by it. As a result of its efforts the budget of the Department, i.e., Labour Commissioner's Office is prepared. Maintaining of accounts is one of its main responsibilities. It
scruitinizes and sanctions the T.A. claims of the staff. It also accords sanctions for the purchase of various articles.

Statistical Section

This Section works under the supervision of a Statistical Officer (Labour). This Officer is assisted by a Head Statistical Assistant, Statistical Assistants, Junior Statistical Assistant, Computer Operator and other ministerial staff. According to the provisions of the different labour laws the industrial units and trade unions are required to supply various types of statistical information pertaining to labour to this Department. The Statistical Section receives, verifies and compiles data on various labour aspects like registered trade unions, their membership, number of industrial disputes, number of cases settled / unsettled, referred for adjudication, the number of works committees, number of accidents, the amount paid as compensation, number of labour welfare centres and so on. This Section collects directly also such data as required by the Department. Investigators usually go to the field to collect such information and to verify the statistical data already supplied by the units. It is also responsible for dealing with the work pertaining to the I.L.O. Drafting of the annual administrative reports and the annual reports under various labour enactments are entrusted to this Section.
Establishment Section

This Section is also put under the charge of an Administrative Officer, who is assisted by Head Assistant and other clerical staff at the Headquarters. The Section is mainly concerned with problems or cases of recruitment, posting, transfer, promotion and demotion, training, leave etc. Facts are examined and notes containing the facts and/or proposals are prepared by the Section to be submitted to the Administrative Officer for further action.

Miscellaneous Section

A new section called Miscellaneous Section was created in 1980 and as a result, minor changes in the work allocation of all the Sections at headquarters were made\(^{32}\). This Section is put under the Charge of the Joint Labour Commissioner who is assisted by the Deputy Labour Commissioner (HQ). This Section has a Superintendent as its supervisory head and other ministerial staff for discharging its duties. The Section mainly deals with cases and problems under Trade Union Act, 1926, Payment of Wages Act, 1936, Workmen's Compensation Act, 1923, Motor Transport Workers Act, 1961, Payment of Gratuity Act, 1965, Working Journalists Act, 1955, Employment of Children Act, 1938, Child Labour (Prohibition and Regulations) Act, 1986, Equal Remuneration Act, 1976, Punjab Shops and Commercial Establishments Act, 1958, etc. Issues and matters concerning

\(^{32}\) Source: Office of the Labour Commissioner, Haryana.
workers participation in management, meetings and conferences, 20 Point Programme and labour welfare centres and crèches are also looked into by the Section for further necessary action by the Department.

The **Factory Wing** consists of Factory Section only.

**Factory Section**

Though the Labour Commissioner is the Chief Inspector of Factories, yet an Additional Director, Industrial Safety and Health is the overall in-charge of this Section as he possesses the technical qualifications required for the job. At the headquarters, he is assisted by a Deputy Director Industrial Safety and Health, an Assistant Director, a Certifying Surgeon stationed at Faridabad, and Senior Assistant Directors and other Assistant Directors, posted in the field. A Head Assistant who is the supervisory head of the Section and other ministerial staff are there to help him for carrying out his administrative duties. This Section mainly deals with the implementation of the Factories Act, 1948. The field staff undertakes inspections and sees whether the provisions of the said Act are adequately and effectively followed. The reports of violations of the provisions of the Act are sent to this Section by the field staff for information and further necessary action. The registration of the factories, issuing and renewing of the licenses under the Act are done by the Factory Section. The implementation of the Maternity Benefit Act, 1961 is also being looked after by the Section.
Besides these Sections there is also an Editor at the headquarters for looking after the publication of quarterly ‘Haryana Labour Journal’. At the headquarters, the Department maintains a well-equipped library. It has a good collection of I.L.O. publications, labour journals, etc. besides books on other allied disciplines. So practically speaking these Sections perform mostly staff functions, i.e., keeping records, conducting correspondence, compiling statistical data, coordinating and preparing budget, sending information and direction to the field staff, receiving complaints from the employees, employers and the public, preparing notes on various labour problems for the consideration of the Department and so on. These Sections also help the line staff working in the field in discharging their duties and responsibilities under different labour laws.

