

KILE NEWS

July - September 2014

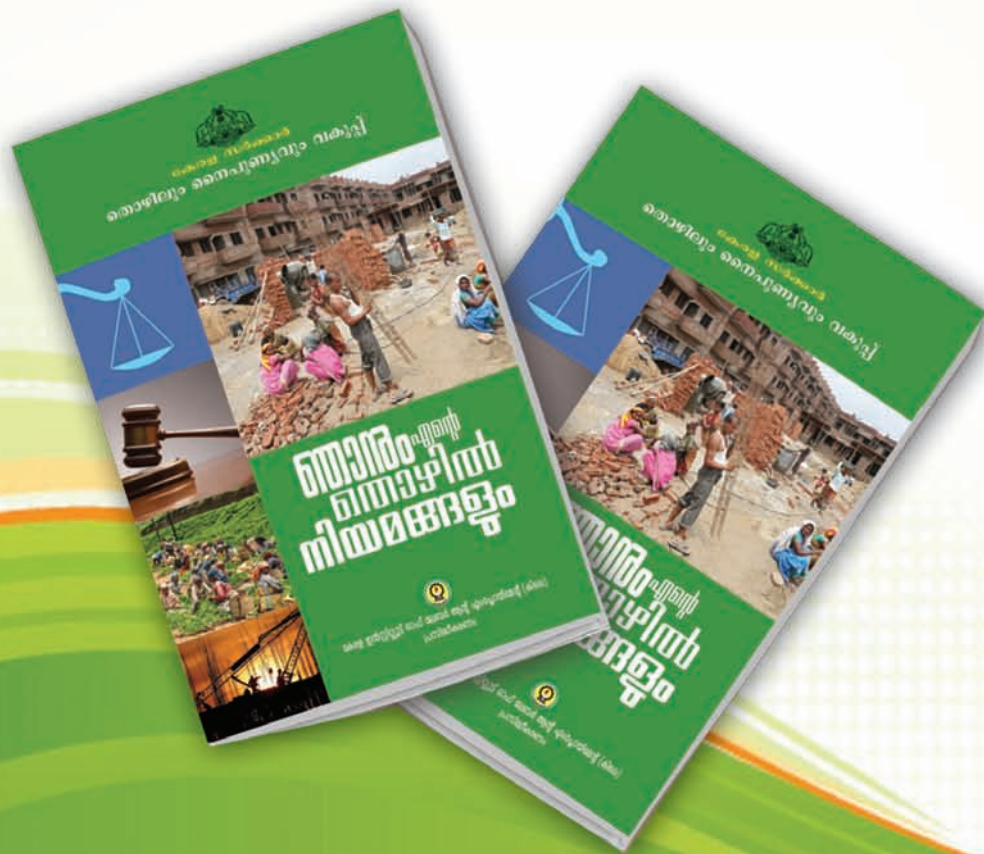


Kerala Institute of Labour and Employment

Publication in progress

Njanum Ente Thozhil Niyamangalum

(A handbook on labour legislations in the State)





23rd General Body in session. Shri. Shibu Baby John, Hon'ble Minister for Labour and Skills Department, President is in the Chair.



KILE NEWS

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From the Chairman's Desk



A Dream comes true

It is a long pending desire of KILE to have its own premises with facilities for courses and research in Labour studies so as to develop it to a National level organisation. But now KILE received some area in the 4th floor at Thozhil Bhavan, Vikas Bhavan, Thiruvananthapuram where the construction activities are in progress. However, KILE has shifted from its rented premises to the premises at Thozhil Bhavan, temporarily allotted to it. Once the work is completed it would move to the new premises where the institute will have modern facilities for training and research with a well organized library. The work in respect of the area is expected to be completed by December 2014.

Simultaneously, KILE is looking for some land in the outskirts of the city to build its own campus with state of the art facilities required for an academic institution. The steps in this regard are on the move.

Philip Joseph

Thiruvananthapuram
20.10.2014

From the Chief Editor's Desk



e-governance in KILE

From its inception KILE have been doing commendable work in the achievement of its objectives. While considering the scanty manpower and inadequate infrastructure available, the work undertaken by KILE for more than half a century deserves appreciation. However, there were no significant changes in the development of the institute. The most remarkable achievement in the growth of the institute was in the allocation of enhanced budgetary provisions.

Now, the Executive Council has taken a decision with the concurrence of the General Body of KILE to take up modernization activities for its functional development. Consequently, the e-governance activities have been commenced with the technical assistance from KELTRON. The computerization of the accounts and the file flow management are the two major components of this initiative. The development of the website is also part of the e - governance process. The completion of this initiative is expected by the end of December 2014. Once it is completed it would be an achievement in the history of KILE.

V. Veerakumar

Thiruvananthapuram
22.10.2014



Gangadharan Pillai,
Krishna Vihar, Mavelikkara

I came across your publication KILE NEWS. I congratulate the institute for having published a magazine like this. It looks nice in its content and appearance. The delay in publishing the same may be avoided otherwise the relevance of the publication will be lost.

Abey Mathew,
HR Student, Kochi.

The data on the employment status in the State included in the magazine was an eye opener. The details regarding the strike and mandays lost are also relevant. As the institute is a research organization more data collected on various aspects relating to labour and employment are expected .

Ranjini Utup,
Assistant Manager (HR), Technopark, Thiruvananthapuram

The magazine KILE NEWS is excellent in its layout and content. Especially the column *juris consultus* is very useful to the legal and HR professionals in the labour and industrial field to familiarize with the latest positions in law and labour employment . We will be grateful if KILE could organize a workshop on Labour related matters including the enactments applicable to the IT , ITeS for the executives of the Companies here especially for the executives in the HR and personnel side.

All letters to the editor may be sent to

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S. Mahalingam,
Regional Provident Fund Commissioner (Rtd.)



Employees' Provident Funds And Miscellaneous Provisions Act, 1952 and The Schemes Framed Thereunder

INTRODUCTION

In pre-independence era, some of the big industrial employers introduced schemes of Provident Funds for welfare of their workers. However, the workers of small industrial establishments did not get similar benefits because employers of those establishments did not introduce voluntary schemes of Provident Funds. The framers of constitution were very much alive to the plight of the working class and particularly the unorganized labour employed in factories and other establishments. They were also conscious of the fact that goals of justice, social, economic and political and equality of status and of opportunity proposed to be incorporated in the preamble to the constitution will remain illusory for weaker sections of the Society unless the state takes affirmative legislative and administrative



measures for ameliorating the conditions of those sections including the workers employed in factories etc. Therefore, specific provisions were incorporated in part IV of the constitution with title "Directive Principles of State Policy" casting an obligation upon the state to apply these principles in making laws. The constitution of India under "Directive Principles of State Policy" provides that the state shall within the limits of its economic capacity make effective provision for securing the right to work, to education and to public assistance in case of unemployment, old-age sickness and disablement and undeserved want. The question of making some provision for future of the industrial worker after he retires or for his dependents in case of his early death was considered by the Government of India and after considering all alternatives and also taking into account the financial and administrative difficulties decided that the most appropriate course in establishing a Social Security Scheme to the industrial workers would be the institution of Compulsory Provident Fund in which both the worker and employer would contribute. Apart from the other advantages, there is the obvious one of cultivating among the workers a

Spirit of saving something regularly. This would also encourage the stabilization of a steady labour force in industrial center.

