

KILE NEWS

June 2014



Kerala Institute of Labour and Employment

Publication in progress

Njanum Ente Thozhil Niyamangalum

(A handbook on labour legislations in the State)



Presidents of KILE

As per the Rules and Regulations of the Kerala Institute of Labour and Employment (KILE), Minister in charge of the Department of Labour and Employment shall be President of the institute. The following were the Ministers in charge of the Labour and Employment Department from 04.02. 1978, the date from which the institute came into existence.



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Thank U



From the Chairman's Desk

Let me first thank you for the co-operation extended to our activities, especially the welcome given to the revived issue of the KILE NEWS. I am sure unless, trade unions and the other constituents of the stakeholders wholeheartedly supported our activities, we could not have made these achievements. For this, I specifically acknowledge the efforts made by the members of the Executive Council in ensuring the attendance of the trade unions in the programmes.

The feedback so far received for the magazine was encouraging and significant for our future performance. We have graciously noted all the suggestions and many of them have been complied with and the rest would be considered at appropriate occasions .

Philip Joseph

Thiruvananthapuram
20.07.2014

A bold step



From the Chief Editor's Desk

The social security initiatives in the State have been acclaimed by National and International agencies and probably we are the first State to be consulted while taking up new such initiatives. Around hundred social security schemes are being implemented under the aegis of various departments. The lion share of these schemes is implemented by the Labour and Skills department. Many of the schemes run by the Welfare Fund Boards which received the appreciation of all are now striving to pull on their day to day functions due to various reasons including fake membership, multiple membership, high administrative expenses, poor management, meagre benefits, delay in delivery, etc., which persuaded the policy makers to consider the integration of these schemes with a view to enhance the functional effectiveness of these Boards.

The Sreenivasan Committee constituted by the Government to study and suggest feasible solutions for the functional improvement of the Welfare Fund Boards under Labour and Skills Department suggested the integration of similar schemes and a uniform benefit pattern. But it could not be carried out despite the effort taken by the earlier Government. However, the initiative now taken by the Government in integrating the schemes and bringing its number to atleast nine from the present twenty two Welfare Fund Boards /schemes is certainly a bold step towards the effective implementation of the social security schemes. The criticism that it is an anti - worker policy is not correct. The reduction of the present number of Welfare Fund Boards to a limited number with a provision for a uniform benefit pattern is no doubt an appropriate step any Government could take at this moment. This strong initiative of the Government will enable it to improve the functional effectiveness and thereby deliver quality benefits to the needy in time. But still it is not predictable whether this will materialize as desired by the Government. No doubt if it succeeds the workers and their families in the State will be benefitted.

We also view the decision of the Labour Department to develop a Wage Protection System in selected industries in the service sector to ensure the payment of prescribed wages to the workers employed as a remarkable step in the vision of the Department.

Now, we are with the next issue of the magazine "KILE NEWS". We hope you would have already gone through the earlier issue of the magazine with a critical assessment. The feedback so far received is highly encouraging and impressive but imposing more responsibility on us to improve its quality further to satisfy our readers. More opinions and creative suggestions are expected in the coming days. We are highly thankful to all for the impressive reception accorded to the last issue. We strongly believe that the satisfaction of our readers and well wishers are the strength of our success.

Thiruvananthapuram
24.07.2014

V.Veerakumar
Executive Director



Letters

Krishnakumar . R.
Manager (HR), Rehabilitation Plantations,
Kulathupuzha, Kollam

Thanks for sending KILE NEWS of 3/2014. It is really excellent. Probably first of its kind in KILE. Please accept my congratulations and appreciation.

Subin Mathew,
Asst. Manager (HR), Technological Services
(Pvt.) Ltd. Kochi

I have accidentally come across the issue of the institute's publication, KILE NEWS (March- 2014) which was informative and useful for the budding professionals in the field of management and administration. I knew that Government of Kerala have enacted a new law for the recognition of trade unions in the industrial establishments in the State. This was new information for us who are looking for the solutions of trade union menace in the company. We would be grateful if you could include more details on the implementation of the said enactment and enlighten us on the procedure to be followed by the management for the recognition of trade unions in the establishment. I suggest more pages for the question answer session (Juris Consultus).

Soni. P. Saccariah,
2nd year MA Sociology, Distance Education,
Mahatma Gandhi University, Kottayam

Primarily, I would like to congratulate KILE for having decided to commence the publication of the KILE NEWS in a professional manner with informative articles written on the basis of research studies. It is very useful as it contained sociological articles from the veteran social scientists who have proven track records in this discipline. It would be highly appreciable if more such articles are included in future.

Anitha Krishna Mohan,
ABC Consultancy Services,
Thiruvananthapuram.

The magazine of the Kerala Institute of Labour and Employment seems to be a new venture. But lots of similar publications are available online and on print. Being an important training and research institute in Government, the readers are expecting more information on labour and employment in a regular periodicity. The article "Social Protection Arrangements for Women in the Informal Sector: The Case of sales Women in Textile Shops" by Dr. Manu Bhaskar and the legal column are praiseworthy. More statistics on labour and Employment Departments will provide more importance to it. An online version also could be tried. I wish the institute all success in its further improvement.

Letters to the editor may be sent to,

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IMPLEMENTATION OF RSBY/CHIS IN THE STATE OF KERALA



P. Sukumar,
Executive Director, CHIAK.

RSBY is a Health Insurance Scheme, sponsored by Government of India, for providing free and quality health care to the families falling under below poverty line (BPL) in the society.

The scheme promises treatment facility upto Rs. 30,000/- on paperless, cashless and floater basis to a maximum of five members in a family, for a period of one year through selected public and private hospitals with a prefixed medical and surgical rates for treatment in general ward as inpatient. RSBY do not cover OPD cases. Minimum period of 24 hour inpatient treatment is required for getting the benefit under the scheme. There are more than 1100 surgical procedures with prefixed rates. For medical cases, the rate for treatment in general ward is Rs. 500/- and that in ICU ward it is Rs. 1,000/- per day.

RSBY is operated through a smart card with a chip embedded in it. The readable zone of the card will carry the photo and name in English and vernacular language of the head of the family. The non-readable zone will have the name and address of all the other members in the family with a group photo of all the members in the family and impressions of their left and right thumbs.

The scheme is implemented through an insurance company selected through a tender process for a period of one year. The insurance premium is borne by the State and Central Government in the ratio 25/75. Govt pays the 75% of the premium in respect of BPL population as per Planning Commission norms (11.79 lakh families), MGNRE families who have worked for more than 15 days in the previous year, Street Vendors, Domestic Workers etc.

Three important features of RSBY are (i) there is no age limit for joining the scheme (ii) it covers existing deceases and (iii) a transport allowance of Rs. 100/- is being paid in cash to the patient at the time of discharge from the hospital. Maximum transportation allowance payable in a year is restricted to Rs. 1,000/-.

The scheme was announced by the Hon'ble Prime Minister during his Independence Day speech of 2007 and was launched in the State of Haryana

on a pilot basis during April 2008. Now 24 States all over the county are implementing the scheme. So far more than 325 million BPL families have been enrolled under the scheme and around 12000 hospitals extend treatment facilities to the RSBY card holders. Around 7 million persons have availed benefits under the scheme during the last five years. The Government of India proposes to cover the entire BPL families under the scheme before 2014-2015.

The scheme is implemented in the State as a universal health insurance scheme in which all the sections of the society can join without the difference of APL or BPL. Kerala is the only State with such a facility. As per Planning Commission norms the BPL population of Kerala is 11.79 lakh families. RSBY covers these families. As the BPL population of the State is over and above this figure by more than 10 lakhs, the State Government formulated its own Scheme for catering to the needs of these 10 lakhs population.



These two schemes are being jointly run under the banner COMPREHENSIVE HEALTH INSURANCE SCHEME (CHIS). A special purpose vehicle by name CHIAK (Comprehensive Health Insurance Agency Kerala) has been formed and entrusted with the task of running the scheme.

Insurance premium on the RSBY families is shared by the State and Central Governments in the ratio of 25/75 and for the State BPL of around 10 lakhs the entire premium is paid by the State Government. As far as the APL families who are interested in getting the coverage is concerned, will have to remit the entire premium by themselves. All these families will have to give a registration fee of Rs. 30/- every year. As per the scheme norms, this amount can be used by CHIAK for administrative expenses. As per Gol instructions, no new APL families are being enrolled under the scheme from last year, as it leads to adverse selection of beneficiaries.

The scheme RSBY/CHIS was launched in the State during October 2008. Step by step the implementation was extended to all the 14 districts of the State in the first year of implementation itself.

Various vital statistics relating to the implementation of RSBY/CHIS during first year and second year of implementation is furnished below.

Year	No. of families (In Lakhs)	Premium (In Crores)	No (In Lakhs)	Amount of claim paid (In Crores)
2008-10	11.78	51.27	1.64	56.00
2010-11	18.75	82.14	3.65	125.00
2011-12	28.12	210.00	6.99	211.00
2012-13	28.28	311.00	7.00	198.00
2013-14	29.68	218.00	5.00	198.00
2014-15	31.92	236.00	2.50	107.00

(up to September 2014)



The State Government proposes to extend the coverage for the seventh year (2015-16) to 35 lakh families by bringing the left out members of the various welfare fund boards, its pensioners, all SC, ST, and Fishermen families and workers of various unorganized sectors. Collection of the data of these families was made through Akshaya, a Government of Kerala undertaking set up for spreading e-literacy and e-governance, with Kendra's numbering around 2000 and spread all over the State.

A new scheme of providing treatment facility up to Rs. 70,000/- for critical illness like cancer, cardiac and renal to all the RSBY and CHIS card holder families was designed during 2010-11. This scheme, named as CHIS Plus was launched by the middle of February 2011. The coverage of CHIS Plus has been extended by including diseases relating to Liver, Brain and treatment of Accident Trauma care during 2012.

The implementation of RSBY/CHIS in the State has brought various awards and appreciations to the State from the Central Government continuously for the 1st, 2nd, 3rd, 4th and 5th years. The 1st year award was for the best scheme implementation. The second to 5th years were for maximum utilization percentage.