The implementation of the labour policy and laws largely takes place in the field and the responsibilities of these operations fall upon the shoulders of the field units and their staff.

For effective implementation of labour policy and laws and to deal with labour problems both Labour Wing and Factory Wing of the Labour Department have their respective operational areas in the field having respective enforcement machineries.

The Labour Wing has four regions to serve, namely Faridabad, Panipat, Hisar and Gurgaon each under the charge of a Deputy Labour Commissioner who is assisted by Labour-cum-Conciliation Officers and
Labour Inspectors besides ministerial staff. The jurisdiction of each region extends to the circles mentioned below:

**Labour Wing**

<table>
<thead>
<tr>
<th>Region</th>
<th>Circles</th>
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</thead>
<tbody>
<tr>
<td>1. Faridabad</td>
<td>Faridabad</td>
</tr>
<tr>
<td>2. Panipat</td>
<td>Panipat, Karnal, Rohtak, Jhajjar</td>
</tr>
<tr>
<td>3. Hisar</td>
<td>Hisar, Sirsa, Bhiwani, Rewari</td>
</tr>
<tr>
<td>4. Gurgaon</td>
<td>Gurgaon</td>
</tr>
</tbody>
</table>

The remaining areas of the State like Ambala, Yamuna Nagar, Kurukshetra, Panchkula and Kaithal are under the charge of the Deputy Labour Commissioner (HQ). So far as the jurisdiction of Labour Wing is concerned, each Circle is put under the charge of Labour-cum- Conciliation Officer who is assisted by Labour Inspectors and ministerial staff.

**Factory Wing**

Since industrial safety and health in the factories is a very important aspect of labour administration, due attention is being paid by the Department, especially through Factory Wing, in providing field services for looking after and attending to these issues. The Factory Wing operates through three regions namely Panipat, Faridabad and Gurgaon each under the charge of a Senior Assistant Director (Industrial Safety and Health) to
ensure specially the effective implementation of relevant labour laws in order to provide maximum industrial safety and to deal with complaints concerning conditions of work and working hours in the factories, overtime, first-aid, rest-rooms, cleanliness, crèches, canteens, etc. In this work, Senior Assistant Directors, (Industrial Safety and Health) are assisted by Assistant Directors (Industrial Safety and Health), Certifying Surgeon and ministerial staff.

The jurisdictional area of each region is as follows:

**Factory Wing**

<table>
<thead>
<tr>
<th>Region</th>
<th>Circles</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Panipat</td>
<td>Panipat, Karnal, Ambala, Yamuna Nagar and Sonepat.</td>
</tr>
<tr>
<td>2. Faridabad</td>
<td>Faridabad</td>
</tr>
</tbody>
</table>

Each of the Circles is put under the charge of an Assistant Director (Industrial Safety and Health) who is assisted by ministerial staff. Regional and Circle units constitute the field offices of the Labour Department covering the entire State and specific duties and administrative powers have been delegated to them. These field offices work to ensure the implementation of labour policy and labour laws and take appropriate action against the defaulters. The work of the Circle Office is coordinated and
supervised by the senior officers at the Regional level. Thus, the Regional 
Officer acts as ' a filter ' for cases referred by Circle Officers and only those 
that raise some issues of fundamental nature are passed on to the 
headquarters for further necessary action. The officials of the headquarters 
keep visiting, supervising and guiding the field units and also take 
appropriate steps to solve their problems.

In this way the Labour Department, Haryana has tried to bring under 
its operations the entire area of the State and the field staff thus performs its 
job to establish industrial peace and promote industrial welfare resulting in 
economic gains for both the labour and managements in particular and the 
State in general.

