



# Round Table

## On

# Review of ISES 2020 Standard

**Date:** 31 May 2018

**Topic:** “Review of ISES 2020 Standard”

**Venue:** Constitution Club of India, Sansad Marg Area, Rafi Marg, Vithal Bhai Patel House, New Delhi, Delhi 110001, India.

**Time:** 1830 – 2130 Hrs

**Main Speakers:**

- Mr. Priyank Kanoongo, Member, National Commission For Protection of Child Rights (NCPCR), Government of India
  - Mr. Sunil R. Zode, Member, High Powered Monitoring Committee NSSH Ministry of Micro, Small & Medium Enterprises, Government of India
  - Mr. R. Veeramani, President, Chemical and Allied Export Promotion Council of India (CAPEXIL), Sponsored by Ministry of Commerce & Industry, Government of India
  - Dr. Dietrich Keschull, Chairman, IGEP / ISES Representative in India
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## Executive Summary

The participants in this edition of Round Table consisted of Indian quarry owners, processors/manufacturers and exporters, members of government organizations dealing with child labour, trade unions, NGO's and consultants. The session began with a welcome address by Mr. Kanoongo from National Commission For Protection of Child Rights (NCPCR).

After that Inaugural Address, Dr. Kebschull gave a brief background of IGEP and ISES activities in the field of export facilitation. He mentioned that IGEP works for promotion of trade of small and medium enterprises between India and Germany. Also, IGEP is the representative of ISES in India. ISES (International Social and Environmental Standard) is the first initiative which developed minimum social and environmental standards, giving main emphasis to abolishing child labour and bonded labour, proper payment, sticking to the permitted working hours, no discrimination, health and safety issues and environment friendly production.

Earlier in the 90's its focus in whole India was on child labour in the carpet industry. NGO's alleged that the red colour in the carpets indicated the blood of the children. To deal in a pragmatic and realistic way with such statements the Rugmark scheme was introduced and developed by us in order to help the carpet industry of India which was accused for using under aged children for making carpets. Exporting companies were regularly controlled without prior announcement and products without child labour were labeled. Till date after the introduction of Rugmark scheme a sum of 12 million carpets have been exported to EU and other nations. Children found as workers were liberated in line with the Indian laws and regulations. To re-integrate them in the society they came into a boarding school (Balashraya) which was run by Rugmark. For other children from very poor families five additional schools were established. All costs were covered by the participating exporter and importer companies.



Dr. Kebschull stated that one of the ISES Round Table (RT) objectives is to spread the social and environmental awareness and make Indian companies more competitive in the global market. Therefore Buyers and manufacturers / associations should work together for a healthy business. This is the precondition for being able to safeguard and --- employment and to pay sufficient income to the workers.

He also explained the role of Indian representative office of ISES in India. It was informed to the participants that the office of ISES in India is a permanent contact point for getting all the information, facilitation and giving advice to ISES members. He informed that not only the members of ISES but also the importers, exporters, manufacturers and any other interested party can contact us for getting any necessary information.

The topic of the RT was “**Review of ISES 2020 Standard**”. It was clarified that social and environmental compliance needs dedication, motivation, training and investments, but that sustainable compliance is only possible on the basis of sound and stable business. For this purpose according to Mr. Zode, it is necessary that buyers and suppliers work together as partners and forge alliances which are of long-term nature.

This point was shared by other participants. ISES representative Dr. Kebschull expressed that Indian entrepreneurs are keen to fulfil the requirements of social and also of environmental compliance. However, their motivation and willingness is hampered by decreasing business in connection with the crises in USA and Europe.

Mr. Zode also gave a brief discussion about the life and the so-called living wages of the workers in India. He informed everyone who was present that the living wages of the workers are a very sensitive subject and it should be discussed with all the stakeholders. The main idea for discussing about the living wages is that a constructive approach should be adopted. He mentioned that for the time being the minimum wages fixed by the government and regularly adjusted are a relatively good solution, especially if they are well controlled.



Dr. Kebschull also dealt with the topic of living wages in India. And it is interesting to know that in many industries in India the actual wages which are paid are already close to living wages because of shortage of labour in many sectors. The productivity of workers can be increased by providing them with better equipments and with improved social and environmental compliance. However, this needs stronger partnership of the buyers and more of involvement from their side.