The claim money received by the Government hospitals can be used by them for creating infrastructure facilities to the hospital. There are around 160 Government hospitals and 140 private hospitals under the scheme in the State. All the Government hospitals above CHCs are empanelled under the scheme.

United India Insurance Company Limited, Chennai, was the insurer for all the first 4 years. Reliance General Insurance Company Limited is the insurer for the fifth year. As Reliance has agreed to run the scheme at the existing terms for one more year, Government has decided to extend the contract for implementing RSBY-/CHIS in the state the year 2014-15 also.



KNOW YOUR AUTHORITIES UNDER VARIOUS ENACTMENTS

1. Kerala Shops and Commercial Establishments Act, 1960

	Purposes / Services	Authority
1	<ul style="list-style-type: none"> • Registration of establishments • Renewal of registration of Estts. • Amendments to the application for registration / registration certificate • Issue of duplicate certificate of registration • Refund of fees • Complaints regarding the contravention / failure to comply with any of the provisions of the Act and Rules (Overtime wages, leave with wages, intervals for rest, spreadover, weekly holidays, Hours of work etc) • Inspections for ensuring the compliance of the provisions • Complaints in respect of non – maintenance of registers and records • Submission of returns • Notice of closure of establishments • Recovery of any sum required to be paid by any employer on account of holidays and leave 	<p>Assistant Labour Officer (Grade II) <i>(Competent Authority and Inspector appointed under sub- section (1) of Section 5A and sub section (1) of Section 25)</i></p>
2	<p>Appeal against the order of the competent authority refusing to grant or renew a registration certificate or cancelling or suspending the registration certificate <i>(Section 5B read with Rule 2F)</i></p>	<p>District Labour Officer (E) of the respective districts and District Labour Officers, Pathanamthitta, Idukki and Wayanad <i>(Appellate Authority appointed under Section 5B)</i></p>
3	<p>Exemption of establishments from the provisions of Chapter III <i>(Holidays and Leave) (Section 16)</i></p>	<p>Government (Labour Commissioner) <i>[Authority specified under Section 16]</i></p>
4	<p>Appeal against the dismissal of employees <i>(Sub- section (2) of S. 18 read with R.3)</i></p>	<p>Deputy Labour Commissioners <i>(Appellate Authority appointed under sub - section (2) of Section 18)</i></p>

KNOW YOUR AUTHORITIES UNDER VARIOUS ENACTMENTS

Watch this page

1. Kerala Shops and Commercial Establishments Act, 1960

	Purposes / Services	Authority
5	Appeal against the order of the Inspector under Chapter VI (Health and Safety) <i>(Section 23 read with Rule 7)</i>	Labour Commissioner <i>(Appellate Authority prescribed under Rule 7 for the purpose of Section 23)</i>
6	Permission for the use of Forms other than those prescribed in the rules <i>(Rule 11)</i>	Labour Commissioner or any other officer authorised by Labour Commissioner (District Labour Officer) <i>(Authorities specified under Rule 11)</i>
7	Exemption for the opening and closing hours of establishments <i>(Sub-section (2) of Ss. 10 and 33)</i>	District Labour Officers (E), District Labour Officers, Pathanamthitta, Idukki and Wayanad <i>(Authority appointed under Section 33 to exercise the powers under sub-section (2) of Section 10)</i>
8	<ul style="list-style-type: none"> ● Extending the applicability of Act to exempted persons or establishments ● Modification or cancellation of the Notification issued to exempted persons or establishments ● Temporary exemption from the provisions of the Act during Fairs and Festivals ● Permanent or temporary exemption from all or any of the provisions of the Act to any establishment or class of establishments in any area or persons or class of persons to whom this Act applies ● Exemption for weekly closing of shops and grant of weekly holidays ● Exemption for the employment of women and persons below 17 years of age before 6 a.m or after 7 p.m. ● Suspension of provisions of the Act during fairs and festivals ● To issue directions regarding the applicability of sub section (6) of Section 13 (Annual leave with wages) to any class of cases or in any particular area. ● Exemption of establishments from all or any of the provisions of Chapter III (Holidays and leave) ● Making of rules etc. 	Government / Labour Commissioner / District Labour Officer <i>(Authority authorised under Section 4, 5, 11 (1), 13(7), 16, 20, 25, 35, Rule 7 etc.)</i>

WOMEN ENTREPRENEURSHIP IN THE INTERNATIONAL CONTEXT- AN ASSESSMENT OF THE LITERATURE REVIEWS

Introduction:

Small and Medium Enterprises are the back bone of the Indian economy. As they exist in large numbers and employ many people in the country, their performance is worth an investigation. If there are successful enterprises, replicating the same in similar topography elsewhere would be easy and will augur well for the economy. The existence of MSME ministry under the Government of India itself indicates the importance attached to the same. According to the Government of India report, it is estimated that SMEs constitute as high as 90 per cent of enterprises in most countries worldwide and are the driving force behind a large number of innovations and contribute to the growth of the national economy through employment creation, investments and exports.



Dr.K.S.Chandrasekar

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The SMEs contribute heavily toward poverty reduction and wider distribution of wealth in the developing economies. Since the enactment of Micro, Small and Medium Enterprises Development Act 2006 (MSMED Act 2006) in India, SSEs, SMEs etc. are often referred to under the common term Micro, Small and Medium Enterprises (or, MSMEs in short). Of these three types of MSMEs, micro enterprises require the lowest level of investment and hence the most affordable for the new entrepreneurs, women etc. They have huge potential for equitable and balanced development for a nation like India.

Even though there are successful ventures created by men, women find it easy to set up micro enterprises as seen from the experience of Kerala. Women have been able to set up businesses which require a capital of less than Rs.10 lakhs and were able to successfully defend the same. Micro enterprise involves identification of innovative and creative activities suited to the specific environment in which the poor people are living, which try to solve the problems faced by the community and also by using the technological know how already available. Micro enterprise development is a means for empowering women, especially economic empowerment.

These Micro enterprises are carried out on a group as well as on an individual basis at the rural and urban areas in all 14 districts of the state. There are many aspects to women conducting a business in otherwise male territory. There are many areas which can be focussed by the women and that would not attract the attention of the men. The areas include: Food products, Textiles and Garments, Glass and Ceramics, Mechanical Engineering, IT and ITES, Rubber Products, Chemical, Plastic Paper and Paper Products, Fruit and Fruit-based Products, Service Activities and Miscellaneous activities. This paper throws light on the issues and challenges before the women entrepreneurs as quoted in the international literature.

Literature Review:

Wresch (1996) wrote that "the poor are excluded from much of the world's information and no one has even begun to outline a solution to the problem". According to him one of the biggest issues of the information age is that the rich get their information almost free, while the poor have to pay dearly for it.

Mansell and When (1998) developed a case that concludes that the countries that are better positioned to thrive in



And Inclusive Globalisation At Istanbul, Turkey During 3-5 June 2004. Some of the key findings of the conference were:

- Increase the ability of women to participate in the labour force by ensuring the availability of affordable child care and equal treatment in the work place.
- Incorporate a women's entrepreneurial dimension in the formation of all SME-related policies. This can be done by ensuring that the impact on women's entrepreneurship is taken into account at the design stage.
- Promote the development of women entrepreneur networks.
- Periodically evaluate the impact of any SME-related policies on the success of women-owned businesses and the extent to which such businesses take advantage of them.
- Good practices that are identified in this way should be disseminated and shared internationally. Women's entrepreneurship is taken into account at the design stage.
- Promote the development of women entrepreneur networks.
- Periodically evaluate the impact of any SME-related policies on the success of women-owned businesses and the extent to which such businesses take advantage of them.
- Good practices that are identified in this way should be disseminated and shared internationally.

the new economy are those that can rely on the following:

- widespread access to communication networks;
- the existence of an educated labour-force and consumers; and
- the availability of institutions that promote knowledge creation and dissemination.

This clearly suggests that developing countries are at a disadvantage in comparison to developed countries.

Aldrich and Sakano (1995) in a study of five industrial nations in the late 1980s have found that only 10 per cent of the people mentioned by men as being relied upon for advice and assistance were women. Nearly 40 per cent of the advisor networks of women business owners were women. Thus, men were involved in mainly similar gender networks, dealing almost entirely with other men, whereas women were involved in mainly cross gender networks, dealing mostly with men, but with a high proportion of women as well.

Sexton and Kent (1981) conducted a study comparing the characteristics of female entrepreneurs and executives. The study was conducted of 45 female executives and 48 female entrepreneurs. The results show that in terms of education, female entrepreneurs are

marginally less educated than female. For executives, it is their ability to work and for the entrepreneurs, it is their hard work and commitment to the job. Female Executives tend to be older and have demonstrated more job stability than female entrepreneurs.

Kaushalya Attygalle et al (2014) studied women entrepreneurship in five districts of Srilanka comprising 300 sample found that there is lack of awareness of business development services and the support extended by the Government. While when they want to expand their businesses, they are finding it difficult to get the necessary information. There are no gender sensitive training programmes given by the agencies. Marketing services need to be extended to them.

According to US census (2002), women owned and managed firms represent 28% of the 23 million firms (n=6.4 million) and they provide employment for 9.2 million people. That represents 9% of all employed in the private sector.

Austrian Economic model was developed based on the 2nd OECD Conference Of Ministers Responsible For Small And Medium-Sized Enterprises (SMEs) Promoting Entrepreneurship And Innovative SMEs In A Global Economy: Towards A More Responsible



Teoh and Chong (2007) conducted a study in Malaysia and found that women entrepreneurs faced a shortage of peer support networks compared with men. This is due to the fact that women may not join these associations as they might be overloaded with business and family responsibilities. This limits the women entrepreneurs' ability to seek informal advice and peer financing as well as the information networks needed for survival and growth. However, this might pose a challenge to women entrepreneurs in establishing networks which are helpful to the survival of their businesses.

Saul Estria and Tomasz Mickiewicz (2010) conducted a study which compares the impact of institutions on individual decisions to become entrepreneurs in the form of new business start-ups by males and females across 55 developed and developing economies between 2001 and 2006. They concluded that women are less likely to undertake entrepreneurial activity in countries where the government sector is larger, but the rule of law is not generally found to have gender-specific effects. Even though self employment is not affected, their larger role in gender specific countries is limited.