Soon after the enforcement of the Constitution, the Government of India promulgated the Employees' Provident Fund Ordinance on 15th November, 1951, which was replaced by the Act, which belongs to the family of legislations enacted by parliament in furtherance of the mandate of Article 38 and 43 of the Constitution and is intended to give social security to the workers employed in the factory and other establishments.

The Employees' Provident Funds Act, 1952 was enacted by parliament and came into force with effect from 4th March, 1952. The Funds established under the Act vests in and administrated by Central Board of Trustees constituted by Central Government under Section 5A of the E.P.F Act, 1952 which functions subject to the overall regulatory control of the Central Government.

When the Government of India has enacted the Family Pension Scheme with effect from 1-03-1971, the Act was renamed as Employees' Provident Funds and Family Pension

Fund Act, 1952. With effect from 1-08-1976, The Employees' Deposit Linked Insurance Scheme, 1976 was introduced and the Act was again re-named as Employees' Provident Funds Act Miscellaneous Provisions Act, 1952. The Employees' Pension Scheme, 1995 was introduced with effect from 16-11-1995, replacing the Employees' Family Pension Scheme, 1971.

The provisions of the Act extend to the whole of India except the State of Jammu and Kashmir. The State Government of Jammu and Kashmir have instituted a separate Provident Fund with effect from 1-06-1961.

Under the infancy protection, Act was not applicable to the establishments employing 50 or more persons, up to a period of 3 years from the date of set up. Infancy of 5 years was allowed in the case of establishments employing 20 or more persons but less than 50 persons. With effect from 01-08-1988, the Act is applicable to all the establishments employing 20 or more persons on expiry of a period of 3 years from the date of set up. From 22-09-1997, this infancy protection of 3 years has been dispensed with all establishments employing 20 or more persons are brought under the purview of the Act from the very date of set up subject to fulfillment of other conditions.

The Central Government has residual powers to apply this Act to any establishments employing less than 20 persons. By virtue of this power and also by virtue of amendment to Section 24 of the Cine Workers and Cinema Theatre Workers (Regulation and Employment) Act (50 of 1981)

The provisions of the Act extend to the whole of India except the State of Jammu and Kashmir. The State Government of Jammu and Kashmir have instituted a separate Provident Fund with effect from 1-06-1961.



provisions of the scheme has been extended to all cinema theatres employing 5 or more persons with effect from 1-10-1984.

The Employees' Provident Fund Scheme, 1952 been made applicable to newspaper establishments as defined in Section 2 of the Working Journalists (Conditions of Service) and Miscellaneous Provisions Act, 1955, employing 20 or more persons with effect from 31st December, 1956.

The provisions of the Act apply on its own force independently. This does not depend upon the vigilance of the department or will of the employer to make the workmen as members of the Scheme.

Also there is a provision for voluntary application of the Act to any establishment upon joint request from the employer and majority of the

employees, to whom it does not apply otherwise, under Section 1(4) of the Act.

The Act does not apply to certain establishments as specified under Section 16 of the Act.

Under Section 1(5) of the Act, an establishment to which the Act applies shall continue to be governed by the Act notwithstanding that the number of persons employed therein at any time falls below 20.

Presently the Act is applicable to 180 specified industries/class of establishments.

The Employees' Provident Fund Organization India, is one of the largest Provident Fund Institution in the World in terms of members and volume of financial transactions that it has been carrying on.

Various Schemes under the Act.

- (a) Employees' Provident Fund Scheme, 1952 (Sec.5 of E.P.F Act) a mandatory saving scheme for old age/contingencies.
- (b) Employees' Pension Scheme, 1995 (Sec.6A of the Act) Providing pension to members, widows, widower, children, orphans, physically disabled members, dependent parents and nominee
- (c) Employees' Deposit Linked Insurance Scheme, 1976 (Sec.6C of the Act):- Providing insurance benefits of members who dies while in service.

Applicability of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952

The application of the Act to an establishment depends on the following factors:

- (a) The establishment should be a factory engaged in any one of the industries specified in Schedule 1 of the Act (Sec.1(3)(b) of the Act.

The establishment should fall under the class of establishments as notified by the Central Government under Sec.1(3)(b) of the Act.

- (b) The employment strength should be twenty or more persons. However, in the case of Cinema Theatres, the requisite employment strength is only five.

- (c) Any establishment which fulfills the above criteria is further

subjected to provisions of Section 16 of the Act to ensure whether they are eligible for exemption from applicability. Under Section 16(1) of the Act, the Act do not apply to:

- Any establishment registered under the Co-operative Societies Act, 1912 (2 of 1912), or under any other law for the time being in force in any state relating to co-operative societies employing less than fifty persons and working without the aid of power; or
- To any other establishments belonging to or under the control of the Central Government or a State Government and whose employees are entitled to the benefit of contributory provident fund or old age pension in accordance with any Scheme or rule framed by the Central Government or the state Government governing such benefits; or
- Any other establishment set up under any Central, Provincial or State Act whose contributory provident fund or old age pension in accordance with any scheme or rule framed under the Act governing such benefits.

Under Sec.16(2) of the Act, if the Central Government is of the opinion that having regard to the financial position of any class of establishments or other circumstances of the case, it is necessary or expedient so to do, it may by notification in the Official Gazette, and subject to such conditions, as may be specified in the notification, exempt whether prospectively or retrospectively, that class of establishments from the

operation of this Act for such period as may be specified in the notification.

Prior to amendment to the Act in August, 1988, the Act provided for the infancy period of 3 years in respect of establishments employing 50 or more persons and 5 years in respect of establishments employing 20 or more person but less than 50 persons. This provision has been further amended with effect from 01/08/1988 to provide uniform infancy period of 3 years from the date of set up to all newly set up establishments irrespective of employment strength.

The provision relating to infancy period has been deleted with effect from 22/09/1997. Thus the Act applies to every establishments specified under Sec.1 (3)(a) or 1(3)(b) from the very date the employment strength reaches 20(5 in the case of Cinema Theatre).

In respect of establishments falling under Sec.1(3)(a), the very fact of employment of 20 persons for accomplishing the object of manufacturing process is sufficient to extent the provisions of the Act from the Date on which the employment strength reaches 20, irrespective of the fact that the actual production commenced or not. Any establishment set up prior to such establishment is required to implement the Act/Scheme with effect from 22/09/1997, subject to fulfillment of conditions as stated above.

Voluntary Coverage under the Act (Sec.1 (4))

Any establishment which is not coverable either under Sec. 1(3)(a) or under Sec.1(3)(b) of the Act, if the majority of the employees of the establishment and the employer have jointly agreed that the provision of the Act should be made applicable



to the establishment, the Central Provident Fund Commissioner may apply the provision of the act to such establishment from the date of such agreement or from any subsequent date specified in such agreement.