A brief mention of the nature of duties and responsibilities of the 
Labour Commissioner and a few key officials of the enforcement 
machinery of this Department is made here. The Labour Commissioner is 
the over-all administrative head of the Department. He is Director, 
Industrial Safety and Health under the Indian Factories Act, 1948, Registrar 
Trade Union under the Trade Union Act, Welfare Commissioner under 
Punjab Labour Welfare Act, Chief Inspector under Motor Transport 
Workers Act, Authority under Collection of Statistics Act and an Appellate 
Authority under Haryana P.W.D. Contract Labour Regulation³³. The Joint 
Labour Commissioner besides being the Chief Conciliation Officer is also 
Additional Registrar Trade Unions and Certifying Officer under the

Industrial Employment (Standing Orders) Act. The functions of the Deputy Labour Commissioners are to look after the implementation of all the labour laws (except the Factories Act and the Maternity Benefits Act\textsuperscript{34}) in the respective jurisdictions and supervise the work of Labour-cum-Conciliation Officers falling under their jurisdiction including conciliation work. They are also required to make super check inspections conducted by Labour-cum Conciliation Officers and Labour Inspectors. The Deputy Labour Commissioner (Headquarter) is also Registration and Licensing Officer under the Contract Labour Act and Inter-State Migrant Workmen’s Act.

The Labour-cum-Conciliation Officers besides being the Conciliation Officers under the Disputes Act, 1947 have also been notified as Authority under the Payment of Wages Act, Minimum Wages Act and Payment of Gratuity Act to decide claims of the workers arising there under. They have also been notified as ‘Commissioners’ under the Workmen’s Compensation Act. They have also been vested with powers of Assistant Collectors for recovery of dues of the workers from the defaulting employers as arrears of land revenue. The officials mentioned above and Labour Inspectors basically constitute the enforcement machinery of the Labour Wing of the Department.

\textsuperscript{34} Note (unpublished) on the working of the Office of the Labour Commissioner, Haryana, 1990, pp. 3-12
Though the Labour Commissioner is the Director of Industrial Safety and Health under the Factories Act yet the actual work and responsibilities are performed and looked after by an Additional Director, Industrial Safety and Health who is further assisted by a Deputy Director and an Assistant Director at the Headquarters and three Senior Assistant Directors and about fourteen Assistant Directors including an Assistant Director Chemicals in the field and one Certifying Surgeon posted at Faridabad and two Medical Officers, Industrial Health. For the implementation of the provisions of the Factories Act, 1948 and the Maternity Benefit Act, 1961 and the rules framed thereunder, the Senior Assistant Directors and the Assistant Directors posted in the field conduct inspections of factories for the enforcement of the Factories Act/Rules and conduct accident enquiries. The Senior Assistant Director and Assistant Directors are required to make regular inspection of all the factories in their respective jurisdiction as per norms fixed.

The Certifying Surgeon of the Department conducts medical examination for detecting occupational diseases of the workers employed in hazardous factories for which a van fitted with X-ray plant and biological laboratories has been provided. Similarly, the Medical Officers, Industrial (Health) conduct inspections of factories for implementation of health provisions of the Factories Act. These functionaries are the enforcement machinery of the Factory Wing of the Department.
Thus, it has been observed that the Labour Commissioner heads the enforcement machinery of the Labour Department and is entrusted with very heavy and important responsibility.

Advisory Boards and Committees

It is well accepted now that advisory committees and boards render a highly useful and positive service to the modern democratic administration in a number of ways. They help and advise the Government in formulation, restructuring and reviewing the existing policies and programmes. Since the working of the Labour Department mainly affects the labour and the employers it is in the fitness of things to gather views, suggestions and interactions of labour and managements regarding Government's labour policies and programmes through advisory committees and boards. Their counsel, views and proposals prove of a great help to the Department in meeting its responsibilities in the field of labour welfare. The Government, managements and workers are generally constituted from time to time at the State level with specific aims. They are invariably reconstituted after the expiry of their terms. Some times a few boards/committees may be disbanded and new ones constituted.