The Vietnam Women Entrepreneurs Council (2007) in their report on Women entrepreneurship in Vietnam quoted certain recommendations. They include facilitation between women's business clubs and specialized business development service providers. Gender training to equip women to better perform and conduct social marketing campaigns to attract more women into entrepreneurship. Gender equality issues need to be integrated into the programmes delivered to entrepreneurs. Helping women in registration of business is another activity needed in Vietnam.

Anna Johnsson and Sirikanya Kongsinsuwan (2008) did a comparative study on the Women entrepreneurship in Sweden and Thailand and concluded that they are similar in motivation of starting the business in term of pull factors, such as need for independence, want to be one's own boss, need for autonomy, and want for self-achievement.

Learning from the literature in the international context that were collected include:



1. Women need to undertake entrepreneurship to create more micro enterprises.
2. Women would perform better as micro entrepreneurs.
3. Women require administrative capability for successfully running the enterprises.
4. Marketing capabilities of women are innate and requires more push.
5. Women entrepreneurs are not aware of nuances of marketing.
6. Women entrepreneurs require marketing training by government agencies.
7. From the history of women entrepreneurship, it is gaining momentum in Kerala.
8. The subsidy component of the government drives these micro enterprises.
9. Social, political, economic and legal aspects drive the micro enterprises.
10. Manufacturing clusters may be formed by governments to provide support to these micro enterprises

Conclusion:

It can be seen that the literature has thrown open the fact that in spite of developing or developed countries, the women require a push factor in their quest for entrepreneurship and the gender training is needed. In most of the countries, it is the subsidy component given by governments that actually make the women venture into entrepreneurship. More studies are now being seen in terms of the effectiveness of women as entrepreneurs.

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2012 -

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18	Sri. M. SIVADAS	08.11.1996 - 28.05.1997
19	Sri. A. ABDUL KAREEM	28.05.1997 - 01.05.2001
20	Sri. S.MUHAMMAD NAJEEB	11.05.2001 - 27.07.2005
21	Sri. K.V. MOHANDAS	27.07.2005 - 31.01.2008
22	Smt. JAYA WILSON	29.02.2008 - 06.07.2009
23	Dr. A.K SHRIHARI	06.07.2009 - 09.06.2013

24 Sri. V. VEERAKUMAR

24.06.2013 -



Dr. D. Muraleedharan,
Aneesh B

WORK- LIFE BALANCE AND ITS IMPACT ON THE MENTAL WELL-BEING OF EMPLOYEES: CAUSES, CONSEQUENCES AND REMEDIES.

Work-life balance is about creating and maintaining supportive and healthy work environments, which will enable employees to balance between work and personal responsibilities and to strengthen loyalty and productivity. Today's workers have many competing responsibilities such as work, children, household duties, volunteering spouse and elderly parent care. All these activities initiate stress on individuals, families and communities in which they reside. Work-life conflict is a serious problem that impacts workers, their employers and communities. It seems that this problem is increasing over time due to reason like high female labour participation, increasing number of single parent families, the predominance of the dual-earner families and emerging trends of unemployment and globalization.

Stress is often developed when an individual is assigned with a major responsibility without proper authority and delegation of power. Work-family balance is associated with quality of life when there is substantial time to

distribute across roles. There is also evidence for positive relationships between social support received from the family and career success, career development and work satisfaction. The separation of work life from family life has existed since Industrial Revolution. As conceptualized, work and family life are separate domains having no bearing on each other, however, it is now recognized that domestic identities and responsibilities sometimes spill over the workplace and that organizational identities and responsibilities often cross into family life.



Job satisfaction is a term referred differently by different researchers. Job satisfaction is the job-related reaction of an employee's emotional wellness. Employee's positive attitude towards job increases productivity of an organization. Balancing the demand of work and family life are associated with employee's physical and mental health. Job satisfaction can be increased by implementing work-life balance policies and by reducing conflict between work and family. Job satisfaction creates confidence and loyalty among employees and ultimately improves the quality of output. Work environment has to be designed in such a way that employees can reach their full potential of growth and thereby enjoy job satisfaction.

Work life balance and younger generation

According to Kathleen Gerson, Sociologist, young people "are searching for new ways to define care that do not force them to choose between spending time with their children and earning an income" and "are looking for definition of personal identity that do

not pit their own development against creating committed ties to others". Young adults believe that parents should get involved and support the children both economically and emotionally, as well as share labor equally. They do not believe in work-life balance as it is not possible and think that it is dangerous to build a life dependent on another when relationships are unpredictable. They are looking for partners to share the house hold work and family responsibilities and to work together. They argue that women should have jobs before marriage, for better life and to be

happy in married life. Young people do not think that their mother's generations were lived in unhappy and powerless because they were economically dependent.

Work life balance and women

Today many young women are there, who do not want to just stay at home and do house hold work, but want to have careers. A survey conducted in 2010 in U.S revealed that about 64% of mothers whose youngest child was under age of six, and 77% of mothers with a youngest child in the age group of 6-17 were employed, indicating that majority of women with dependent care and responsibilities do not wish to give up their careers. Women are increasingly interested being represented in the work force and to face challenges so as to balance work and family life. In today's competitive environment one can see the phenomenon that both domestic labour and market labor compete each other for efficient utilization of time and energy.

Guest (2002) proposes that achieving a work-life balance can lead to personal satisfaction in both domains and can take forms of work satisfaction or life satisfaction. The overall satisfaction with work and life can lead to a healthy mental state and well being. Dissatisfactory experience with work and family life may lead to stress and illnesses that hamper the overall well-being of an individual. A balance between work and family life can augment the behavior and performance of an individual at workplace and in the family and an imbalance can deteriorate the performance and aggravate the negative behavior. Higher work-family balance was positively associated with job satisfaction. Individuals with a higher work-life balance are found as more satisfied with their marital and family relations.

Gender based problems

Since time immemorial, despite the vast cultural and historical richness of our country, women are considered 'less capable than men where labour is concerned. Of course, the reasons are cultural and socio-economic. Firstly, women are not considered physically fit for labour, and are often relegated to menial tasks. This deprives them in not getting adequate compensation. Secondly, physical activity continues beyond working hours, depriving them of rest. Therefore, it is hard for women to actually come out of this vicious cycle in which they are trapped, simply because of their gender. The challenge is to adopt change to change the mindset of the society which still sees women laborers more as beasts of burden.

However, there has been some progress in this issue with active government intervention. In many established organizations and industries even in the private sector, gender is not a matter of concern for employment and neither women employees nor laborers are discriminated for pay or opportunity. Many socially aware business houses like Tata's; gender equality is considered an important aspect of their business policy and hence they ensures equal opportunity for all, irrespective of caste, creed, gender, religion, nationality or ethnicity.

Work life balance and gender

Work-life conflict is not a gender-specific issue. The Center for American Progress states that 90 percent of working mothers and 95 percent of working father's reports work-family conflict. The social norms related to each gender, men and women handle the issue of work-life balance differently. Organizations can play a vital role to deal the issue of work-life balance. Some organizations have taken proactive measures in providing programs and initiatives to help their employees to cope with Work-life balance. As a macro structure, the organization maintains the locus of power and organizations, through its structure, practices, symbols and discourse, create and reproduce dominant ideologies- These ideologies is what drives organizational power and creates organizational norms. Work- life conflict is a problem developed from organizational norms and ideologies.

The reality of what employee's experience, specifically in relation to work-life balance, is the result of power operating on them through ideological controls." Many organizations view the ideal worker as one who is "committed to do their work above all else". "Ideal workers" are those who demonstrate extra-role behaviors which are seen as positive attributes. Alternatively, those who divide their time between home and work place are seen not as dedicated to the organization. As research has shown, a manager's perception of a subordinate's commitment to the organization is positively associated with the individual's promotability. Hoobler et al.'s (2009) revealed this through their finding of commitment to" commitment-to-promotability likelihood theory".

The following tables reveal the relationship between work and life and the causes and consequences of work-life balance.



Nature, causes and consequences of work-life balance

Determinants	Nature of the balance	Consequences/impact
<i>Organizational factors</i>	<i>Subjective indicators</i>	
Demands of work Culture of work Demands of family Culture of family	Balance-equal-emphasis Home and work Balance-home central Balance-work central	Work satisfaction Life satisfaction Mental health/well-being Stress/illness

Guest (2002)

The determinants of work life balance have been classified into organizational and individual factors. The organizational and individual factors are further classified into "work demands-culture" of work and "family-demand-culture" of home. Additional categories of determinants namely social and cultural factors that were not accounted in the Guest (2002) model of analysis of work-life balance are also explained as they may have an influence of the work-life balance of individuals. The findings from an Indian study on success factors (shah,2010) revealed that work-life balance as one among the most important success factors for career advancement for male and female managers in the Indian context.

Work-life conflict

Of the entire job factors that influence work-life, the strongest and most consistent predictor is the time spend by the employee in the work place. The higher levels of work-to-family conflict reported by managers revealed work-life conflict as a function of their longer working hours. Other reasons include; job security, support from one's supervisor, support from co-workers, work demands or overload, work-role conflict, work-role ambiguity, job dissatisfaction, and extensive use of information communication technology etc.

Most employees identify with not only the organization, but also with other facets of their life (family, children, religion, etc.). Sometimes these identities align and sometimes they do not. When identities are in conflict, work-life imbalance takes place.

Organization members must identify with work so that they can align themselves with the area in which they operate to avoid conflict and stress.

The Negative Effects of Work Life Conflict

Long working hours and highly stressful jobs, not only hamper employees' ability to harmonize work and family life but also leads with health risks, such as increased smoking and alcohol consumption, weight gain and depression. Work life conflict has been associated with numerous physical and mental health implications. A review of these positive and negative job satisfaction factors has to be analyzed by many organizations so as to understand the costs incurred due to frequent employee departure and other related labour agitations. High rate of labor turnover is an important factor that reduces the volume of profit in organizations. Employees, especially the younger generations faced with long hours of work, due to the increasing pressure of competition and globalization are beginning to demand changes from their employers. Also, people in the employee segment working longer hours now than in the past also demands different work arrangements to accommodate their life style needs.

