

*7 Year (2016-2033)
Development Agenda
&
Three Year (2016-2019)
Action Plan*

Commissionerate of Labour, Assam

11/18/2016

Seven Year Strategy Plan and 3 Year Action Plan (2016-2023)

A. Baselines and Targets:

Table : ***Decent Work for all.***

Indicators	Baseline (2016-17)	Target (2019-20)	Target (2023-24)	Target (2025-26)	Target (2030-31)
No. of Reg. Est.	88,764	67,461	14,202	Nil	Nil

Table : ***Child Labour in all forms.***

Indicators	Baseline (2016-17)	Target (2019-20)	Target (2023-24)	Target (2025-26)	Target (2030-31)
No. of Child Labour Identified	3,45,338	2,62,457	58,707	Nil	Nil

Table : ***Safe and Secure working environment for all workers.***

Indicators	Baseline (2016-17)	Target (2019-20)	Target (2023-24)	Target (2025-26)	Target (2030-31)
No. of Reg. Est.	88,764	67,461	14,202	Nil	Nil

Source: 1. The base line figure of No. of Registered Establishments has been extracted from Office Records.
2. The base line figure of No. of Child Labour identified is based on the 2011 Census Report.

Note: The Baseline figures are not accurate as there is lack of sufficient statistical data to quantify the indicators.

B. Assam Vision to Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

C. Major issues/ Present Gaps/ Challenges:

Expanding access to services:

Information about engagement of child labour in various sectors and grievances of unequal pay, exploitation, employment and welfare of migrant labourers is very limited. It is also stated that SSA has done several studies on child labour to gauge the population of out of school children but it is submitted that these studies/survey have no mention about the “employer” of the child labours in different occupations which is a limiting factor in prosecuting the employer.

Major Schemes for Child labour/Child in distress implemented through SSA, NCLP and under JJ Act are presently being implemented without any coordination/centralised monitoring process, as result there is an apparent wastage of resources limiting the major issue of eradication of child labour. Similarly, social protection and implementation of social welfare schemes is an integral part of promoting decent work for all and hence, the linkages of providing productive opportunities of work, fair wage, healthy work environment are missing and the objective of decent work for all is not achieved. Therefore, improving quality and efficiency of public service delivery convergence of all stakeholder and line Deptts. is important.

Fostering technological innovations:

For seamless delivery of public service relating to various registrations, licensing and periodic renewals, grievance redressal, and submission of various returns there is an indispensable need of digitization of the department. The existing mode of operation to dispose of the above works limits the introduction of "labour department management system-a software" which is in use in various advance states of the country.

Policy and institutional changes to facilitate service delivery:

To enforce the provisions of the amended Child and Adolescent Labour (P&R) Act, 1986 necessary Rule is being incorporated in the Child Labour (P&R) Rules which will help in achieving the basic objective of rehabilitation of the rescued child.

To frame Regulation for the Private Placement Agencies.

To notify an administrative order containing a checklist for clearance of the required certificate from the concerned department.

Organizational Reforms:

For effective implementation of the recommendation on the issues of child labour, bonded labour, migrant workers, decent work for all, safe and secure working environment etc the convergence of various stakeholders and more specifically line departments is essential. Therefore, initiatives like State Convergent Plan of Action on Child Welfare, Dalit Womans Livelihood Accountability project, etc monitored by a State Level Standing Committee is suggested.

c. Planning for resource requirements.

I. Financial Resources:

Sl No.	Type of Cost	Duration				3 Yr Cost (Crore)
1	Enforcement of applicable labour laws					2.66
2	Setting up of requisite infrastructure for helpline centre including manpower cost					0.15
3	Digitization of data and maintaince					1.50
4	State wide Awarness Programme					24.00
Sl No.	Type of Cost	Duration				3 Yr Cost (Crore)
1	State wide Survey of Child Labour & Bonded Labour					1.65
2	Enforcement of the Act (Inspection, rescue operation etc)					1.00
3	Engagement of Community Mobilizers					0.21
4	State wide Awarness Programme					24.00
5	Setting up of Rehabilitation Home					213.91
6	Printing and Suppy of Self Declaration forms					0.15
7	Printing and Suppy of Movement Registers					0.24
Sl No.	Type of Cost	Duration				3 Yr Cost (Crore)
1	State wide Survey of Migrant workers					1.65
2	Digitization of data and maintaince					1.50
3	Enforcement of the Act (Inspection, rescue operation etc)					1.00
4	Framming of Legislations					0.02
5	Seminars/ Workshops/ Orientation Programmes					0.3
Total Cost						273.94

II. Human Resources:

Lack of adequate human resource has been an inherent limitation of the department which enforce around 24 number of Acts and equal number of Rules. Hence, the department has proposed an increase in the overall strength of the entire department vis a vis the total number of districts for effective implementation of the provisions of the Acts and Rules.