### 1.1. Description of the Type of Organizations Present

- a) NGOs
- b) Government Departments
- c) Buying Agencies
- d) Quality Testing & Auditing Companies
- e) University Faculty
- f) Independent Consulting companies
- g) Industrialists
- h) Exporters
- i) CSR representatives of companies

### 1.2. Main Discussion Points

- a) Need to ensure dignity of labor and a better life for Indian workers
- b) Mr. S.K. Gupta mentioned that though India is one of the fastest growing economies, there is need to ensure that we make products in a socially compatible way and that it is our responsibility to ensure the workers are taken care of and not exploited.
- c) Need to have good partnership between buyer and seller. Sub-suppliers also needed to be brought under the fold of ISES.
- d) Need to have a uniform national environmental policy to ensure proper balance between economic growth and sustainability
- e) We need to address the issue of trade disputes with social compliance.



- f) It should be made mandatory for factory inspections to have proper notes / inspection books.
- g) Proactive labor policies required. Labor policy should not just protect those who have jobs.
- h) School children need to be sensitized about workers and their working conditions. It is need to educate people early about this aspect. Lack of awareness has to be abolished.
- i) India may be given some time to introduce standards compare to those in Europe
- j) The new child labour policy of the Indian government to be adopted in the standard
- k) The following acts (amendments) are to be incorporated in the standard:
  - i. The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and Amendment Act 2016
  - ii. The Plantations Labour (Amendment) Act, 2010
  - iii. The Right of Children to Free and Compulsory Education Act, 2009 (Right to Education Act 2009)
  - iv. The Juvenile Justice (Care and Protection of Children) Act, 2015
  - v. The Commissions for Protection of Child Rights Act, 2005
  - vi. The Factories (Amendment) Bill, 2016
  - vii. Industrial Disputes Act 1947
  - viii. The Industrial Employment (Standing Orders) Act, 1946 (with amendment in 2006)
  - ix. The Weekly Holidays Act, 1942
  - x. Trade Union Act 1926 (including Trade Unions (Amendment) Act, 2001)
  - xi. The Environment (Protection) Act, 1986
  - xii. The Environment (Protection) (Amendment) Rules, 2014
  - xiii. The Environment (Protection) (Amendment) Rules, 2016
  - xiv. The Environment (Protection) (Amendment) Rules, 2017



## Introduction

The ISES 2020 is the revised and advanced former ISES 2000, which was developed in 1995 / 96. The ISES 2020 comprises ten years of work and audit experience with the ISES 2000 with various companies of different sectors. The adapted standard furthermore deeper integrates environmental aspects than before. Further amendments in the field are tested at present and will be included after careful evaluation.

The ISES 2020 relies on the responsibility of the companies complying with the national regulations under labour, social and environmental laws and regulations in India and relevant international conventions and declarations as mentioned below.

For companies and suppliers, the benefits of adopting ISES 2020 are significant. The widespread integrated management system of ISES 2020 based on the philosophy of a total quality management covers the fields of social accountability, health and safety as well as environment. It has a direct effect on the product, work and production quality of a company. It not only addresses relevant aspects to the employer but also treats issues important for the employees of a company, customers and or other stakeholders including people living in nearby villages. The improvement of working conditions and reduction of pollution has a direct effect on ameliorating production efficiency, leading to positive impacts on the competitiveness of the company.

A commitment in improving working conditions and environmental aspects can lead to various benefits for a company, for example enhancing the reputation of the company, improving of the employee recruitment as well as gains in quality, productivity and profitability. An increased organizational efficiency as well as the compliance with national and international laws and regulations are further advantages employers can gain by adopting the ISES 2020.



Benefits for employees and workers are generally better working conditions including the guarantee of minimum living wages, guaranteed times off for recreation, a more secure work environment, fewer accidents and an increased awareness of labor rights.

For other stakeholders the benefits of companies adopting ISES 2020 lie in the improvement of environmental conditions as well as in a clearer more credible and transparent information system about the social and environmental responsibility. An identification of companies making progress towards humane working and living conditions becomes possible. Also customers and investors can on this basis take ethical purchasing and investment decisions.