Rate of Contribution and Charges

(a) Rate of Provident Fund Contributions:

Originally, Section 6 of the Act provided for payment of Provident Fund Contributions on basic wages and Dearness allowances only. By the amendment Act No.46 of 1960, this Section was amended so as to provide for payment of Contribution on basic wages, Dearness Allowances and retaining allowances, if any.

Explanation (1) to Section 6 clearly says that Dearness Allowance is also to include, the cash value of food concession allowed to the

employees. The effect of the Section and the explanation is that Provident Fund is payable on the amount of Basic Wages, Dearness Allowance, retaining allowance, if any and the cash value of food concession. Retaining allowance means allowance payable for the time being to an employee of any factory or other establishment during any period in which the establishment is not working, for retaining his services.

With effect from 22-09-1997, the rate of contribution shall be 12% except in respect of the following category of establishments:

- (i) Any establishment in which less than 20 persons are employed (Including contract employees).
- (ii) Any sick industrial company defined in clause (O) of sub-section (1) of Section 3 of the Sick Industrial Companies (Special Provisions) Act, 1985 (1

of 1986) and which has been declared as such by the Board for Industrial and Financial Reconstruction established under Section. 4 of that Act, for the period commencing on and from the date of registration of the reference in the Board and ending either on the date by which the net worth of the said company becomes positive in terms of the order passed under sub-section (2) of Section 17 of the Act or on the last date of implementation of the scheme sanctioned under Section 18 of that Act.

- (iii) Any establishment which has at the end of any financial year accumulated losses equal to or exceeding its entire net worth that is, the sum total or paid and free reserves and has also suffered cash losses in such financial year and the financial year immediately preceding such financial year.

Explanation:

For the purpose of clause (iii) “cash loss” means loss as computed without providing for depreciation.

- (IV) Any establishment in the –
- (a) Jute Industry
 - (b) Beedi Industry
 - (c) Brick Industry
 - (d) Coir industry other than the spinning sector
 - (e) Gaur gum factories

(Ministry of Labour Notification F. No.S-35019/1/97-SS-II dated 9th April, 1997 published in Gazette of India, Extraordinary, Part III, Sec.3(ii) at page 2)

(Contd-)

Rate of Provident Fund Contributions payable from 1/11/1952 are as under.		
Period first	Rate of Contn Under Sec. 6	Rate of contribution provided under proviso' to Sec 6
Up to 31-12-1962	6.1/4%	
1-1-1963 to 31-07-1988	6.1/4%	8% (with employment strength 50 or more)
1-08-1988 to 31-05-1989	8.1/3%	8.1/3%
01-06-1989 to 30-04-1997	8.1/3%	10% (with employment strength 20 or more)
22-09-1997 onwards	10%	12%
With effect from 22-09-1997, the rate of contribution is 12% except in respect of establishment referred as above.		



KNOW YOUR AUTHORITIES UNDER VARIOUS ENACTMENTS

Minimum Wages Act, 1948

Purposes / Services		Authority
1	Declaring of cost of living index number (The index number ascertained and declared by the Competent Authority by notification in the official Gazette) (S. 2(c) and 2 (d))	Competent Authority (Director, Economics and Statistics Dept. , Govt. of Kerala) (Authority specified under clause (c) of S.2)
2	Appointment of Advisory Board (For the purpose of co- ordinating the work of committees appointed under S.5 and advising the appropriate Govt in the matter of fixing and revising minimum rates of wages) (S.7 and rules 3 to 17)	Appropriate Government (Authority specified under Section 7)
3	Appointment of Central Advisory Board (For the purpose of advising the Central and State Govts. in the matter of the fixation and revision of minimum rates of wages and other matters under the Act and for coordinating the work of the Advisory Boards) (Section 8 and Rules 3 to 17)	Central Government (Authority specified under Section 8)
4	Fixing and revising of minimum rates of wages (Sections 3, 4, 5 etc. and rules made there under)	Appropriate Government (Authority specified under Section 3)
5	Appointment of Minimum Wages Committees (Sections 5, 9 and Rule 3 to 17)	Appropriate Government (Authority specified under clause (a) of sub- section (1) of S. 5)
6	Correction of clerical or arithmetical mistakes in any order fixing or revising minimum rates of wages or errors arising therein from any accidental slip or omission (Section10)	Appropriate Government (Authority specified under sub- section (1) of Section 10)



7	Appointment of Authority for declaring the Consumer Price Index, Advisory Board, Committees, Inspectors, (Competent Authority etc.)	Appropriate Government (Authorities specified under clause (c) of S. 2, Ss. 7,9, sub- section (1) of S. 19, sub- section (1) of S. 20)
8	Fixing of hours for a normal working day etc. (Section 13)	Appropriate Government (Authority specified under Section 13)
9	Complaint regarding non – payment of minimum rates of wages / Overtime wages and including the non- maintenance of registers and records	Inspector of Plantations (In the case of plantations) Assistant Labour Officers (In any other case) (Inspectors – Appointed under Section 19)
10	Payment of minimum rates of wages to employees (In respect of any scheduled employment where a notification under S. 5 is in force) (Section 12)	Employer (Authority specified under Section 12)
11	Claims for and on behalf of employees (To hear and decide all claims arising out of the payment of less than the minimum rates of wages, payment of remuneration for days of rest or for work done on such days, overtime wages etc.) (The employee himself/ legal practitioner/ any regd. official of a Trade Union authorised in writing to act on his behalf/inspector / any person acting with the permission of Authority) (Section 20)	Employee’s Compensation Commissioners Labour Commissioner and Labour Court (Authorities specified under sub- section (1) of Section 20)
12	Submission of annual returns in Form III/III A (Rule 21(4)(iii))	Inspector (Assistant Labour Officer (Grade II) Inspector of Plantations (Authorities appointed under Section 19 and Rule 21 (4)(iii))
13	Maintenance of registers and records <ul style="list-style-type: none"> ■ Reister of Wages in Form XI (Rule 29(1)) ■ Register of Wages in Form XII in the case of employment in agriculture (Rule 29(1)) ■ Issue of Wages Slip in Form XIII to every person employed, atleast a day prior to the disbursement of wages (Rule 29(2)) ■ Mustor Roll in Form VI (Rule 29(5)) ■ Register of Fines (Rule 29(6)) ■ Register of Deductions for damage or loss (Rule 29(6)) ■ Visit Book (Rule 29(8)) ■ Register of Overtime in Form V (Rule 28(2)) 	Employer (Authority specified under S. 28 to 30 A and the rules made thereunder)