The following have been the important advisory bodies:

(a) State Labour Advisory Board; (b) Minimum Wages Advisory Board; (c) State Advisory Contract Labour Board; (d) State Evaluation and

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35 Source: Office of the Labour Commissioner, Haryana. Much of the information in this regard is also based on discussions with officials of the Department.

36 Ibid.
Implementation Committee; (e) Advisory Committee on Brick Kiln Industry; (f) State Advisory Migrant Labour Board; (g) Committee on Housing for industrial Workers; (h) Departmental Consultative Committee for Labour and Employment Department; (i) Advisory Board on Women and Child Labour; (j) Equal Remuneration Advisory Committee and (k) Haryana Labour Welfare Board.

**Their Composition and Purposes**

All these bodies are of tripartite nature. It has been observed by going through the various notifications\(^\text{37}\) issued from time to time about the composition of these Boards/Committees that invariably there is equal number of representatives of employers and employees. Other features which these notifications exhibit are that the term of each of these Boards/Committees is two years except in cases of the State Advisory Contract Labour Board and Haryana Labour Welfare Board where terms are of three years duration. The headquarters of all these bodies are as desired by the concerned Chairman. All categories of members are nominated to these bodies by the Government of Haryana in a particular manner. The matter of government nominees is discussed between the Labour Commissioner and the Secretary to the Department of Labour, Haryana and thereafter their names are recommended to the Labour Minister who finally

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approves and in turn recommends them to the Governor for nomination on a board or Commissioner's Office asks its Labour-cum-Conciliation Officers in the field to send two names each of representatives of both employers and employees to be nominated on that board/committee. While sending the list of the representatives of both parties, the Labour-cum-Conciliation Officers give due consideration to their age, qualifications, knowledge of labour laws, potentials to make positive contribution in the deliberations.

Another consideration kept in mind by the Labour-cum-Conciliation Officers is to avoid repetition of the name of the representatives of both parties to provide a broad coverage.

On receiving these panels of name from the field, the Labour Commissioner's Office screens them, recommends and forwards the panels to the Secretary, Labour Department who further screens and recommends them to the Labour Minister for final approval. Due care is taken to see that all the different areas of the State are represented through the representatives of both labour and managements. After approval by the Labour Minister, the names are recommended to the Governor for nomination on a board/committee. This whole exercise is done in an objective manner.

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38 Discussions with officials of the Labour Department.
State Labour Advisory Board

This Board is one of the most important advisory bodies as it facilitates discussions amongst the representatives of the Government, employers and employees on labour policy and allied problems in a comprehensive way so as to advise the Government for taking effective steps for establishing and promoting industrial peace, study the conditions of labour and determination of fair wages, association of labour in management, to establish works committees in industrial concerns, to review the problems of trade unions, industrial housing schemes, and at times suggesting more staff strength in the field. Labour Minister, Haryana is its Chairman whereas Labour Commissioner is its Secretary. Financial Commissioner and Secretary to Government of Haryana, Labour and Employment, Director of Industries, Haryana or his nominee. Regional Director, Employees State Insurance Corporation, Chandigarh, Economic and Statistical Advisor to Government of Haryana or his nominee, eight representatives of the managements and seven representatives of employees are among its members.

Minimum Wages Advisory Board

This Board is constituted to provide a forum to representatives of the Government, managements and labour to thrash out issues mainly concerning fixing and revising minimum rates of wages for employees.

39 Source: (a) Office of the Labour Commissioner, Haryana. (b) Discussions with officials of the Department.
working in scheduled employments. The Board is also responsible for co­ordination of the work of ad-hoc tripartite advisory committees appointed from time to time under the Minimum Wages Act, 1948. The advice and suggestions of the Board lend a helping hand to Labour Department to decide and solve problems in fixing and revising minimum wages in the State from time to time.