Current Practices to resolve the problem.

Employers are becoming increasingly aware of the cost implications associated with over-worked employees such as: higher operating and productivity costs, higher rates of absenteeism, lack of punctuality, low commitment, poor performance etc. As the

commitment, poor performance etc. As the part of the management programme to resolve these issues five main areas were identified by them to give more emphasis on these factors with a view to attain the following objectives. They are the following;

- To make high return on investment
- To reduce the cost of recruitment and retention of employees
- To make legislations
- To reduce total costs
- To renovate union regulations.

A wide variety of practices are there, currently being used by the management to help employees achieve work-life balance. It is important to note here that some work-life balance programs helps employees to handle stress more effectively now than in the past, while other programs helps them to reduce the absolute stress levels by rebalancing work life. A growing number of employers have implemented wellness programs and pay for employees' gym membership fees as part of benefit packages. Some companies invite fitness trainers and yoga instructors into the office to hold lunchtime sessions.

Others undertake initiatives to improve employees' healthy eating habits along with stress management programs which include arrangement of family get together programmes, yoga classes, counseling, as well as bringing in registered massage therapists to provide wellness services to their employees. Many employers are offering longer vacation periods per year than the mandatory period imposed by legislation. Additionally, some compa-

nies started to offer "flex" days for their employees. Interestingly, a significant factor identified here is that the sick days of the employees were reduced a lot, as the workers are "entitled" to more holidays in a year than the mandatory period. Human resources policies can also be used to improve work-life balance by providing weekly off instead of overtime pay arrangements. In addition to that by providing a limited number of days of paid leave per year for child care, elderly care, to resolve personal problems and for weekend programmes can also be tried to resolve these issues.

Normally some issues will arise when employees have long work hours and lack of sufficient interactive-time to spend with other fellow beings and enough time not being available to address the clients issues. These matters can be resolved by discussing it with supervisors and through informing clients and other employees about their hours of availability. Besides these, firms may need to reduce the amount of work given to each employee. For this the firms can take appropriate steps for reengineering the present work schedule and hire the services of new people for job sharing.

Conclusion

Evidence suggests the need for improvements in people friendly management practices, especially in work time and work location flexibility for increased work-life balance. Work-life balance programs have been demonstrated to have an impact on employees in terms of recruitment, retention/turnover, commitment and satisfaction, and in reducing accident rates. It is clear that problems caused by stress and work-life conflict have become major concerns to both employers and employees. Symptoms of stress are manifested both physiologically and psychologically. Persistent stress can result cardiovascular disease, sexual health problems, a weaker immune system and frequent headaches, stiff muscles and backache. It can also result in poor coping skills, irritability, jumpiness, insecurity, exhaustion, and difficulty in concentrating. By framing innovative, dynamic and labor centered policies employers can boost employee's morale and the level of their job satisfaction, to maintain higher levels of work-life balance, so as to develop a team of committed and dedicated labour force.

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The History of Trade Union Movement in Kerala



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NUMBER OF STRIKES, LOCKOUTS, LAYOFFS AND MANDAYS LOST - 2012-2013 & 2014



		2012	2013	2014
S T R I K E	PENDING	7	8	11
	AROSE	13	10	5
	TOTAL	20	18	16
	MANDAYS LOST	1,80,709	2,68,947	94,021
L O C K O U T	PENDING	13	10	10
	AROSE	6	1	0
	TOTAL	19	11	10
	MANDAYS LOST	3,16,851	3,53,002	2,91,964
L A Y O F F	PENDING	4	2	4
	AROSE	3	2	8
	TOTAL	7	4	12
	MANDAYS LOST	52,574	26,691	68,337

Courtesy : The Economic Times

KILE GOING Online

The construction of new interactive website of KILE is in Progress



Avakasha Radham

and

Vijnana Radham

INNOVATION IN AWARENESS BUILDING

V. Veerakumar,
Executive Director, KILE

The activities of KILE are the backbone of its success. Every year KILE undertakes a number of programmes aiming to the overall achievement of its objectives. Among other things, average forty regular programmes conducted as per the annual calendar determines its performance in a year. Unlike from past years, KILE changed the trajectory of its activities and programmes in 2014-2015 with a view to widen its scope and thereby affirm the presence of it in the State. The 'Avakasha Radham' and 'Vijnana Radham' are splendid schemes and a new step in the awareness building programmes. These are tailor made programmes for creating awareness on the legal rights of the migrant workmen under various labour enactments and career opportunities for the +1 and +2 students and their parents.

The migration of labour from place to place for employment or livelihood is not an alien trend in the history of labour movement. It is significant from time immemorial. As such the migration of labour into the employment sectors in the State need not be viewed as a new phenomenon. The factors including geographical, economical, labour demand and supply etc. have persuaded the



workers for their migration. The recent massive migration of workers to the State is a new phenomenon. Their flow increases day by day.

There is no official statistics available on the number of migrant workers in the State but a recent statistical study conducted by the Gulathi Institute of Finance and Taxation (GIFT) for the Labour and Skills Department, Government of Kerala has reported that more than 25 lakh migrant workers are employed in the State. It further says sixty per cent of them are employed in the construction industry. However their presence is also signif

icant in service sector, agricultural sector and other industrial sectors like steel, plywood, cashew, fish peeling and curing. The engagement of workers as domestic servants is a new trend.

These workers are mainly from Uttar Pradesh, West Bengal, Bihar, Orissa, Assam etc. They are generally recruited by contractors from these States and supplied to the principal employers in the State who prefer to have migrant workers for employment due to various reasons including the shortage of unskilled labour, low wages, lack of unionization, nomadic nature etc.

The presence of the contractors cannot be easily recognized in most cases. They will be out of picture so as to evade from the legal obligations cast upon them. But they retain the control over these workers from behind the curtain. The other sources of recruitment of these workers are the peer groups, family members, co-workers etc. Whatever may be the source of recruitment a common factor behind the employment of migrant workers is the high demand and low wages.



Percentage distribution of migrant workers in various employments in the State

Occupation	Sector of Employment							Total
	Agriculture	Construction	Hotel & Restaurants	Manufacturing	Trade	Others	Not reported	
Carpenter	-	0.54	-	0.14	0.14	0.81	0.14	1.90
Electrician	-	-	0.14	-	-	0.14	0.14	0.68
Mason / Flooring	-	3.54	-	-	-	-	0.14	3.68
Salesman	0.14	0.27	0.14	-	0.14	-	-	0.68
Tailoring	-	-	-	0.14	-	0.27	-	0.41
Skilled work	0.14	10.61	0.54	3.13	0.14	3.67	0.27	18.50
Unskilled work	2.04	43.40	5.44	4.22	1.36	11.56	1.50	69.52
Others	-	4.91	0.54	0.67	-	0.15	-	2.45
Not reported	-	0.27	0.14	0.14	-	0.68	0.95	2.18
Total	2.31	60.00	6.94	8.30	1.77	17.55	3.13	100



The percentage distribution of the workers based on their origin of State as per the report is West Bengal (20%), Bihar (18.10%), Assam (17.28%), Uttar Pradesh (14.83%), Orissa (6.67%) and others (23.13%).

The presence of migrant workers in many employments is significant. In many instances it exceeds the number of domestic workers employed. The percentage distribution of the workers in different employments as revealed in the report is furnished below.



A general opinion among the public is that the reason for the present deplorable conditions of the migrant workers is mainly due to the absence of sufficient law to protect their service conditions in their employment. It is not the reality. The working conditions of the migrant workers in the country are regulated by the Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (Act 30 of 1979) (ISMW Act). As per the provisions of the Act the contractors should obtain a recruitment license from the State from where the workers are recruited (*Originating State*) and an employment license from the State where they are employed (*Recipient State*). Besides, the provisions in the Act also ensure the protection of the enactments like, Industrial Disputes Act, 1947, Employees Compensation Act, 1923, Minimum Wages Act, 1948, Payment of Wages Act, 1936 etc. to the migrant workmen. The contractor and the principal employer are liable for ensuring the provisions envisaged in the ISMW Act as immediate employer and the principal employer respectively. Though there were difficulties to implement the Act effectively, due to the nature of implementation dealt with by more than one State, it could provide protection to a certain extent to the interstate migrant workmen in their employment. The verdict of the Hon'ble Supreme Court of India pronounced in *Damodar Panda (Dr.) etc. v. State of Orissa etc.* CLR SCLC 1981- 90 Vol.IV, 509 inter alia stipulated certain conditions to overcome the difficulties encountered in the implementation of the Act, had made the situation practicable for the effective enforcement by the authorities in the recipient State. For instance, the extensive recruitment of women workers from Kerala for employment in the fish peeling industries in Gujarat, West Bengal, Orissa, Uttar Pradesh etc. and their widespread exploitation in these States in the nineties were effectively curtailed by the strong intervention of the Labour Department in the State.

The widespread exploitation of these workers in all walks of their life have created hue and cry from various quar-

ters and that persuaded the Government to promulgate a social security scheme viz. The Kerala Migrant Workers Welfare Scheme, 2010 and to appoint the Building and Other Construction Workers Welfare Board as the nodal agency for its implementation. Ten Crores have been initially allocated for the implementation of the scheme. It was a maiden attempt from a State, formulating a social security scheme for the migrant workers at par with the domestic workers. The inadequate publicity of the scheme and illiteracy, language barriers, nomadic work culture of the workers etc. did not allow the scheme to take up as expected. This has further inspired the Government to earmark lakhs of rupees for conducting awareness programmes and medical camps for the migrant workers under the Plan scheme of the Labour Department. The 'onam kit' given to the migrant workers during Onam festival and the newly proposed short stay home for migrant workers are other significant efforts in providing social security protection to them.

As part of the Plan implementation, Labour Department have organised awareness programmes for migrant workers all over the State. During the previous years KILE have also associated with the Department in conducting these programmes in many Districts.



In 2014-2015, KILE as part of its new initiatives streamlined a new scheme by introducing a special purpose vehicle viz. "Avakasha Radham" which would reach out to the targeted workers in their work sites, residential places, entertainment places, market places, railway/bus stations etc. and provide awareness on their rights and entitlements under various labour enactments and other schemes promulgated for their social security.