A specific characteristic of the ISES 2020 and its auditing process is the combination of assessment and assistance. Certainly a central aspect of the audit is the assessment and evaluation of the compliance with the requirements of the standard. But the ISES 2020 approach goes beyond and gives assistance and consultancy services to the companies who are adopting the standard. Non compliance with aspects of the requirements does not generally lead to exclusion of certification. IGEP has chosen an approach of cooperation with the companies. In case of non compliance the auditors and IGEP will together with the company develop a corrective action plan (CAP). The CAP contains measures that have to be implemented to meet the minimum social and environmental standards and be accredited. This form, of support promotes the companies in improving organizational and productive efficiency and hence national and international market competitiveness. Only in cases of total unwillingness and disinterest in setting socially and environmentally compliant, companies will be excluded from the certification process.

This is valid for all minor non-fulfillments. There are however some rules which must be fulfilled immediately. They comprise child labour, bonded labour, safety exits, healthy working places, etc. If the managers / entrepreneurs are not willing to immediately change the respective conditions (in line with the ISES 2020 standard) they are excluded from any certification. The buyers are informed at once and the responsible authorities get a comprehensive report to be able to take further legal steps.



A further particularity of the ISES 2020 is the holistic approach. This covers on one side all production steps and production groups, integrating the supply chain with regard to social and environmental issues. On the other side the ISES 2020 approach includes a total quality management focusing not only on aspects of production, but as well on a personal management system, aspects of accounting and of continuous improvement.



**List of Participants who contributed in the Standard Review (Through One to One meeting and submission through emails)**

<b>S. No</b>	<b>Name</b>	<b>Job Title</b>	<b>Organization</b>	<b>Organization Location</b>
1	Mr. Priyank Kanoongo	Member	National Commission For Protection of Child Rights (NCPCR), Government of India	Chander Lok, 5 <sup>th</sup> Floor, Building,, 36, Janpath Rd, Peeraghari, HC Mathur Lane, New Delhi, Delhi 110001
2	Mr. Sunil R. Zode	Member	High Powered Monitoring Committee NSSH Ministry of Micro, Small & Medium Enterprises, Government of India	Udyog Bhavan, New Delhi
3	Mr. R. Veeramani	President	Chemical and Allied Export Promotion Council of India (CAPEXIL)	"Vanijya Bhavan", , International Trade Facilitation Center, 3rd Floor, 1/1 Wood Street, Kolkata-700016
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10	Mr. M. P. Mehani	Legal Consultant & Advocate +	Singhania & Co	C/41, Aishwaryam Apartments, Sector-



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15	Mr. Nagendra Prakash	Owner	The Midland Fruit & Vegetable Products (India) Pvt. Ltd	Jumbo House, Dr. Jha Marg, Okhla Phase III New Delhi – 110



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35	Mr. M. P. Sharma		Carpet Export Promotion Council (CEPC)	Niryat Bhawan, 3rd Floor, Rao Tula Ram Marg, Opposite R.R. Army Hospital, New Delhi
36	Prof. A. B. Mandal		Central Leather Research Institute (CLRI)	Sardar Patel Road, Adyar, Near IIT Madras, Chennai, Tamil Nadu
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38	Mr. Ali Ahmed Khan		Council for Leather Exports	3rd Floor, CMDA Tower – II, Gandhi Irwin Rd, Egmore, Chennai, Tamil Nadu
39	Mr. Pramod Shah		Eastern Silk Industries Ltd.	A-66, Naraina Industrial Area, Phase-i, Naraina Industrial Area, New Delhi
40	Mr. Aman Chadha		Engineering export Promotion Council (EEPC)	4th Floor, Vandana Building, 11, Tolstoy Marg, Connaught Place, New Delhi



41	Mr. Ajay Sahai		Federation of Indian Export Organisations (FIEO)	Niryat Bhawan, Rao Tula Ram Marg, Opp. Army Hospital Research & Referral, New Delhi
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47	Mr. Gaurav Jain	Managing Director	Arvicon International	L - 43, Connaught Circus, New Delhi
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67	Mr. Murthy	Resident Editor	Malayalam Manorama	St. George Port
68	Mr. Pandia Rajan	MLA	Government of Tamil Nadu	Chennai



## Points discussed and put into ISES 2020 standard for the up-gradation of the current norms and inclusion of the new laws