	<ul style="list-style-type: none"> ■ Annual Return in Form III if any realisation or deduction is made from the wages ■ (To reach the Inspector on or before 1st day of Feb.) ■ Annual Return in Form IIIA if no realisation or deduction is made from the wages (rule 21(4)(iii)) ■ (Section 18 read with Rule 28, 29, 29A, 29B, 30 and 30A)) 	
14	<p>Permission for the maintenance of alternative Forms in lieu of any of the Forms prescribed under the Rules (To avoid duplication of work for compliance with the provisions of any other Act or rules made there under)</p>	<p>Labour Commissioner or any other officer authorised by the Labour Commissioner (Authority specified under Rule 29B)</p>
15	<p>Exemption and exception of establishments/ employees from the purview of the Act. (For Special reasons of Government thinks fit by notifications in the official Gazette subject to such conditions and for such period) (Section 26)</p>	<p>Appropriate Government (Secretary, Labour and Skills Department) (Authority specified under Section 27)</p>
16	<p>Amendment of Schedule (Addition/ deletion/ amendment) (Section 27)</p>	<p>Appropriate Government (Secretary, Labour and Skills Department) (Authority specified under sub- section (1) of Section 26)</p>
17	<p>Filing of prosecution under the At</p> <ul style="list-style-type: none"> ■ Payment of less than the minimum rates of wages (Clause (a) of sub- section (1) of Section 22B) ■ Less than the amount due under the provisions of the Act) (Section 22) 	<p>Any person with the permission of Govt. or an officer authorised under this Act) (Sub- section (1) of Section 22B)</p>
18	<p>Filing of Prosecution for</p> <ul style="list-style-type: none"> ■ Contravention of any rules or order under Section 13 ■ Offences relating to general provisions etc. ■ (Ss. 22(b) , 22A and 22B) 	<p>Inspector and any person with the sanction of the Inspector (Section 22B)</p>
19	<p>Making of Rules (Section 29& 30)</p>	<p>Central Government and Appropriate Government (Authorities specified under Section 29 and 30)</p>



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Labour Movements In Agriculture Sector

A Case Study Of Kuttanad Region

1.1 Introduction

Kerala is well known for its unique model of development. It has demonstrated outstanding achievements in many social development indicators, even at par with the developed countries. At the same time the state has failed to achieve a proportionate economic development. Kannan (2011) observed an important transition in the Kerala economy. According to him the state has witnessed a structural transformation making it a non-agrarian character, both in terms of income and employment. The change is so fast that the share of agriculture and related activities of the state income declined from 22% in 2004-05 to 11% in 2008-09. This has further come down to 9.1 per cent

in 2011-12 (Government of Kerala, 2012). Despite high level of literacy and sex ratio, the state is featured with low female work participation. Land reforms implemented in the state have brought in several changes in the agriculture sector.

1.3 Kuttanad: the Setting of the Study

Located in the southwest coast of Kerala, Kuttanad, the rice bowl of Kerala, is unique among the rice ecologies of the world and is the biggest wetlands of the country. This low lying backwater region is located between latitudes 9° 8' and 9°52' and longitudes 76° 19' and 76° 44'. It extends to 11 taluks covering 79 villages belonging to three districts namely Alappuzha,

Kottayam and Pathanamthitta. Kuttanad wetland region has an area of 1, 10,000 ha, which is divided into four ecological zones. These are garden or dry land (31,000 ha), wetland (11,000 ha), reclaimed land situated below sea level (55,000 ha), and water bodies including lake, canals, etc (13,000 ha). It is divided into six agro-ecological zones such as *Kayal Land, Lower Kuttanad, Upper Kuttanad, North Kuttanad, Purakadu Kari and Vaikom Kari.*

1.6 The Research Problem

Kuttanad is known as the nerve centre of the agrarian struggles in the state. The agrarian relations in Kuttanad has undergone several changes for the past seven decades. In early 40s labour movement came

to existence as a pressing need to withstand the dominance of farmers and landlords in the region. Since then the region has been a hotspot for violent labour struggles from the very historical Punnapra-Vayalar agitation to the recent agitation against the conversion and filling of paddy fields. Within a few years it became the focal point of trade union activities in the agrarian sector in the state. While the struggle of the trade union movement became so strong it induced a more or less powerful reaction from the farmer's side. They used their political power and money power to withstand the pressure set by the union movement. Initially the trade unions were strongly against labour saving initiatives, but later they gradually supported certain levels of mechanisation with conditional agreements. At present, the paddy farming activities are predominantly controlled by the dictates of the militant trade unions in Kuttanad. It has changed to a level that once victims of exploitation have now become the agents of exploitation of the region. In spite of many Government interventions to regulate the agrarian relations, the militancy of Trade Unions seems to be a factor of concern.

The role of labour movements in this transition is significant. This study is an attempt to trace out the influence of labour movements in the region on various issues across time since 1940. It analysed the impact the movement created in the region by way of influencing the various stakeholders like farmers, agricultural labours, political leaders, government officials etc with a special focus on the agrarian relations. The strategies adopted by the movements to respond to cross cutting issues in Kuttanad had been covered in the

present study. This study also attempted to describe the contribution of labour movements in ascertaining the labour welfare and social security of the agriculture labours in the region. Ultimately the study had been instrumental to explain the balance sheet of the gains and losses of seven decades of labour movements in Kuttanad region.

1.7 Research Objectives

1. To portray the changes in agrarian relations in Kuttanad.
2. To assess the impact of labour movements on the agriculture sector in Kuttanad.

1.8 Research Methodology

The study followed a qualitative research paradigm.

Methods and Tools of Data Collection

The study used data from both primary and secondary sources. The primary data was collected from respondents such as agricultural workers, farmers, trade union representatives, social and environmental activist, and intelligentsia. The timeline of this study spreads across 70 years from 1940. Since this is predominantly a historical exploration the inclusion criteria was to get response from people who had some exposure to the events during this time line. Thus the major chunk of data was collected from people belonging to 70+ age groups. Primary data was collected through in-depth interviews with the respondents, which was supplemented by data generated through focus group discussions.



The historical data had been collected from Government reports, Trade Union Records, research reports, newspaper reports and other published materials which had been supplemented by information collected from respondents. Special care has been taken to capture response of respondents belonging to all the above mentioned categories from the various parts of Kuttanad ecosystem. Thus the diversity in terms of geography and agriculture practices in different parts of the Kuttanad ecosystem had been ensured while selecting respondents for the study. The information generated through the in-depth interviews had been supplemented through observation during field visits. Altogether 44 respondents were interviewed for this study during the field visits extending three



months from September to November 2014. The procedure to fix the number in each category was kept flexible and the criterion was saturation of ideas. That means the interviews were continued until we realise that no further information is shared by the new respondents. The cut off number was around 8-9 respondents. Collaboration and support of the various NGOs working in the Kuttanad region had been sought to identify and access the respondents of this study.

The data had been collected at different stages. Initially discussions with key informants in different localities had been carried out. They helped in providing basic information and an overall picture of the Kuttanad region. Further they helped

to identify other reliable respondents in their own locality belonging to the different categories like agricultural workers, farmers, trade union representatives, social/environmental activists, and intelligentsia. After a round of interviews and discussions with respondents a summary of the inputs had been prepared objective wise. In subsequent stages further required data had been collected based on the leads generated in the previous stages. Altogether four rounds of such discussions and consolidation had been done to ensure the veracity of information generated. An expert opinion on the information collected at each stage is also sought to gain proper direction in the data collection in the subsequent stages.