In the work sites the mobile unit will go generally at the time of intervals or after their normal working hours, without affecting their work schedule. In the residential areas, the mobile unit will go only in the evenings and holidays when the workers are free. The mobile unit would be equipped with diverse tools / equipments to be used in the appropriate situation. The other important aspect of the scheme is the aids / tools proposed to be used in the programmes including brochures and pamphlets will be prepared in their own languages and in a user friendly manner. A short duration documentary, role plays and audio visual aids portraying their rights will also be used for the purpose. The proposed languages for the use in this programme are Hindi, Bengali and Oriya / Assamees etc.

A *'Paraathipetti'*, specially designed box would be carried in with the Avakasha Radham wherever it goes and in which the workers can submit their individual grievances regarding their employment, in their own language and that will be translated to either in English or in Malayalam by KILE and forwarded to the concerned authorities for necessary action. KILE will also help the workers in its follow up if required.

The medical camps are the other component of the Avakasha Radham . This will be organized with the cooperation of the Director, Health Services (DHS) / National Rural Health Mission (NRHM) in places wherever possible. Health cards will be arranged to the workers who have attended the medical camp.

The content of the awareness programmes in developing the tools and aids will contain the information specifically to provide or to highlight following aspects.

- Rights under various labour enactments including the minimum wages payable in the major employments where the migrant workers are ordinarily employed.
- Provisions of the Kerala Migrant Workers Welfare Scheme, 2010 including the enrollment, eligibility criteria, benefits available etc.
- Other proposed schemes for the migrant workers
- The name and addresses of the authorities in respect of their place of employment / residence for raising their issues including the non-payment of minimum wages during employment and in distress
- Health tips for their day to day life
- Safety tips for their safe work etc.

'Vijnjana Radham' is another allied scheme specially designed for creating awareness on the career opportunities for the +1 and +2 students and their parents.



This is also designed as a reach out programme . The vehicle will go to the schools on pre - assigned days with all available infrastructure facilities for the purpose. Eminent professionals in the area will be made use of in the programmes. A specially designed hand

book also will be prepared and supplied to the students free of cost.

There is no doubt that if these flagship schemes are successfully carried out it would be one of the landmark achievements in the history of KILE.





PROGRAMMES

The programmes organized as per the calendar of programmes prepared as part of the annual activities of KILE, 2014-2015 conducted during the period April - June are included in this issue of the magazine. The significance of the programmes of this year includes innovative as well as specialized programmes for new employment sectors. A brief description and few photographs in respect of these programmes are included in the coming pages.

Safety in construction industry

As various developmental activities are going on in large scale in the State, construction industry is significant in terms of its contribution in the economic development and employment generation. No official statistics is available in respect of the number of workers employed or engaged in this industry in the State. However, it is estimated that more than thirty lakh workers including migrant workers are employed in this sector. Considering the number of workers engaged, use of high-tension / heavy equipments,

engagement of women and unskilled labour, poor supervision and various other factors, employment accidents are a common phenomenon in this sector. If the words of the NGOs are believed every day atleast one death occurs in this industry. Considering these aspects KILE decided to conduct awareness programmes on safety measures for the stakeholders in the industry.

The State level inauguration of the programme was organized in Ernakulam where the major projects including the Cochin Metro Rail project are underway. This was held at Government Guest House, Ernakulam on 14.05.2014. It was inaugurated by Sri. Hibi Eaden, MLA in a remarkable



function chaired by Sri. Philip Joseph, Chairman, KILE in the presence of the representatives of the prominent trade union leaders in the sector. Sri. K.K. Ibrahimkutty, State Secretary, INTUC, Sri. B. Hamsa, General Secretary, District Construction Workers Union, CITU, Adv. Murali Madhacode and Sri. Salim . G. Modayil, Executive Council Members, KILE have felicitated the programme. Sri. V.Veerakumr, Executive Director, KILE and Sri. P.G. Asokakumar, Fellow (Labour) have



delivered the welcome address and the vote of thanks respectively.

The technical sessions in the seminar were handled by Dr. George-Mathew, Associate Professor, Cochin University for Science and Technology (CUSAT), Kochi and Sri. Sooraj Krishnan, Senior Inspector and District Officer, Factories and Boilers Department, Govt. of Kerala and Sri. Harikumar, District Labour Officer (Enforcement), Kannur.





Safe DRIVING

Southern Region

This is one of the new programmes organized by KILE as part of its new initiatives to extend its activities to more employment sectors and thereby enhance the number of beneficiaries to be covered. Consequently, the Southern Region programme was organized in Thiruvananthapuram at Hotel Mascot on 30.05.2014. It was inaugurated by Sri. K. Padmakumar, Additional Director General of Police in an august function presided over by Sri. Philip Joseph, Chairman, KILE. Sri. K. Ajith, Superintendent of Police (HQ), and Sri. P.K. Steephon, Senior Deputy Regional Transport Commissioner have delivered the key note addresses. Adv. Murali Madanthacode, Sri. Salim. G. Modayil, Executive Council Members, KILE and Sri. Tomy Cyriac, Chief Consultant, Rapid Railway Transit System (RRTS), Govt. of Kerala have delivered the felicitation speeches. Sri. V. Veerakumar, Executive Director, KILE and Sri. P.G. Asokakumar, Fellow (Labour) have delivered the welcome speech and the vote of thanks respectively.



The technical sessions in the seminar was handled by Sri. K. Vineesh, Assistant Motor Vehicle Inspector, Regional Transport Office, Attingal, Thiruvananthapuram and Sri. V.V. Sasikumar, Senior Consultant, NATPAC, Thiruvananthapuram.

There were 119 drivers from the industry representing private bus drivers, K.S.R.T.C, autorickshaws, department and establishments like schools, colleges etc. have attended the programme.





The second seminar in the series was conducted on 21.06.2014 in Kottayam at Hotel Orchid Residency. The programme was inaugurated by Hon'ble Minister for Forests, Environment, Transport, Sports and Cinema Sri. Thiruvanchoor Radhakrishnan in a remarkable function presided over by Sri. Philip Joseph, Chairman, KILE. The key note addresses were delivered by Sri. Tomy Cyriac, Chief Consultant, Rapid Railway Transit System (RRTS) and Sri. P. Krishnakumar, Deputy Superintendent of Police (Narcotic Cell), Kottayam. Sri. M.P. Santhoshkumar, Chairman, Municipality, Kottayam, Sri. Salim G. Modayil, Member, Executive Council, KILE, Sri. P.J Varghese, District President Motor Mechanic Workers Union (CITU), Sri. Sabu Puthuparambil, District President Auto, Taxi and Goods Drivers Union (INTUC), Sri. P.K. Sureshkumar, District Joint Secretary, Motor Engineering Mazdoor Sangh (BMS), Sri. B. Ramachandran, District President, Private Engineering Workers Union, Sri. P.K. Anandakuttan, Vice President, N.C.P. Sri. Tomy Moolayil, District President, KTUC, Sri. Aziz Kumaranalloor, District President, STU have delivered the felicitation addresses. Sri. V. Veerakumar, Executive Director, KILE and

Safe DRIVING Central Region

Sri. P.G. Asokakumar, Fellow (Labour), KILE have delivered the welcome address and vote of thanks respectively.

The technical sessions were handled by Sri. Adarshkumar. G. Nair, Joint Regional Transport Officer, North Paravoor, Emakulam and Sri. T.V. Sasikumar, Consultant, National Tran



sportation Planning and Research Centre (NATPAC), Thiruvananthapuram. There were 156 drivers from the industry representing private bus drivers, K.S.R.T.C, autorickshaws and establishments like schools, colleges etc. have attended the programme.



Workshop on **CAG's** Audit



In continuation of the workshop conducted last year KILE organized a similar workshop on CAG's Audit for the officers of the Labour and Skills Department including the officials of the Welfare Fund Boards on the premise of the high demand from the officers belonging to the Central Region, KILE organized the second workshop on the CAG's Audit on 18.05.2014 at Government Guest House, Ernakulam. It was inaugurated by Sri. Philip Joseph, Chairman, KILE in the function presided by Sri. A.S. Sasiprakash,



Regional Joint Labour Commissioner, Ernakulam. There were ninety two officers from the departments and Welfare Fund Boards have attended the workshop. Sri. V.Veerakumar, Executive Director, KILE and Sri. P.G. Asokakumar, Fellow (Labour) have delivered the welcome speech and the vote of thanks respectively.

The sessions in the workshop were handled by Sri. V. Suresh and Sri. S. Prasanth, Assistant Audit Officers belonging to the office of the Principal Accountant General (G&SSA), Thiruvananthapuram.





Workshop on the preparation of handbook on Labour Laws

Years back the publicity wing of the Labour Department had published a handbook on labour laws in Malayalam but it was not revised and published further. Since then there were high demand for a similar Malayalam publication to fill up the gap occurred due to this. At this instance KILE decided to undertake this task with a view to enhance our service delivery of its key beneficiaries, the working class people.

As part of the process KILE organized a workshop of the selected officers of the Labour Department who



have shown personal interest to join the movement of KILE, on 15.05.2014 for the preparation of a handbook on labour laws in Malayalam ("Njanum Ente Thozhil Niyamangalum") for the workers and public in general. It was conducted at Renewal Centre, Kaloor, Ernakulam. The workshop was inaugurated by Sri. V. Veerakumar, Executive Director, KILE.

Sri. P.Valsalakumar, Assistant Labour Officer has presided over the workshop. Sri. P.G. Asokakumar, Fellow (Labour) has welcomed the participants.

In the workshop consensus was brought out regarding the preparation of the handbook and its contents. Seventeen officers from the Labour Department have attended the workshop.



Sponsored Programmes



The programmes conducted in this category are the "Employment Orientation Programme for Scheduled Castes and Scheduled Tribes in Kerala" organized as part of the KILE - ODEPC programme in the districts of Kozhikode, Wayanad, Malappuram and Palakkad. The participants were the job aspirants belonging to the Scheduled Castes, Scheduled Tribes in the State. Sri. Saju.S.S. Senior Fellow (in charge) was the Course Director for these programmes.