### A. Important laws and acts considered during the discussions:

- Factories Act 1948 (Including amendments in 2016)
- Apprentice Act
- Material Benefits Act
- Bonded Labour System (Abolition) Act
- Equal Remuneration Act
- Trade Union Act
- Industrial Disputes Act 1947
- The Industrial Employment (Standing Orders) Act, 1946 (with amendment in 2006)
- The Weekly Holidays Act, 1942
- Minimum Wages Act
- Payment of Wages Act
- Employees Provident Fund Act
- Employees State Insurance Act
- The Environment (Protection) Act, 1986 (including the Environment (Protection) (Fifth Amendment) Rules, 2014, 2016 & 2017)
- Trade Union Act 1926 (including Trade Unions (Amendment) Act, 2001)
- The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and Amendment Act 2016
- The Plantations Labour Act 1951 (including Plantations Labour (Amendment) Act, 2010)
- The Right of Children to Free and Compulsory Education Act, 2009 (Right to Education Act 2009)
- The Juvenile Justice (Care and Protection of Children) Act, 2015
- The Commissions for Protection of Child Rights Act, 2005



## **B. Key points taken into consideration for the amendment in the ISES 2020 standard**

- Revision of minimum age of any person who can work i.e. the employment of children under 15 years of age is illegal in India according to national legislation.
- Incorporation of “The Child Labour (Prohibition and Regulation) Act of 1986 (Further amended in 2016)”.
- Incorporation of section 3 in the Child Labour (Prohibition and Regulation) Act, 1986: No child shall be employed or permitted to work in any of the occupations set forth in Part-B of the schedule is carried on. Provided that nothing in this section shall apply to any workshop wherein any process is carried on by the occupier with the aid of his family or to any school established by, or receiving assistance or recognition from, Government.
- The legal minimum age for employees is 15 years. Hence children below the age of 15 years should not be employed. The act has been amended in May 2015 whereby children below 15 years are allowed to work in family enterprises (as helping family members) or entertainment industry with certain conditions while completely banning their employment elsewhere.
- Right of Child to Free and Compulsory Education Act (Section 3): Every child of the age of six to fourteen years, including a child belonging to disadvantaged group or weaker section, shall have the right to free and compulsory education in a neighborhood school till the completion of his or her elementary education.
- The Juvenile Justice (Care and Protection of Children) Act, 2015 (Section 75): Punishment for cruelty to child: whoever having the actual charge of, or control over, a child, assaults, abandons, abuses, exposes or willfully neglects the child or causes or procures the child to be assaulted, abandoned, abused, exposed or neglected in a manner likely to cause such child unnecessary mental or physical suffering, shall be punishable by law.



- Crèches (Plantations Labour Act 1951): In every plantation wherein fifty or more women workers are employed or were employed on any day of the preceding twelve months, there shall be provided and maintained by the employer suitable rooms for the use of children of such women who are below the age of six years. Such rooms shall:
  - Provide adequate accommodation;
  - Be adequately lighted and ventilated;
  - Be maintained in a clean and sanitary condition;
  - Be under the charge of a woman trained in the care of children and infants.
- Educational Facilities (Plantations Labour Act 1951): Where the children between the ages of six and twelve of workers employed in any plantation exceed twenty-five in number, the employer is required to provide educational facilities for the children in such manner and of such standard as prescribed by the government.
- Young workers / adolescents (between 15 and 18 years) enjoy special protection. They have to be protected against hazardous, unsafe and unhealthy work as regulated by Indian law. Following conditions are to be checked in addition-
  - The period of work on each day shall be so fixed that no period shall exceed three hours and that no adolescent shall work for more than three hours before he has had an interval for rest for at least one hour
  - Working time no longer than 6 hours in the day, inclusive of his interval for rest
  - No night shift
  - No adolescent shall be permitted or required to work between 7 P.M and 8 A.M
  - No adolescent shall be required or permitted to work overtime
- Any matter related to violation of the rights of the child can be reported / sent complaint to either The National Commissions for Protection of Child Rights (NCPCR) established under section 3 of The Commissions for Protection of Child Rights Act, 2005; or to the concerned State Commissions for Protection of Child Rights (SCPCR) of the concerned state established under section 17 of The Commissions for Protection of Child Rights Act, 2005.