2. Major Findings

2.1. Change in Agrarian Relations

Traditionally the agrarian relations in Kuttanad was more of a patron-client relationship which is best described as *janmi-adiyan* relations. It was a modified form of master-slave relations where the workers were treated just as commodities. There existed a repressive caste system with the upper castes establishing their economic and social life based on land. The laws of pollution also prevented the *lower castes* from entering into any craft or trade which demanded transactions with the upper castes. This oppressive form of social discrimination was prevalent in its worst form till 1930s.

With the mobilisation of labour by the caste and political organisations, nature of this relationship also underwent transitions across time. Different forms of exploitation were prevalent during this time. The landlords used coercive means to suppress the reactions of the labours against this exploitation. The landlords compelled the labourers to work in inhumane conditions. The workers had to face physical and mental torturing in all possible forms. Many of the labours even had to sacrifice their life in the fight against the landlords. But the determination and concerted efforts of union leaders succeeded in changing the scenario as pro-labour. It was a story of about 25 years long struggle and sacrifice. Later stages, the struggles of labour movements became so frequent to get the basic rights of the labour class. This included increase in wages and improvement in conditions of work.

Thus the relationship became that of an employer-employee relations by mid 50s. Mechanisation of pumping for dewatering was another major factor influenced the agrarian relations in Kuttanad during early 20th century. The agrarian relations in Kuttanad got a reverse transition leading to the dominance of labour movement by the late 60s. In a place where landowners were the dictators, they had to beg the mercy of unions to get sufficient number of labourers on time to carry out the agricultural operations hassle free.

There was a clear class perspective in the struggles of Kuttanad. There was a broad congruence between party affiliations, caste identity and class background. For example, while most of the *Pulaya* participants are agriculture labourers and belonged to either CPI and CPM most of the *Cyrian Christians* are rich or middle level farmers and are affiliated to Kerala Congress. The *Nairs* and *Ezhavas* are more dispersed in terms of occupation and party affiliations. Initially it was a struggle by the oppressed labours belonging to the lower strata of the society. The focus and purpose was more of ensuring minimum conditions of work and reducing the exploitation by land lords. Thus it can be described as a struggle for survival and emancipation. As and when the struggle got powerful from the working class the landlords also started reacting more or less in an equal force. Thus it became a class struggle between the economically powerful landlords and politically powerful working class. The strength and strategy of the struggles varied according to the political landscape of the state.

2.2 Impact of Labour Movement

There is no doubt that the labour movement has impacted the agricultural sector particularly in Kuttanad and the state in general. However, there are diverse views on the nature and type of impact it created among the stakeholders of agriculture. Increase in wage rate is claimed to be most important and fundamental change brought in by the union movement in Kuttanad. This has made to the level of

Kuttanad having the highest wage rates among the agricultural workers in the country. This was mainly because the union could succeed in influencing the govt to undertake periodic revision of the wage rates. Another major impact of the union movement was regulating conditions of work in the agricultural sector in terms of hours of work. Union interventions could protect labour against exploitation by preventing the favouritism and subjectivity in selecting the workers. Resisting the



labour saving technologies had been a priority of labour movement from time to time. Establishing a tripartite machinery to resolve the labour related disputes was a sign of government accepting the role of labour movements.

The much acclaimed Land Reform is yet another major accolade of agriculture movement in the state. This was a revolutionary measure as far as the working class is concerned. Legitimisation of hutment rights and enactment of Agricultural Workers Act, in 1974 were counted as other major achievements of the unions. The unions were also instrumental in bringing development programmes in Kuttanad even though these projects could not bring the expected outcomes to the region.

The replacement of master slave relationship with an employee-employer relationship is a major gain of the struggles of labour class. The attached labour system with all inhumane treatment of the workers had been modified to casual labour system. This in turn brought out a transition in the social relations in the Kuttanad region. There existed a high level of social and caste based discrimination which later got disintegrated to a great extent due to the continuous struggles. The presence of an egalitarian worker-cultivator relationship and disintegration of jajmani relations are indicators of such achievements. Over the years the union could help the working class to liberate from the absolute subordination of the feudal relations. Political mobilisation of labour and the marginalised category is yet another significant achievement of the union movement in agriculture sector. The story of the

struggles of agricultural workers in Kuttanad is an example of emergence of powerful political force even influential enough at the state level governance. Introduction of two welfare programmes to compensate the failure to effect the basic changes in agriculture sector.

Discussing about the setbacks, union movement was criticised for not maintaining the standard of living of the labourer in the face of dwindling days of employment. Agricultural labourers remained agricultural labourers even after the struggle and their political mobilisation. They remained a discontented lot. The decreasing area and production of paddy in Kuttanad raises serious concerns about the contributions made by the labour movements in the region. They could not influence the youngsters belong to the new generation in preserving the dignity and status of cultivation.

2.3. 70 Years of Labour Movement: the Debris

The focus of this subsection is to analyse the present scenario of Kuttanad, the nerve centre and battle field of labour union movement in the state. There were many positive changes that the labour movement could create, particularly in the region and generally in the agricultural sector of the state as a whole. These changes were mainly in terms of liberating the toiling masses of labour class from the clutches of dominant landlords, providing better wage rates and conditions of work. They have attained remarkable upward social mobility. The progress and empowerment that happened to the agriculture labours are incomparable. The power equation between the

labours and farmers has reversed over time. The landowners who are dictators once upon a time have to follow the dictates of the militant unions now for almost all the agriculture related procedures.

Given these claims, the current landscape of Kuttanad gives us an alarming picture. A detailed description of this is given in chapter 6 of the study report. To list a few, this includes: increase in cost of cultivation, decrease in area and production of rice, decrease in labour requirement, job shift to non-agricultural sectors, predominance of lease cultivation, shift to cash crops, issues in procurement of grains, declining number of agriculture labourers, lack of availability of quality seed, heavy use of pesticides and weedicides, change in conditions of work, upward social mobility among the labour class, changes in agrarian relations, absence of a clear crop calendar, lack of technology to suit the local requirements, change in focus of labour movements and environment issues related to fast development interventions of the region. These are issues threatening the paddy cultivation in almost all the stages of it.

While substantial progress has been achieved by the labour class in terms of social mobility and conditions of work through the union movement, the paddy cultivation sector in Kuttanad has reached to a pathetic situation. In their attempt to bring 'gains' to the working class and their liberation, the movements and struggles could not treat preserving the paddy sector as a priority. This led to a scenario where farmers no more want to continue with the paddy cultivation, new generation no more

prefer to work in paddy fields, the area of paddy fields are shrinking and ultimately paddy cultivation a 'less status' or unwanted work. Unions could realise this alarming transition very late. It is quite accidental to observe most of these are by-products of militant labour movements in the region. It is in 1990s they organised a massive struggle against the conversion of paddy fields. This struggle could not gain its purpose on the grounds of convincing reasons proposed by the farmer's community. The balance sheet of labour movement can be

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described as strong political mobilisation and empowerment of working class contrasted by stagnation of agriculture as a primary occupation. A good number of people in Kuttanad now strongly feel that the labourers in Kuttanad are over conscious of their rights and privileges. The militancy has gone to unexpected levels. Somewhere it has taken a wrong trajectory. So in a couple of years' time the labour class in Kuttanad will become an extinct species.