The programme in Kozhikode district was conducted at Marina Residency on 23rd and 24th May, 2014. It was inaugurated by Sri. Muhammed Kutty, Chairman, ODEPC . Sri. K.M.Sunil, District labour officer has presided the function.





Sponsored Programmes

The programme in Wayanad district was held on 26th and 27th May, 2014 at Hotel Green Gates, Kalpetta. Ninety Six persons have attended the programme. The programme was inaugurated by Sri. V.K. Sebastin, District Employment Officer in the function presided by Sri. K.Suresh, Asst. Labour Officer, Kalpetta. There were 96 participants in the programme.



The programme in Malappuram district was conducted on 28th and 29th May, 2014 at Hotel Soorya Residency, Malappuram. It was inaugurated by Sri. P. Narayanan, District Employment Officer in the function presided by Sri. O. Pradeepkumar, Dist. Labour Officer. There were 96 participants in the programme.



In Palakkad district the Overseas Employment Orientation Programme for Scheduled Castes and Scheduled Tribes in Kerala were held on 30th and 31st May, 2014 at Hotel Tripenta, Malampuzha. The Inauguration of the programme was made by Sri. O. Bhaskaran, Deputy Labour Commissioner, Palakkad, in the function presided by Sri.Sureshbabu, Dist. Employment Officer. Ninety three job aspirants have attended the programme.

Resource persons of the programme

The resource persons for the programme were the best available faculty for the respective area / subject. They are

Interview Skills -

Prof. Samson Thomas,
Associate Dean,
Marian International Institute
of Management, Kuttikanam.

Soft skills for Employability -

Dr.R.Prakash,
National Trainer, DoPT,
Government of India.

Visa formalities -

Sri.Mohammed Kakkad,
Guest Faculty, NORKA

European Safe Migration -

Smt. Anju. T. Raju,
Guest Faculty, NORKA

Communication Skills for Overseas Employment -

Sri. Vinod. A.R.,
National Trainer,
JCI University

Leadership Development Programme-

Sri. Ajith Menon,
Humen Resources Trainer





Juris Consultus

This is a special column through which the answers to the questions on law relating to labour legislations implemented in the State received from the readers if any will be published along with other matters on labour and employment. This include new enactments, rules, schemes, latest case laws from Supreme Court and High Courts, notifications, amendments to the existing Acts, rules etc. Readers may either send the questions to

kile_fm@gmail.com or Executive Director,
Kerala Institute of Labour and Employment (KILE),
Thozhil Bhavan, Thiruvananthapuram - 695033.

The column is handled by Sri. V.Veerakumar, Executive Director, KILE

1. Award of an Industrial Tribunal constituted under the Industrial Disputes Act, 1947 cannot be judicially reviewed by Administrative Tribunal.

An Industrial Tribunal's award cannot be put to judicial review before the Administrative Tribunal constituted under Section 4 of the Administrative Tribunal Act, 1985.

In a case came up before the Hon'ble High Court of Kerala it was held that the Central Administrative Tribunal constituted under the Administrative Tribunal Act, 1985, did not and cannot have the authority, in law, to visit an Award passed by the Industrial Tribunal under the Industrial Disputes Act, 1947; which could, at the best, be challenged only by invoking the supervisory jurisdiction of the jurisdictional High Court.

While examining the merits of the case filed by a widow of an employee in the Southern Railway challenging the decision of the Central Administrative Tribunal dismissing her application for retrial benefits due on account of her late husband, the Division Bench of the Hon'ble High Court of Kerala held that "we are of the firm view that the Central Administrative Tribunal Act, 1985, did not and cannot have the authority, in law, to visit an Award passed by the Industrial Tribunal under the Industrial Disputes Act, 1947; which could, at the best, be challenged only by invoking the supervisory jurisdiction of the jurisdictional High Court. An Industrial Tribunal's award cannot be put to judicial review before the Administrative Tribunal. Section 17(2) of the Industrial Disputes Act, 1947 specifically provides that the Award published under sub-section (1) of Section 17 shall be final and shall not be called in question by any Court in any manner whatsoever. This is subject only to Section 17A which provides limits as to time and other factors for publication of Award and modification by appropriate Government. This means that an Administrative Tribunal constituted under Section 4 of the Administrative Tribunal Act, 1985 has no jurisdiction to visit the Award

under the Industrial Disputes Act. The jurisdiction exercisable by the High Court under the Constitution of India, to visit an Award passed under the Industrial Disputes Act, is not at all available to an Administrative Tribunal. The Court found that in the constitutional and jurisdictional context, in terms of the Administrative Act, 1985, it is non est and void."

[*Deenamma Cherian v. Union of India and others*, 2014 LAB.I.C. 1389 (Ker-DB)].

2. Whether an employer is entitled to exemption from paying Cess under the Building and Other Construction Workers Welfare Cess Act, 1996 (Act 28 of 1996) when no similar Cess levied upon him under any corresponding law in force in the State?

Unless a similar Cess was already levied and payable under any corresponding law in force in the State as prescribed under S. 6 of the Building and Other Construction Workers' Welfare Cess Act, 1996 (Act 28 of 1996) an employer is not entitled to be exempted under the Act.

The Malabar Hotel Management and Catering Promotion Trust, Calicut approached the Hon'ble High Court of Kerala through a writ petition for exempting them from the payment of Cess payable under the Building and Other Construction Workers' Welfare Cess Act, 1996 (Act 28 of 1996) after Central Government rejected the application for the same wherein the Court held that "unless a similar Cess was already levied and payable under any corresponding law in force in the State of Kerala as prescribed under Section 6, the petitioner cannot claim exemption. Since the petitioner has not suffered any such Cess levied and payable under any such corresponding law, he is not entitled to exemption."
[*Malabar Hotel Management and Catering Promotion Trust, Calicut v. The District Labour Officer, Wayanad and Others*, 2014 LAB.I.C. 1804]



3. The practice of giving oral directions / instructions by the administrative superiors, political executive etc. would defeat the object and purpose of RTI Act and would give room for favoritism and corruption. Recording of instructions, directions is necessary for fixing responsibility and ensure accountability, in the functioning of civil servants and to uphold institutional integrity.

In a landmark decision in *T.S.R. Subramonian and others v. Union of India and Others*, 2014 LAB. I. C. 1542 (SC) the Division Bench of the Hon'ble Supreme Court has held that "recording of instructions, directions is necessary for fixing responsibility and ensure accountability, in the functioning of civil servants and to uphold institutional integrity, By acting on oral directions, not recording the same, the rights guaranteed to the citizens under the right to Information Act, could be defeated. The practice of giving oral directions / instructions by the administrative superiors, political executive etc. would defeat the object and purpose of RTI Act and would give room for favoritism and corruption." Consequently, the Court directed all the State Governments and Union Territories to issue directions like Rule 3 (3) of the All India Services (Conduct) Rules, 1968, in their respective States and Union territories and to carry out such amendment within three months from the date of judgment.

4. Approval to order of termination under Section 33 2(b) of the Industrial Disputes Act, 1947 cannot operate as res judicata in proceedings initiated under Section 2A (2) of the Act

The order granting approval to order of termination under Section 33 2(b) under the Industrial Disputes Act, 1947 cannot be treated as res judicata under Civil Procedure Code (5 of 1908), Section 11 in proceedings initiated on request of workman under Section 2A(2) of the Act for examining validity of order of termination.

The Andhra High Court has held that order granting approval to order of termination under Section 33 2(b) cannot operate as res judicata under Civil Procedure Code (5 of 1908), Section 11 in proceedings initiated on request of workman under Section 2A(2) of the Act for examining validity of order of termination. *The Management of Engine Valves Ltd. v. Industrial Tribunal - II, Chandra Vihar Building and another*, 2014 LAB.I.C. (NOC) 159 (A.P.)

5. In this column in the last issue of the magazine it was published that the applicability of the Industrial Employment (Standing Orders) Act, 1946 has been extended to the establishments under the Kerala Shops and Commercial Establishments Act, 1960. But the IE (SO) Act is applicable only to the industrial establishments employing one hundred or more workmen. However the officers of the Labour Department are insisting standing orders for the establishments employing less than hundred workmen. Let me know what is the correct legal position regarding this.

John Mathew, Consultant, Kochi

Vide sub-section (3) of Section 1 of the IE (SO) Act, 1946 it is applicable only to industrial establishments wherein one hundred or more workmen are employed, or were employed on any day of the preceding twelve months. However vide notification G.O (Rt.) No. 109/84/LBR dated, 24th January, 1984 published as S.R.O. 149/84 as per proviso to Section 1 of the said Act, Government of Kerala have extended the applicability of the Act to the industrial establishments for which the State Government are the appropriate Government as defined in clause (b) of Section 2 of the said Act, wherein fifty or more but less than one hundred persons are employed or were employed on any day of the preceding twelve months.

The relevant Notification is included below.

Government of Kerala
Labour (E) Department
NOTIFICATION

G.O (Rt.) No. 109/84/LBR

Trivandrum 24th January, 1984

S.R.O. 149/84.- In exercise of the powers conferred by the proviso to subsection (1) of section 3 to the Industrial Employment (Standing Orders) Act, 1946 (Act 20 of 1946), the Government of Kerala hereby apply the provisions of the said Act to the industrial establishment for which the state Government are the appropriate Government as defined in clause(b) of section 2 of the said Act, wherein fifty or more but less than one hundred persons are employed or were employed on any day of the preceding twelve months, the same having been previously published under Notification No. (G.O (Rt.) 19/83/LBR dated, the 17th January 1983 as S.R.O. No. 352/83 in Part I of Kerala Gazette No. 12 dated the 22nd March 1983 as required under the above provision.

By Order of the Governor,
U. Mahabala Rao
Commissioner and Secretary to Labour

Explanatory Note

(This does not form part of the notification but intended to indicate its general purport.)

The Central Government have extended the applications of the provisions of the Industrial Employment (Standing Orders) Act, 1946 to the industrial establishments for which they are the appropriate Government wherein fifty or more but less than 100 workers are employed. The Government of Kerala also intend to apply the provisions of the said Act to industrial establishments in respect of which they are the appropriate, wherein 50 or more but less than one hundred workers are employed.

This notification is intended to achieve the above object.