- In every plantation effective arrangements shall be made by the employer to provide and maintain at convenient places in the plantation a sufficient supply of wholesale drinking water for all workers (Plantations Labour Act 1951).
- The Factories Act (Amendment) Bill, 2016 and 2014 amends the Factories Act, 1948. The Bill amends provisions related to overtime hours of work and the employment threshold limit of the factories respectively. The following are some of the major changes introduced by the Bill and other amendments:
  - Power to make rules on various matters (Amendment of Section 2): The Act as it stands today permits only the state government to prescribe rules on a range of matters, including double employment, details of adult workers to be included in the factory's register, conditions related to exemptions to certain workers, etc. The Bill gives such rule making powers to the central government as well.
  - Powers to make rules for exemptions to workers (Amendment of Section 64): Under the Act, the state government may make rules to (i) define persons who hold management or confidential positions; and (ii) exempt certain types of adult workers (e.g. those engaged for urgent repairs) from fixed working hours, periods of rest, etc. The Bill gives such rule making powers to both, the central and state governments.
  - Limitation of application of Rules for exemptions to workers (Amendment of Sub-section 5 of Section 64): Under the Act, such rules will not apply for more than five years. The Bill of 2016 modifies this provision to state that the five-year limitation will not apply to rules made after the enactment of this Bill.
  - Overtime hours of work in a quarter of a year (Amendment of subsection 4 in clause iv of Section 64): The Act permits the state government to make rules related to the regulation of overtime hours of work in some specific condition up to 50 hours for a quarter. The specific conditions include urgent repairs, preparatory or complementary work which must necessarily be carried on outside the limits laid down for the general working of the factory, work which is necessarily so intermittent that intervals during which they do not



work while on duty, any work which for technical reasons must be carried on continuously, making or supplying articles of prime necessity which must be made or supplied every day, a manufacturing process which cannot be carried on except during fixed seasons, a manufacturing process, which cannot be carried on except at times dependent on the irregular action of natural forces, work engaged in engine-rooms of boiler-houses or in attending to power plant or transmission machinery, engaged in the loading or unloading of railway wagons or lorries or trucks and in any work, which is notified by the State Government in the Official Gazette as a work of national importance. However, the total number of hours of overtime must not exceed 50 hours for a quarter. The Bill raises this limit from 50 hours to 100 hours. Rules in this regard may be prescribed by the central government as well.

- Overtime hours if the factory has higher workload (Amendment of Section 65): The Act enables the state government to permit adult workers in a factory to work overtime hours if the factory has an exceptional workload. Further, the total number of hours of overtime work in a quarter must not exceed 75. The Bill permits the central or state government to raise this limit to 115 hours in a quarter.
- Overtime in public interest (Amendment of Section 65, inserted after sub section 3 and before the Explanation): The Bill introduces a provision, which permits the central or state government to extend the 115-hour limit to 125 hours. It may do so because of public interest.
- State Government will have the power to double Employment threshold limits for factories: In a fresh proposal circulated on 14th February, 2017, the labour ministry has stated that state government will have the power to double employment threshold limits from 10 workers to 20 workers in units using power for manufacturing and from 20 workers to 40 workers in units that do not use power for manufacturing, except in factories with “hazardous processes”. Moreover, according to the fresh amendment, state governments could decide the employment threshold for a unit to be considered a factory under the Factories Act by simply issuing a notification to this regard.



- The Government has amended the Industrial Disputes Act, 1947 vide the Industrial Disputes (Amendment) Act, 2010. The amended Act provides for the following:
  - Wage ceiling of the workers working in a supervisory capacity has been enhanced from one thousand six hundred rupees per month to ten thousand rupees per month. The wage ceiling has been enhanced to be in consonance with the increase in wages of industrial workers and also to bring about parity with other labour laws like Employees State Insurance Act, 1948, Payment of Bonus Act, 1965 and Payment of Wages Act, 1936.
  - The amended Act provides direct access for the workman to the Labour Court or Tribunal in case of disputes arising out of Section 2-A pertaining to retrenchment, discharge, dismissal or termination of services etc. Before the present amendment, such a dispute could be adjudicated by CGIT-cum LC only after a reference is made by the ‘appropriate Government’. As a consequence of this amendment, the workman can directly approach the CGIT-cum-LC after filing his grievance before the conciliation machinery to resolve the issue within 45 days if the conciliation machinery fails to resolve the issue. There will be no need for him to approach the ‘appropriate Government’ for making a reference. This amendment has enabled the aggrieved workman to choose the alternative of adjudication for resolution of his dispute faster.
  - The amended Act provides to establish a Grievance Redressal Machinery (GRM) within industrial establishment having 20 or more workmen with one stage appeal at the head of the establishment for resolution of disputes arising out of individual grievances. With this amendment, the workman will get one more alternative grievance redressal mechanism for the resolution of his dispute within the organization itself with minimum necessity for adjudication. The concept of GRM will in no way affect the right of the workman to raise dispute on the same issue under the provision of Industrial Disputes Act, 1947.
- The provisions of Trade Unions (Amendment) Act, 2001 have been enforced w.e.f. 9.1.2002. The thrust of the amendment is on reducing multiplicity of trade unions,