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Retired



Sri. P.G. Thomas, IAS, Labour Commissioner retired from service on 30.09.2014 . He was one of the members of the Executive Council of KILE. The Executive Council of KILE gave him a farewell at the meeting of the Executive Council held on 26.09.2014.

Appointed



Dr. G.L. Muraleedharan , Additional Labour Commissioner, (IR) has been posted as Labour Commissioner w.e.f. 01.10.2014. He is also holding the full additional charge of the Managing Director, Overseas Employment and Development Consultants Ltd. (ODEPC)



Farewell meeting of Sri. P.G. Thomas, Labour Commisioner held at KILE on 26-09-2014

V.Veerakumar

Executive Director, KILE

An overview of the functioning of the tripartite committees in the State

The Tripartite Committees (Management – Workers - Government) have vital role to play in maintaining harmonious industrial relations in the State. Though statutory and non - statutory Committees are functioning in the State it does not make any difference in its functioning except the procedure stipulated under the respective statute has to be scrupulously followed by statutory bodies. The non - statutory committees have a special status by formation as they are formed outside the purview of any statute. Despite its locus standi the functioning of both the Committees is covered in this article. Over the last seven decades these committees have been performing a major role in nurturing and maintaining a harmonious industrial climate in the State. Its tripartite structure is the cardinal factor in its success in its functioning.

Kerala is believed to be the first State in the country where the concept of tripartite



consultative mechanism was first evolved more than seven decades ago, in promoting healthy industrial relations in the State. The evolution of the tripartite machinery in the State could be traced from the Industrial Relations Committee (bi-partite) functioned between the Travancore Coir Mats and Matting Manufactures Association and the Travancore Coir Factory Workers Union in the Coir industry in Alappuzha. The series of discussions held between the Travancore Coir Mats and Matting Manufactures Association and the Travancore Coir Factory Workers Union swayed the parties to understand that both parties (employers and workers) are indispensable for the existence of the industry. The outcome of this realization was the formation of the IRC consisting of equal number of employers and employees.¹

The decision to constitute the first IRC (bi-partite) was taken at the meeting of the Travancore Coir Factory Workers Union and Travancore Coir Mats and Matting Manufactures Association held on 18th June 1941 in Alappuzha.² It was formed based on the pattern of Joint Industrial Councils in the U.K. which was a permanent machinery and was designed to solve amicably, without resort to direct action on either side, differences between employer and employees. The Coir IRC had functioned successfully during the period 1941- 1943.

“The growth of rival unionism raised difficulties for the effective functioning of this bipartite voluntary system since 1947. But the Labour Department did not want this useful institution to break down and decided to take an active part in guiding its functions. Though the voluntary bi-partite nature of

The decision to constitute the first IRC (bi-partite) was taken at the meeting of the Travancore Coir Factory Workers Union and Travancore Coir Mats and Matting Manufactures Association held on 18th June 1941 in Alappuzha.

Industrial Relations Committee was lost this infrastructure for maintaining good industrial relations in the State continued as a tripartite body. The Assistant Labour Commissioner became an observer in Industrial Relations Committee meetings. Later on some top officers of the Labour Department used to chair its sessions.”³

Based on the incessant demand from the organizations of the employers and workers the Travancore – Cochin Government has appointed a Committee in to work out a solution for the issues prevailed in the Coir industry, to inquire the labour related issues and suggest practical solutions for its development. This is considered to be the first attempt in the State in setting up a consultative committee in the industry to protect the interests of workers. The Committee has inter alia recommended government to constitute an ‘Industrial Relations Council’ for advising on the matters of bonus, wages, dearness allowance etc. This has paved way for constituting a tripartite Industrial Relations Council under the Chairmanship of the Labour Commissioner in 1956. Subsequently

the name ‘Industrial Relations Council’ has been changed as ‘Industrial Relations Committee’.

G. Parameswaran Pillai Committee stated that “lacuna in IRC’s functioning was that its recommendations were not implemented by the employers of small factories who were not members of the Manufactures Association. So to ensure the implementation of the decisions of the joint body they wanted to reconstitute it on a statutory basis and wanted this body to be named as “Coir Industrial Relations Council.”⁴ The recommendations of the G. Parameswaran Pillai Committee were generally accepted by government. Though no legislation was passed to give statutory basis to the Coir Industrial Relations Council the government constituted the Council by an executive order as a tripartite body with Labour Commissioner as Chairman. (G.P.L. 6-8162/56/DD dated 16th August, 1956)⁵

The success of this Committee persuaded them to think of similar IRCs for other industries too. The government also supported this effort. But it did not materialize soon.

In 1941 when the Industrial Relations Committee in coir industry was formed as a joint consultative body of a voluntary nature it was a unique step in any industry in the history of industrial relations in India at that time.⁶

It would be said that the first tripartite conference laid the foundation of a permanent plantation labour committee in 1957.⁷ In the third tripartite conference on plantation held in Trivandrum in December 1952 the decision was taken for the constitution of Industrial Relations Committee as a tripartite body on a permanent basis. A tripartite committee was constituted vide G.O. dt. 27.04.1956 to deal with labour management problems in plantations with Labour Commissioner as Chairman.⁸ The Plantation Labour Committee (PLC), the Industrial Relations Committee for plantation industry was the first such tripartite consultative machinery and the Industrial Relations Committee of the present stature, constituted with a view to protect the interests of the plantation industry. This Committee has been functioning uninterruptedly and constructively for the last six decades or more. The decisions of the Committee since its inception will give a comprehensive outlook of the role it has played in the protection of the interests of more than three lakh workers and around ten lakh dependents of them, employed in this sector and the interests of the industry in general.

From the administrative report of the Department it is revealed that the working of the committee was impressive in the year 1956-1957. The work of the Committee minimized the number of disputes in the plantation



industry and maintained industrial peace.⁸ The achievement of the Plantation Labour Committee was the adoption of a gratuity scheme (1962) and the abolition of the age old Kangany system.

In the words of Sri. P.N. Krishna Pillai, former Labour Commissioner and author of the study Industrial Relations Committees in Kerala “All the representatives of government, employees and employers agree that Plantation Labour Committee is doing a very useful work in maintaining industrial peace by mutual discussions in a democratic, manner. No such tripartite body is known to be functioning in Plantations in any other part of the country.”⁹ Besides, he had also included in the study the words of other prominent persons involved in the functioning of the

PLC on the role it had played. Sri. V. Krishna Murthy, IAS , then Special Secretary in the Ministry of Labour who was presiding the committee as Labour Commissioner said in an interview that code of conduct evolved for the parties, minimum working days fixed for cardamom plantations, the functioning of housing and medical advisory Boards under the Plantation Labour Committee, settlement of wages and bonus etc. are great achievements unparalleled in other sectors.⁹ Mr. James Machiel, then Secretary of Association of Planters of Kerala (APK) in an interview said Plantation Labour Committee is a guardian of Industrial Relations and industrial peace in plantations.”⁹ Sri. P.N. Krishna Pillai, also agreed to the opinion of the APK Secretary that “plantation tripartite machinery was

really a guardian of Industrial Relations and industrial peace as observed by James Machiel.”¹⁰

The concept of tripartite consultation has been dealt with in the ILO Convention concerning Tripartite Consultations to Promote the Implementation of the International Labour Standards, 1976 (Convention No. 144), which was ratified by India in 1978. The term “representative organisations” in the Convention means the most representative organisations of employers and workers enjoying the right of freedom of association. The provisions of the Convention also envisages the role of tripartite consultation, its procedure etc.¹¹

Besides the above Committees the State Industrial Relations Board (SIRB), Industrial Relations

functioning in the State for the protection of the interests of workers.