Total Strength / Vacancy position and proposed additional man power resource of Field Level office

S.L. NO.	DESIGNATION	TOTAL STRENGTH	MAN IN POSITION	VACANT	2019-20	2023-24	2030-31
1	Asstt. Labour Commissioner	10	9	1	33	-Do-	-Do-
2	Labour Officer	27	17	10	33	-Do-	-Do-
4	Labour Inspector	77	53	24	104	-Do-	-Do-
6	Senior Asstt.	20	4	16	66	-Do-	-Do-
7	Junior Asstt.	81	74	7	132	-Do-	-Do-
8	Driver	8	6	2	33	-Do-	-Do-
9	Grade-IV	167	133	34	167	-Do-	-Do-

Inspection schedule and man power requirement for achieving SHG targets (Child labour & Equal Renumeration)										
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Number of Establishments including Tea Garden	88764	81663	74562	67461	58584	49708	40831	27517	14202	0
No. of inspection per year		7101	7101	7101	8876	8876	8876	13315	13315	14202
No. of inspection per day		30	30	30	37	37	37	55	55	59
Manpower requirement @4 survey per week		52	52	52	65	65	65	97	97	104
Present man power provisions		77	77	77	77	77	77	77	77	77
Manpower gap		Nil	Nil	Nil	Nil	Nil	Nil	20	20	27

III. Infrastructure Requirements:

Similar to the limitation in human resource there is an inherent infrastructure limitation in the Commissionerate and its field offices since long. Dearth of basic office infrastructure like Computers, printers, scanners, Xerox machines, generators for power backup, office vehicles etc. has been a hindrance in the effective functioning of the enforcement machinery. Further the office buildings of most of the field offices including the office of the Commissioner of Labour is in dilapidated state. Moreover there is still a need of setting up of field offices in various districts like Chirang, Baksa, Udalguri etc. due to shortage of officers and absence of office building.

Total budget requirement :

Sl No.	Infrastructure requirement	Rs in Crores
1	Computerisation :	6
2	Xerox Machines :	0.5
3	Power Backup:	2
4	Vehicles :	4.69
5	Construction / renovation of office buildings :	30
	Total cost of Infrastructure	43.19

3- Year Action Plan (2017-18 to 2019-20)

- ❖ **By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.**

ACTION PLAN:-

- ✓ Ascertain payment of notified minimum wages to workers through strict implementation of the Minimum Wages Act, 1948 and Rules framed thereunder.
- ✓ Ascertain equal payment of wages to workers performing similar nature of work through strict implementation of the Equal Remuneration Act, 1976 and Rules framed thereunder.
- ✓ Ascertain prescribed welfare amenities to the workers according to their category under the respective Acts applicable
- ✓ Portlaid containing information about scheduled employments and the notified minimum wages.
- ✓ Portlaid for Complaints/Disputes for workers indicating a notified process flow of lodging complaint and a notified list of Nodal Officers with their Phone Numbers to address the grievances in a timely, transparent and accountable way.
- ✓ Whistle Blows Helpline number to be used by staff, workers and third party to register any unethical behaviour observed at the work place.
- ✓ To digitize all Employment data; points of reference - place of work, nature of job, income, gender, age, race, ethnicity, migratory status, disability, geographic location etc shall be created for every establishment.
- ✓ Disbursement of wage/salary through Bank Accounts.
- ✓ Launch project similar to the "Dalit Womans Livelihood Accountability Initiative" (DWLAI) started in UP and AP about MGNREGA programme complimented by adult literacy programme to raise awareness regarding the Working Conditions through reputed organisation/agency.
- ✓ State wide awareness programme involving all media vehicles to disseminate information on the various rights prescribed under applicable labour laws.

- ❖ **Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.**

ACTION PLAN:-

- ✓ State wide child labour and bonded labour survey by reputed organisation/agency.
- ✓ To initiate coordinated action for implementing the notified **State Convergent Plan of Action on Child Welfare.**
- ✓ To make District Level Task Force Committee on Child Labour more active and functional and to initiate mandatory Joint Drive with all the related departments twice every month in each district for detection of child labour.

- ✓ To make the process of filing of complaints user friendly by creating Portlait of Child Labour under Standardized Web Portal of the Commissionerate.
 - ✓ To launch a comprehensive state wide awareness campaigns against child labour and illegal trafficking using all the media vehicles of publicity.
 - ✓ To involve the Youth population (schools, colleges, youth clubs, sports club etc) and engage community mobilizer to create awareness against child labour.
 - ✓ To reduce the occurrence/recurrence and gradual phasing out of Child Labour by setting up exclusive home for rescued child labours. Here child labourers will be accommodated till they reach the age of maturity and will be provided with formal education, vocational training to make them self sufficient and independent in future.
 - ✓ To device a mechanism for mandatory Self Declaration by all Service Holders (Govt. / Private) Commercial Establishments, Apartments, etc not to engage child labour in any form
 - ✓ To incorporate a Movement Register especially in the Gaon Panchayats and Town Committees where hotspots (tribal areas, minority dominated and tea garden areas) are identified.
- ❖ **Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.**

ACTION PLAN:-

- ✓ State wide survey to identify the hot spots where migrants workers are engaged.
- ✓ To create the data base of migrant workers and stream line the process of movement of migrant workers from the home state to the host state.
- ✓ Frame Regulation for the Private Placement Agencies.
- ✓ Notify an administrative order containing a checklist for clearance of the required certificate from the concerned department.
- ✓ To frame an inspection schedule to cover the hot spots identified for strict implementation of the Inter State Migrant Workmen's Act, 1976
- ✓ To improve efficiency and effectiveness of protection and grievance mechanism and procedures through institutional strengthening.
- ✓ To improve the access to information for migrant workers to ensure informed and safe migration.
- ✓ To document and share experiences, good practices and the lessons learned at national, regional and local levels

TOTAL BUDGET ESTIMATE FOR ACHIEVING THE GOALS OUTLINED IN THE SUSTAINABLE DEVELOPMENT PROJECT IS :

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|-------------------------------|-----------------------|----------------------|
| 1. | Financial Resources: | 273.94 Crores |
| 2. | Infrastructure Cost : | 43.19 Crores |
| TOTAL ESTIMATED COST : | | 317.13 Crores |

Review/Assessment:

The 3 year Action Plan will be reviewed periodically and subsequently if any modification, changes and scaling up is required it will be executed accordingly so that the Assam Vision, 2030 is achieved.