orderly growth of trade unions and promoting internal democracy. The amendments in this Act, in brief, are as under:

- No trade union of workmen shall be registered unless at least 10% or 100, whichever is less, subject to a minimum of 7 workmen engaged or employed in the establishment or industry with which it is connected are the members of such trade union on the date of making of application for registration.
  - A registered trade union of workmen shall at all times continue to have not less than 10% or 100 of the workmen, whichever is less, subject to a minimum of 7 persons engaged or employed in the establishment or industry with which it is connected, as its members.
  - A provision for filing an appeal before the Industrial Tribunal /Labour Court in case of non-registration/ restoration of registration has been provided.
  - All office bearers of a registered trade union, except not more than one-third of the total number of office bearers or five, whichever is less, shall be persons actually engaged or employed in the establishment or industry with which the trade union is connected.
  - Minimum rate of subscription by members of the trade union is fixed at one rupee per annum for rural workers, three rupees per annum for workers in other unorganized sectors and 12 rupees per annum in all other cases.
  - For the promotion of civil and political interest of its members unions are authorized to set up separate political funds.
- The Plantations Labour Act, 1951 was amended vide Plantations Labour (Amendment) Act, 2010. The amended Act inter alia provides for:
- Definition of ‘employer’ has been made broad-based so as to fix the responsibility on the Directors, Partners, Lessee or the Officers of the Government entrusted with the management of the plantation.
  - Definition of ‘family’ has been made gender neutral to remove the distinction between the family of a male and the female worker for availing dependent’s benefits.



- The scope of definition of ‘worker’ has been enlarged by enhancing wage ceiling from Rs.750/- to Rs.10,000/- per month. Contract workers who have worked more than 60 days in a year have also been included within the ambit of the Act. With this, such worker will also be able to avail the benefits as provided in the PLA, 1951.
- The amended Act provides for a new chapter IV-A to cover all aspects of safety and occupational health of workers working in the plantations. This chapter includes provisions with regard to safeguards to be adopted in the use and handling of agro-chemicals, especially insecticides, pesticides and herbicides.
- The amended Act will also provide for prohibition of employment of children below 14 years.
- The amended Act enjoins upon the State Government to provide medical facilities and recover the costs thereof from the defaulting employer. Now, the State Government will have the power and responsibility to provide for adequate medical facilities for the workers and their families in case of default by employers and recover the cost from them.
- A new Section 32-C has also been inserted in the Act to prescribe the manner in which compensation in case of accident shall be registered by the employer with the Commissioner in terms of the Workmen’s Compensation Act, 1923.
- The amended Act also makes provisions for any worker, an office bearer of the trade union of which such worker is a member, for filing a complaint regarding the commission of an offence under this Act with a provision for providing immunity to the complainant.
- The penal provisions for non-compliance with the provisions of the Act also have been made more stringent for ensuring the effective implementation of the Act.
- The Act provides that no adult workers and adolescent or child shall be employed for more than 48 hours and 27 hours respectively a week, and every worker is entitled for a day of rest in every period of 7 days.



- The Environment Protection Act; 1986. Penalty for contravention of the provisions of the act and the rules, orders and directions:
  - Whoever fails to comply with or contravenes any of the provisions of this Act, or the rules made or orders or directions issued there under, shall, in respect of each such failure or contravention, be punishable with imprisonment for a term which may extend to five years with fine which may extend to one lakh rupees, or with both, and in case the failure or contravention continues, with additional fine which may extend to five thousand rupees for every day during which such failure or contravention continues after the conviction for the first such failure or contravention.



### Images of the Meetings





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