**State Evaluation and Implementation Committee**

This is quite an important Committee whose main object is to bring to the notice of all concerned the cases of non-implementation of awards, agreements/settlements and finding out proper legal and moral remedies for their implementation by the employers and employees. It endeavours to see that the Code of Discipline is properly observed and honoured by workers and employers. The cases of violation of the Code of Discipline and Industrial Truce Resolution are discussed by the Committee and suggestions or recommendations are sent to the Government for further action. It also considers from time to time the decisions taken by the Central Evaluation and Implementation Committee.

**State Advisory Contract Labour Board**

The Board provides opportunities to its members to discuss and highlight shortcomings in contract-labour system. Suggestions and recommendations are attempted for the consideration of the Government.

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40 Discussions with officials of the Labour Department, Haryana.
on matters pertaining to regulation and ultimate abolition of contract labour in the State.

Advisory Committee on Brick Kiln Industry

This Committee has been set up to deliberate on the problems of labour engaged in Brick Kiln Industry in Haryana and thus gets first hand information on the issues from its representatives. Advice and viewpoints of the Committee are made use of by the Department in dealing with matters concerning the Brick-Kiln Industry.

Advisory Migrant Labour Board

The problems of migrant labour are peculiar in their own way and deserve attention of the Labour Department. The Board advises the State Government in regard to the compliance of the various provisions made under the Inter-State Migrant Labour (Employment and Service conditions) Act, 1979.

Committee on Housing for Industrial Workers

In order to deliberate upon the different aspects of problems concerning houses for industrial workers, there is a Committee on Housing for Industrial Workers. One of the main purposes of the Committee is to

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advise the Government about the solutions to the ever-increasing housing problems of industrial working class by offering comments and suggestions.

**Departmental Consultative Committee**

This is one of the important advisory committees/boards of the Labour Department, Haryana. "The functions of the Committee are to advise the minister-in-charge on general public interest, Government policies and progress of implementation of projects/programmes. The meeting also provides a forum for ventilating public grievances relating to the Departments concerned"\(^{42}\). The advisory role of the Committee is quite comprehensive.

**State Advisory Board on Women and Child Labour**

Members of this Board exchange views on issues/problems concerning women and child labour in the State and make suggestions to ameliorate their lot and working conditions. Functions of the Board are to review the implementation of the existing legislation governing employment of children and improvement of legislative measures governing women; to suggest legislative measures as well as welfare measures for welfare of working children/women; to recommend the industries and areas where there must be progressive elimination of child labour; to look-after the problems of women and formulation of programmes of female labour force

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and to consider and recommend measures for promotion of education, training, welfare and advancement of social and economic status of women\textsuperscript{43}.

**Equal Remuneration Advisory Committee**

The main purpose of this Committee is to deliberate and make efforts to find out more opportunities of employment/part-time employment for women in scheduled units. It also advises the Government as to what extent the opportunities for employment be provided to woman-workers in scheduled units. It also discusses the problem concerning equal remuneration for women workers and suggests justice in this regard.

**Haryana Labour Welfare Board**

The Government of Haryana constituted this tripartite Labour Welfare Board, an autonomous body with its own seal, power to buy and sell its property, under the Punjab Labour Welfare Act, 1965 to utilise, control and distribute properly the unpaid accumulations, the fines realised from the employees and the grants and subsidies received from the State Government for the welfare of the working class. The Labour Commissioner, Haryana has been declared as Welfare Commissioner under this Act. The Board provides educational assistance to the children of industrial workers in the form of cash awards, books etc. and ex-gratia

\textsuperscript{43} Notification No. 1/112/80-6 Lab. 28\textsuperscript{b} February, 1992, Labour Department, Haryana Government, p-2.
grants to the widows/dependents of the deceased workers. It also arranges for the opening of more labour welfare centres for providing many types of facilities to the working class and their families, for example, training facilities for tailoring, knitting and embroidery, indoor and out-door games, reading rooms, music etc. Minister of State for Labour and Employment, Haryana is its Chairman. Others members include Financial Commissioner and Secretary to Government, Haryana, Labour and Employment Department; Director of Industries, Haryana; four representatives of employers and four representatives of employees. Labour Commissioner, Haryana is its Member-Secretary.