The State Industrial Relations Board (SIRB) headed by the Minister (Labour) and co-chaired by the Ministers for Industries and Agriculture is the present highest non-statutory Tripartite Forum in the State which determines high level policy matters on labour related issues in the industrial sector.

Around twenty IRCs have effectively functioned in the State. It is believed to be the golden days of the Labour Department. Now, only less than ten IRCs are functioning in the State. Some of them are in the stages of re-constitution. Proposals are also pending with Government for new Committees. The Industrial Relations Committees had a key role in securing and maintaining healthy

Resources etc., with a view to strengthen the inspection machinery, a Works Committee and a Finance Committee in Textile industry (both could not be functioned due to various reasons) for conducting a work study prior to a long term settlement for wage enhancement in Textile industry etc. were few examples. In some instances sub committees have been constituted for inquiring burning issues in the industry and report to the Committee for bringing out agreeable solutions. The wage settlements in Cashew, Kuttanad agricultural area and plantation have been decided in the respective IRCs and later notified under the Minimum Wages Act for providing a statutory backing. These instances give light on the significant role played by the Industrial Relations Committees in protecting the interests of the workers and industry in general.

Though these IRCs do not have a legal footing the decisions of the Committee have been wholeheartedly accepted by the industrial partners because of its tripartite representative nature. The creative involvement of the special IRCs constituted for the National Thermal Power Project (NTPC), Kayamkulam, Ammonia Plant, FACT, Kochi, Hydroelectric Power Projects of K.S.E.B at Kakkad, Edamalayar and Diesel Power Project, Nallalam etc., were other remarkable achievements of the tripartite bodies in the industrial relations in the State.

In the nineties when there was some issue regarding the loading and unloading in the Civil Supplies Department, the first demand was none other than the constitution of an IRC for the Public Distribution System (PDS). Now, an IRC is

In the nineties when there was some issue regarding the loading and unloading in the Civil Supplies Department, the first demand was none other than the constitution of an IRC for the Public Distribution System (PDS).

Committees (IRC) for Cashew, Textiles, Motor Transport, Kuttanad Agriculture, Newspaper workers, Supply Co, Toddy tappers etc., and the statutory tripartite bodies like Advisory Boards / Technical Committees constituted / to be constituted under the provisions of various enactments are the major tripartite consultative bodies

industrial relations in the State. Also, whenever situations so warranted these Committees had intervened and the issues have been amicably settled. The constitution of the Enforcement Review Committee in Cashew industry with the involvement of the Departments like, Provident Fund, Employees State Insurance, Legal Metrology, Water

In the views of critics “when these tripartite consultative bodies have immense scope in protecting the interests of workers and industry in general it is totally disgraceful that some of the IRCs are functioning for the name sake and does not make any significant contribution in its performance”.

functioning for the Civil Supplies Department. Similarly, when the problems of the migrant women workers were originated, the State Women’s Commission, Trade Unions and NGOs have requested government to constitute an IRC with the representatives of Principal Employers, Contractors, NGOs, officials and representative of Women’s Commission for resolving these issues. All these instances show the thrust on the achievements the Department has made in the functioning of the tripartite consultative bodies especially IRCs. However, the instance where the Hon’ble High Court of Kerala turned down the implementation of the decision / agreement of an IRC due to its legal infirmity to enforce its decision/agreement is not being ignored here.

In the views of critics “when these tripartite consultative bodies have immense scope in protecting the interests of workers and industry in general it is totally disgraceful that some of the IRCs are functioning for the name sake and does not make any significant contribution in its performance”. Also, if the words of an eminent trade unionist who was a prominent member in many of the earlier tripartite bodies are quoted;

“the future of some of the existing IRCs is also in stake”.

It is noteworthy to mention here the words of Sri. M.P. Joseph. IAS, Former Labour Commissioner on the role of the Plantation Labour Committee which is the prime and most creative tripartite Industrial Relations Committee functioning in the State since 1956. “We in the Department felt that many of the decisions of the Plantation Labour Committee will be of historical interest to future academicians and historians trying to figure out the elements that had made Industrial Relations in the State what it is today.”¹²

When there is hue and cry from various quarters regarding the ineffectiveness / slackness on the part of the Department in protecting the interests of the workers, if these IRCs effectively deal with the issues many of the day to day problems as well as the seasonal issues could be effectively curtailed or regulated. Similarly when the Labour Department is striving to effectively intervene in restraining the “Nokkukooli” issue in the loading and unloading sector, the past experience of the IRCs would show that this could be effectively resolved by an Industrial Relations Committee.

The intervention of the newly constituted IRC for the private hospitals is a significant move in this line. As things stand, the industry as a whole is expecting some urgent look on these issues and creative intervention by the government for addressing the issues in the new employment sectors. But this alone may not be sufficient for effectively resolving the problem. The prime factor is government should consider in providing legal footing to the IRCs to ensure the compliance of its decisions. Otherwise, the instances like in PLC and Cashew IRC may indulge in the smooth functioning of these Committees. However, while considering the overall performance of the IRCs these are only minuscule of the problem.

The other tripartite Committees are the tripartite machinery envisaged under various labour enactments for the effective implementation of the respective legislative intent. The Minimum Wages Act, 1948, Plantations Labour Act, 1951, The Working Journalists



and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955, Contract Labour (Regulation and Abolition) Act, 1970, Equal Remuneration Act, 1976, Kerala Headload Workers Act, 1978, Child Labour (Prohibition and Regulation) Act, 1986, the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 etc., contain provisions for the constitution of tripartite consultative mechanisms like the Committees, Advisory Boards, Technical Committees etc. But in the views of the critics “the conceptualization of the role of these bodies are either not properly conceived and acted or conveniently ignored and acted”. For instance the Committees and Advisory Board envisaged under S. 5 and Sn. 7 respectively of the Minimum Wages Act have distinct duties and responsibilities to be performed. However for the last few years the Minimum Wages Committees intended for inquiring and advising Government on fixing of revising the

rates of minimum wages were wrongly conceptualized with the functions of the Advisory Board and thereby sub - Committees are constituted within the Advisory Board for performing the role of Committees under Sn.5. Similarly, the State Advisory Contract Labour Board constituted under the provisions of the Contract Labour (Regulation and Abolition) Act have been independently allowed to take evidence on the complaints of the parties and act accordingly instead of Government seeking its advice and acting on it. The legal experts view the former instance as a blatant violation of the principles of natural justice and the later as a violation of the due process of law. Similar instances are not rare in practice. Moreover, many of these Committees envisaged under the statutes are not seriously considered so that at least a few of them are defunct or not reconstituted in time. In the light of these reasons nobody can construe the functioning of these tripartite mechanisms as a success story in the State.