[Published vide Kerala Gazette No. 7 (Part I) dated 14th February 1984]

PUBLICATIONS

Our publications have been well received in the past. It reminds our responsibility in the undergoing projects. The incessant demands for a few earlier publications and some new publications have made us to undertake the revised editions of the few ones and fresh publication of certain others. Due to some technical reasons beyond the control of the institute, the timely publication of these is a herculean task to accomplish. However we take it as a challenge and try to do the work without any further delay. The responsibility cast upon us by our well wishers and readers give us enough courage to undertake such heavy tasks.

A brief narration of the completed as well as the proposed publications and its progress in the work are explained in the coming paragraphs.

Brochures for awareness programmes

A few brochures for the use in the awareness programmes to be organized for the migrant workmen (Avakasha Radham) and the +1 and +2 school children (Vijnjana Radham) are also in the process. The brochures to be prepared for the awareness programme for migrant workmen will be in multi languages (English, Hindi, Bengali, Gujarathi, Oria etc.)



Padakosham

The "Padakosham"- a dictionary of Malayalam words commonly used by the Labour, National Employment Service (Kerala) and the Factories and Boilers and Department has been published. It has received a good reception than what we have expected. We express our sincere thanks to all on this.



National Employment Service(Kerala)

Activities of Employment Department during 2013-2014

	Registration	Vaccancies	Submission	Placement	Live Register
Male Registrants	1,98,916	-	76,122	4,199	
Female Registrants	1,67,626	-	99,926	4,729	
Total	3,66,542	14,500	1,76,048	8,928	36,97,892

Activities of Employment Department for the last five years

Year	Registration	Submission	Placement	Vaccancies Reported	Live Register
2008-09	52,46,185	2,66,935	17,820	24,975	42,19,151
2009-10	3,63,715	2,14,808	15,345	19,219	41,90,887
2010-11	2,95,430	2,12,031	11,838	21,071	42,44,452
2011-12	2,98,872	2,46,384	12,150	22,011	43,44,102
2012-13	4,08,836	1,88,276	11,663	21,841	37,47,006
2013-14	3,66,542	1,76,048	89,28	14,500	36,97,892

Details of candidates as per the Live Register of Employment Exchanges in Kerala as on 31.03.2014

Educational Breakup

Illiterates	281
Below Matriculates	4,00,306
Matriculates	2,37,3561
PDC/HSE	6,67,956
Graduates	2,07,917
Post Graduate	,47,871
Total	36,97,892

Professional/Technical

Diploma	38066
IT I	78276
Engineering	20503
Medicine	12475
Agricultural	487
Vetinary/Dental	2006
Law Graduates	1099
MCA	1083
MBA	2503

Special Categories

Scheduled Caste Registrants	Female	3,60,478
	Male	2,35,831
	Total	5,96,309
Scheduled Tribe Registrants	Female	22,275
	Male	18,368
	Total	41,143
Ex-Service		22,103
Inter Caste Marriage		2,573
Legally divorced/Widows		25,695
Unwedded mothers/unmarried women		4,868
	Total	96,382
Differently Abled	Blind	5,160
	Deaf & Dump	7,475
	Orthopedic	36,410
	Cerebral palsy	1,466
	Others	323
	Total	50,834

District wise details of Live Register for the last five years

District	31-03-2010	31-03-2011	31-03-2012	31-03-2013	31-03-2014
Thiruvananthapuram	6,06,811	6,25,877	6,19,015	6,16,766	5,54,427
Kollam	4,21,923	4,01,177	4,32,184	3,84,186	3,65,001
Alappuzha	4,00,781	4,22,242	4,28,968	3,19,279	3,15,076
Pathanamthitta	1,76,263	1,87,503	1,85,923	1,23,424	1,27,475
Kottayam	2,74,810	2,85,826	2,91,997	2,69,638	2,18,006
Idukki	1,35,067	1,12,482	1,20,605	1,29,749	1,11,897
Eranakulam	3,68,091	3,73,733	3,80,300	3,26,347	3,33,493
Thrissur	3,87,430	4,10,624	4,16,056	2,88,451	3,19,163
Palakkadu	3,29,474	3,37,555	3,44,091	2,41,453	2,73,247
Malappuram	3,06,404	2,98,147	3,10,621	2,93,453	3,13,539
Kozhikode	4,02,439	3,79,221	4,06,352	3,59,477	3,73,142
Wayanad	88,940	93,509	95,581	1,01,445	84,750
Kannur	1,94,197	2,11,068	2,06,800	2,00,455	2,16,364
Kasargode	98,257	1,05,488	1,05,609	92,883	92,312
Total	41,90,887	42,44,452	43,44,102	3,74,7006	3,69,7892



പൊതുവിശേഷം

സംസ്ഥാനത്തു വാഹനാപകട നിരക്ക് കുറയുന്നു: മന്ത്രി തിരുവഞ്ചൂർ

കേരളം സംസ്ഥാനത്തു വാഹനാപകടങ്ങളുടെ എണ്ണം കുറയ്ക്കാനും നഷ്ടപരിഹാരം വേഗത്തിൽ ലഭ്യമാക്കാനും മന്ത്രി തിരുവഞ്ചൂർ അറിയിച്ചു. കേരളം സംസ്ഥാനത്തു വാഹനാപകടങ്ങളുടെ എണ്ണം കുറയ്ക്കാനും നഷ്ടപരിഹാരം വേഗത്തിൽ ലഭ്യമാക്കാനും മന്ത്രി തിരുവഞ്ചൂർ അറിയിച്ചു.



റോഡ് സുരക്ഷാ സെമിനാർ

കേരളം സംസ്ഥാനത്തു വാഹനാപകടങ്ങളുടെ എണ്ണം കുറയ്ക്കാനും നഷ്ടപരിഹാരം വേഗത്തിൽ ലഭ്യമാക്കാനും മന്ത്രി തിരുവഞ്ചൂർ അറിയിച്ചു.



കിരഗ സൗഹൃദപ്പെടുത്തു സുരക്ഷിത ബ്രൈവിങ്ങ് മേശയെക്കുറിച്ച് മന്ത്രി തിരുവഞ്ചൂർ അറിയിച്ചു.

സംസ്ഥാനത്ത് വാഹനാപകടം കുറയുന്നു -മന്ത്രി

കേരളം സംസ്ഥാനത്ത് വാഹനാപകടങ്ങളുടെ എണ്ണം കുറയ്ക്കാനും നഷ്ടപരിഹാരം വേഗത്തിൽ ലഭ്യമാക്കാനും മന്ത്രി തിരുവഞ്ചൂർ അറിയിച്ചു.



കേരളാ ഊർസ്റ്റിവിട്ട് ഓഫ് ബോർഡ് നൂറുപ്ലസ് ഏജൻസിന്റെ (കിഐ) സുരക്ഷിതമായ ഡ്രൈവിങ്ങ് സെമിനാറിന്റെ തുടർച്ചയായി മന്ത്രി തിരുവഞ്ചൂർ അറിയിച്ചു.

Do You Know



Sri. M.O. Varghese

The Labour Department commenced functioning as an independent department on 26th January, 1946. Prior to this the Industrial Department Director was holding additional designation of Labour Commissioner. Considering the post World War II, Diwan Sri. C.P. Ramaswamy Iyer vide letter R.O.C No. 3702/45- Development dt. 19.03.1945 suggested to H.H. Maharaja, the withdrawal of additional charge of Labour Commissioner given to Industrial Department Director and proposed to create a new post of Labour Commissioner.

Accordingly the Economic Development Board Secretary Sri. M.O. Varghese was proposed to hold additional charge of Acting Labour Commissioner by the Diwan. A monthly additional salary of Rs. 50/- was offered for extra duty. In fact, reckoning the emergency, Diwan himself made the posting and afterwards he wrote to Maharaja seeking ratification of the same. In reply,

THROUGH

History

Rajakarya Praveena N. Krishnamoorthy, Private Secretary to H.H. Maharaja sent the royal approval orders No. 608, dated 22.03.1945. Industrial Director wrote to Diwan vide letter No. 171 dt. 09.04.1945, requesting the appointment of Mr. V.K. Velayudhan, having special training as a full time Labour Commissioner and changing Labour Department from Industries and make it an independent department.

After Sri. M.O. Varghese took over as Acting Labour Commissioner Sri. M.K. Velayudhan was sent to Delhi for a special training on labour administration. Diwan instructed the acting Labour Commissioner Sri. M.O. Varghese to prepare a comprehensive proposal for reconstitution of Labour Department. He prepared the report and in which ten main suggestions were made. They were

1. A separate Labour Department
2. Inspectorate (Factories) i.e. CIF & IF
3. Welfare Officer
4. Registration of Trade Unions
5. Workmen's compensation
6. Lady inspector and Welfare worker
7. Labour statistics
8. Duties and functions of Labour Commissioner
9. Activities of Labour Department
10. Statistics section.

Considering the proposal submitted to Diwan, in the name of Rajyakarya Praveena Mr. N. Krishnamoorthy, Sir. C.P. Ramaswamy Iyer presented for

royal sanction a proposal by No. ROC 3702/45 Development dt. 22.01.1945. In the proposal Mr. V.K. Velayudhan was posted as Labour Commissioner, Mr. M.O. Varghese and V.N. Krishna Pillai were appointed as Assistant Labour Commissioners for the two zones of the state with separate charges and demanded the independent reorganization of Labour Department. For this proposal the Maharaja gave sanction through letter No. 154 dt. 26.01.1946. From this date Labour Department started functioning as an independent department.



Courtesy: Kerala Labour Department Officers & Staff Welfare Society Year Book, 1996



KERALA INSTITUTE OF LABOUR AND EMPLOYMENT (KILE)

Thozhil Bhavan, Thiruvananthapuram - 695 033.