**Haryana Safety Council**

The Haryana Safety Council is a 'non-profit' and 'non-political' permanent organisation which was constituted in 1972 with headquarters at Faridabad. Membership of the Council is open to government officials; industrial enterprises; organisation of industrial employers, employees and others interested in the safety and health of the workers; educational, research and other institutions interested in the safety and health of the workers; other interested individuals and honorary members.

The affairs of the Council are managed by an Executive committee whose President is the Labour Commissioner, Haryana. It consists of eight

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44 Haryana Labour Welfare Board, Haryana Safety Council, Memorandum of Association and Rules & Regulations, Chandigarh, p. 6
members to be elected from and amongst the industrial unit members of the Council, three members to be elected from and amongst the member employees organisations/unions; Additional Director, Deputy Director, Senior Assistant Directors (Industrial Safety and Health), Certifying Surgeon as ex-officio members and three members to be co-opted by the President.

The term of the Executive Committee is for one year. The main aims of the Council are to devise, organise, encourage and promote methods and procedures for ensuring safety and health of industrial workers; to organise and conduct training and instruction programmes and arrange lectures, conferences, seminars; to collect, publish, distribute and disseminate educational and informative data relating to safety etc.; to co-operate and develop co-operation between all persons, organisations and agencies interested in the promotion of industrial safety; to award commendation certificate, prizes, trophies etc. to the participants in the various industrial safety programmes; to render advice, assistance and guidance on matters relating to industrial safety to members of the Council and to do all such other lawful things as are conducive or incidental to the attainment of the objects\(^45\).

These are main aims of the Haryana Safety Council concerning spreading of safety consciousness among the working class and the employers to ensure safety and security of life.

\(^{45}\text{Haryana Safety Council, op. cit., pp.1-3}\)
Haryana's Labour Policy

The state as custodian of the welfare of its population in general and the workers in particular has heavy responsibility for overall development and prosperity. It has a special duty of guardian towards the labour force engaged in industrial sector. The Union Government's labour policy and labour enactments like the Industrial Disputes Act 1947, the Factories Act 1948, the Payment of Wages Act 1936, the Minimum Wages Act 1948, the Trade Union Act 1936, Industrial Employment (Standing Order) Act 1946, the Workmen Compensation Act 1928 etc. whose implementation is to be carried out by the state governments in their respective areas. So, Central labour policy provides a broad base for states to formulate their labour policies and reshape them whenever required. These factors influence a State Government's thinking on its labour policy. Haryana has also been guided by Central labour policy.

It can be said that Haryana Government's labour policy is largely an offshoot of the national labour policy, the cardinal focus of both being to establish and promote industrial peace and harmony and to provide a broad cover of welfare measures to the working class.

Besides implementation of various labour laws passed by Central Government, Haryana Government has its own labour legislations like the Punjab Shop and Commercial Establishments Act, 1958, Punjab Industrial Establishments (National and Festival Holidays and Casual and Sick Leave)
Act 1968, Punjab Labour Welfare Act 1965, Haryana Public Works Department Contract Labour Regulations etc. to cover more areas of Labour Welfare. It has also framed various rules and regulations under various labour laws and schemes to promote the welfare of the working class. A number of advisory committees, boards of tripartite nature as discussed above have been constituted at the State level from time to time to seek the viewpoints of employers and employees regarding labour policy and about the need of its reorientations.

The current labour policy, though it takes care of industrial peace and harmony as also labour interests and well-being of the workers, yet it needs to be kept under constant review and revision so as to keep pace with the ever changing situations and imminent challenges of the times.