TRAINING CALENDAR 2014-2015

Sl. No.	Month	Date	No of days	Programme	Participants	Place	Co-ordinator
1	APRIL	16.04.2014	1	Sri. C. Kannan memorial Lecture series	Trade Union leaders	Kannur	Fellow (E)
2		22.04.2014 to 25.04.2014	4	Workshop on the preparation of Handbook on Labour Laws ("Njanam Ente Thozhilniyamangalum")	Officers of Labour Department	Tvpm	Fellow (L)
3		29.04.2014	1	Awareness programme on Safe Driving	Drivers of private buses and school vans for Motor Transport drivers	Tvpm	Sr. Fellow
4		06.05.2014 to 08.05.2014	3	Leadership training programme for women trade union leaders	State level trade union leaders	Kumily	Fellow (E)
5		14.05.2014	1	Awareness programme on "Safe work in construction industry"	Construction workers	Ernakulam	Sr. Fellow
6		22.05.2014	1	Awareness programme on "Safe driving and interpersonal relationship for Autorickshaw drivers"	Autorickshaw drivers	Tvpm	Fellow (E)
7		25.05.2014	1	Seminar on schemes implemented by Labour and Employment Departments	Presidents of Panchayats	Tvpm	Fellow(E)
8		28.05.2014	1	Training on audit and accounts and preparation of replies to audit paras and reports	Officers of Labour/Employment/ Training/Insurance Medical Service / Factories and Boilers Departments and Welfare Fund Boards under Labour Department	Ernakulam/ Kozhikode	Fellow (L)
9	JUNE	05.06.2014		Awareness programme on safe driving for the drivers of school buses and vans	Drivers of school buses and vans	Ernakulam	Sr. Fellow
10		12.06.2014	1	"Employer - Official Interface" An awareness programme on Legislative Compliance for employers of Technopark	Employers of Technopark	Tvpm	Sr. Fellow
11		13.06.2014	1	Sri. J. Chitharanjan Memorial series	Trade Unions	Kollam	Fellow (E)
12		18.06.2014	1	Awareness programme on "Safe work in construction industry"	Construction workers	Tvpm	Fellow (L)

TRAINING CALENDAR 2014-15

Sl No	Month	Date	No of days	Programme	Participants	Place	Co-ordinator
13		20.06.2014	1	Awareness programme and medical camp for migrant workers	Migrant workers	Ernakulam	Fellow (E)
14		24.06.2014 25.06.2014	2	Leadership training for trade union leaders in plantations	Leaders of trade unions from plantations	Kumily/ Peermade	Fellow (L)
15	JULY	07.07.2014	1	Training on "Role of Executives in Legislative Business"	Officers of Labour/ Employment/ Training/ Insurance Medical Service / Factories and Boilers Departments and Welfare Fund Boards under Labour Department	Ernakulam	Fellow (L)
16		13.07.2014	1	Career guidance for children in schools +2 students	Students of 10, +1 and +2 classes	Tvpm	Fellow (E)
17		13.07.2014	1	Awareness programme and medical camps for migrant workers	Migrant workers	Alappuzha	Fellow (L)
18		20.07.2014	1	Sri. N. Sreekantan Nair Memorial lecture series	Trade Union leaders	Kollam	Fellow (E)
19		30.07.2014	1	Seminar on schemes implemented by Labour and Employment Departments	Presidents of Panchayats	Kollam	Fellow (L)
20	AUGUST	04.08.2014	1	Seminar on the dispute resolution mechanisms under labour enactments	Workers of various employments	Palakkad	Sr. Fellow
21		06.08.2014	1	Awareness programme on health aspects of workers	Representatives of trade unions	Palakkad	Fellow (L)
22		12.08.2014 to 14.08.2014	3	National seminar on social security initiatives in Kerala	Representatives of employers, trade unions and officials	Tvpm/ Ernakulam	Fellow (E)
23		26.08.2014	1	Seminar on occupational hazards of domestic work	Domestic workers	Tvpm	
24		29.08.2014	1	Awareness programme on safe driving for motor transport drivers	Drivers of motor transport vehicles	Malappuram	Fellow (E)
25	SEPT	18.09.2014 to 20.09.2014	3	Workshop on the preparation of Manual on Labour Laws of Handbook on Labour Laws	Officers of Labour Department	Tvpm	Sr. Fellow
26		26.09.2014 to 27.09.2014	2	Awareness programme on the health aspects of workers	Workers of various employments	Ernakulam	Fellow (E)
27	OCT	07. 10.2014	1	"Employer - Official Interface" An awareness programme on Legislative Compliance for employers of Infopark	Employers of Infopark	Ernakulam	Fellow (L)
28		16.10.2014	1	Awareness programme on safe driving and interpersonal relationship for Autorickshaw drivers	Autorickshaw drivers	Ernakulam	Fellow (E)

TRAINING CALENDAR 2014-15

Sl. No.	Month	Date	No of days	Programme	Participants	Place	Co-ordinator
29		17.10.2014	1	Career guidance for children in schools	students of 10, +1 & +2	Ernakulam	Fellow (E)
30	NOV	05.11.2014 to 07.11.2014	3	Workshop on the preparation of Manual of Labour Laws	Officers of Labour Department	Tvpm	Sr. Fellow
31		11.11.2014	1	Career guidance for the students	students	Alappuzha	Fellow (E)
32		12.11.2014	1	Leadership training for women trade unions	Trade union leaders	Kottayam	Fellow (E)
33	DEC	19.12.2014	1	Smt. Susheela Gopalan Memorial lectures	Trade Unions	Alappuzha	Fellow (L)
34		23.12.2014	1	Sri. C.M. Steephen Memorial lecture series	Trade Unions	Kollam	Sr. Fellow
35		25.12.2014	1	Sri. K. Karunakaran Memorial Lecture series	Trade Unions	Tvpm	Fellow (E)
36	JAN	12.01.2015	1	Awareness programme and medical camp for migrant workers	Migrant workers	Ernakulam	Fellow (E)
37		17.01.2015	1	Sri. E. Balanandan Memorial lecture series	Trade Unions	Tvpm	Fellow (E)
38		20.01.2015 to 22.01.2015	3	Seminar on "Decent Work" in association with VVGNI, Noida	Representatives of employers, trade unions and officials	Trivandrum/Ernakulam	Fellow (E)
39		26.01.2015	1	Awareness programme and medical camp for migrant workers	Migrant workers	Palakkad	Fellow (E)
40		29.01.2015	1	Sri. Baby John Memorial lecture series	Trade Unions	Tvpm	Fellow (E)
41	FEB	06.02.2015	1	Career guidance for the students	Students	Kollam	Fellow (E)
42		10.02.2015 to 12.02.2015	3	Leadership training for the Representatives of trade unions	Representatives of trade unions	Tvpm/Ernakulam	Fellow (L)
43		14.02.2015	1	Sri. R. Sugathan Memorial Lecture series	Trade Unions	Kollam	Fellow (L)
44		19.02.2015	1	Career guidance for children in schools	Students	Idukki	Fellow (E)
45		22.02.2015	1	Awareness programme and medical camp for migrant workers	Migrant workers	Idukki	Sr. Fellow
46	MARCH	05.03.2015 to 06.03.2015	2	Training on inspection skills	Officers of Labour Department	Ernakulam / Tvpm	Fellow (L)
47		12.03.2015	1	Induction training for the officers of Employment Department	Officers of Employment Department	Kozhikode	Fellow (E)
48		16.03.2015	1	Awareness programme and medical camp for the migrant worker	Migrant workers	Tvpm	Fellow (L)
49		22.03.2015	1	Workshop on stress and health management for the workers of shops and establishments	Workers of shops and establishments	Ernakulam	Fellow (L)
50		26.03.2015	1	Sri. T.V. Thomas Memorial Lecture series	Trade Unions	Alappuzha	Fellow (E)



Blinkers Off #Salam



I am bringing you into a leadership role...you will be responsible for all the bad decisions...

Courtesy: The Economic Times

"Every child has a right to health, to education, to congenial employment. But his share of the sun and air, of water and sustaining food, is limited by the economic status of his parents. We feel that it is the duty of the State to correct this injustice. All children do not come with the same natural endowments, but every government should be able to give to every child the best opportunity to develop its potentialities to the fullest."

Indira Gandhi

"Our children are not only dear to us but are really the wealth of our nation. Let us guard this treasure."

Jawaharlal Nehru

"Mankind owes to the child the best it has to give."

U.N. Declaration

COSUMER PRICE INDEX FOR INDUSTRIAL WORKERS IN THE STATE 2014

CENTRES	Linking factor	Jan-14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	Jul-14	Aug-14	Sep-14	Oct-14	Nov-14	Dec-14	Average
THIRUVANANTHAPURAM	10.39	257	259	260	262	266	268	275	274	275	273	271	272	167.58
KOLLAM	10.28	257	263	263	266	266	267	271	272	272	273	271	271	169.08
PUNALUR	9.96	262	263	264	267	269	271	275	276	276	277	275	275	165.33
PATHANAMTHITTA	.	273	273	273	278	281	284	288	290	291	289	288	287	170.17
ALAPPUZHA	10.45	258	258	260	265	269	272	276	277	278	277	278	277	163.50
KOTTAYAM	10.40	258	257	257	261	265	269	272	274	275	273	271	271	162.75
MUNDAKKAYAM	10.12	265	265	265	269	273	276	280	282	282	281	280	279	163.92
MUNNAR	10.03	245	244	243	246	249	250	253	254	255	255	256	255	154.58
ERNAKULAM	9.92	246	248	250	255	258	261	265	268	269	268	268	269	161.00
CHALAKKUDI	10.60	255	254	255	259	263	267	270	272	273	271	272	272	164.50
THIRISSUR	10.05	240	239	239	242	245	248	251	253	254	252	251	251	156.42
PALAKKADU	10.48	248	247	248	252	256	259	262	263	264	263	261	262	165.67
MALAPPURAM	10.30	247	247	246	251	254	258	261	262	263	261	260	261	162.67
KOZHIKKODE	10.08	249	249	251	256	259	263	266	267	267	265	263	263	159.92
MEPPADY	10.64	239	239	238	241	243	247	250	252	252	253	253	254	157.25
KANNUR	10.06	251	250	249	254	257	261	265	268	269	269	267	266	157.00
EASARGOD	.	261	262	263	267	270	274	278	280	279	277	276	276	157.42
STATE AVERAGE		253.59	253.94	254.35	258.29	261.35	264.41	268.00	269.65	270.24	269.24	268.29		162.28

Publication in progress

— **MANUAL OF** — **LABOUR LAWS**

(A compilation of Labour Acts and Rules)
in Two Volumes