To overcome this situation the Government have to consider the best practices in other parts of the Country and streamline its policies and act accordingly.

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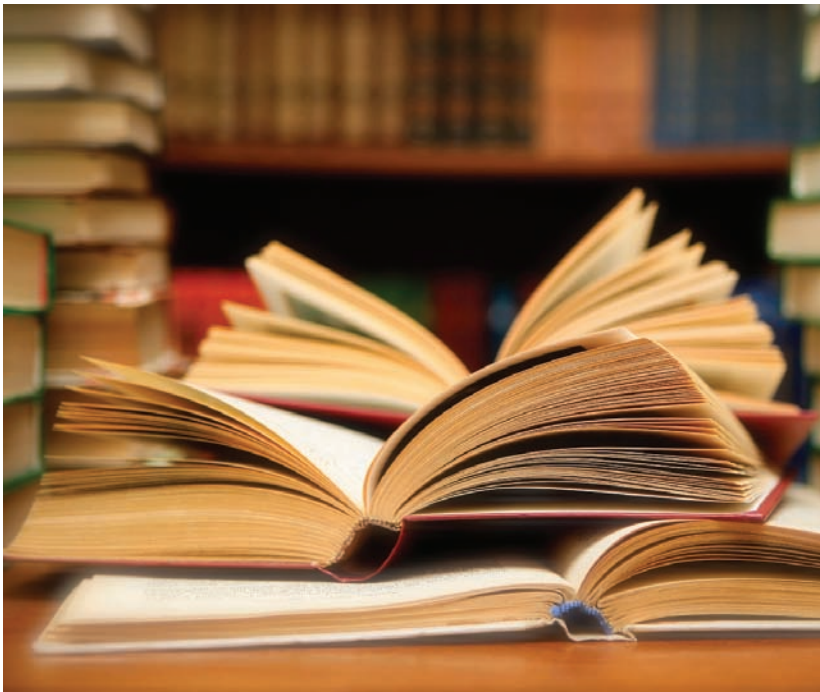
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**If we want to reach
real peace in this
world, we should start
educating children**

~ Mahatma Gandhi ~



Research



Research is one of the core activities of the Kerala Institute of Labour and Employment (KILE). From the inception KILE have been conducting researches / studies with the assistance of scholars in the field. Mainly these researches or studies are conducted in the area of Labour, employment and allied subjects. These were conducted voluntarily by identifying topics through various sources including consultative workshops of the stakeholders.

Besides, KILE also undertakes researches on the topics suggested from Government. A study on Developing a Legal Frame Work for the Care and Support of Women Out-migrants from Kerala by Prof. T.S.N. Pillai, the Impact of Globalization on Women Workers in the Traditional, Small Scale Industries and Informal Sector in Kerala: Measures for Social Protection Arrangement by Dr. Manu Bhaskar and the Social Consequences of Labour Migration

(Study of Malappuram and Kozhikode Districts) by Dr. T.K. Anandi are a few significant studies conducted in the recent past.

The Government suggested study on the working of Self-employment schemes of the Department of Employment, Government of Kerala with focus on their sustainability is progressing and it is expected to be completed by the end of December, 2014.

The reports of the researches / studies will be forwarded to Government for considering in the policy formulation and for the preparation of action plan on the suggestions of the reports.

The reports of the studies undertaken by KILE are available in the KILE library for reference. These, will also be made available online once the improved version of the KILE website becomes functional. The launching of the new website is expected to be made by the end of this year.

A list of the important researches / studies undertaken by KILE for the last few years are furnished below.

Details of the important researches / studies

Sl.No.	Topic	Scholar	Year
1.	Life and Labour of Women Workers in the Informal Sector of Kerala – A case study of food processing industry	S. Dhanalakshmi Department of Economics, All Saints College, Thiruvananthapuram	2000
2.	Headload Workers Welfare Scheme: An evaluation study	G. Ramachandran Nair and Dr. M. Kuttappan , Centre for Tropical Studies, Thiruvananthapuram	2001
3.	Working Conditions of Women in Peeling Industry – A case study of Neendakara Panchayath	V. Rajalekshmi Kaleepil, Puthenthura.P.O, Neendakara (Guest Lecturer, Department Economics, SN College for Women, Kollam)	2001
4.	In-migrant Labour in Kerala – A Study	Usha Venkitakrishnan and Sunil George Kurian	2002
5.	Life and Labour of Plantation Workers of Kerala	Prof. T.S.N Pillai Sreeranjini, Archana Nagar Pongumoodu, Medical College.P.O Thiruvananthapuram Ph: 0471 2448112, pillaitsn@gmail.com	2003
6.	Social Consequences of Labour Migration (Study of Malappuram and Kozhikode Districts)	Dr. T.K. Anandi T.K Anandi 10/2821, Bilathikkulam Housing Colony, Eranhipalam.P.O Kozhikode -673006	2009-10
7.	A study on the unemployment problems among a marginalized group of traditional gold and silver workers in Kerala: A sample study	Dr. V. Gopalakrishnan Centre for Indigenous Technology & Development Studies, TC-41/700, (I), Kuriyati, Manacaud.P.O Thiruvananthapuram – 695009	2011-12
8.	Youth and Entrepreneurship – Barriers and Gateways to initiatives among the potential youth in Kerala	Smt. Usha. S. T.C 6/150, Ponnalayam, Enchakkal, Vallakkadavu.P.O, Tvpm – 695008	2010-11

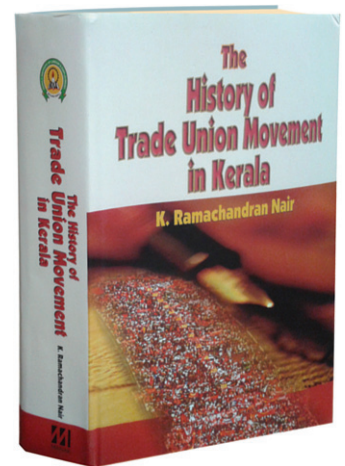
9.	Impact of Globalization on Women Workers in the Traditional, Small Scale Industries and Informal sector in Kerala: Measures for Social Protection Arrangement	Dr. Manu Bhaskar Prof. (Sociology), University of Kerala Manusmrithi, Chempazhanthi Thiruvananthapuram. Mob: 9495829684, manubhaskar47@gmail.com	2011-12
10.	On Developing a Legal Frame Work for the Care and Support of Women Out-migrants from Kerala	Prof. T.S.N Pillai (Rtd.) Sreerenjini, Archana Nagar Pongumoodu, Medical College.P.O Thiruvananthapuram pillaitsn@gmail.com	2011-12
11.	Job satisfaction of educationally overqualified employees in some Government organizations in Kerala with special reference to Malappuram district	Dr. Gopalakrishnan M.B Associate Professor Marthoma College, Chungathara , Malappuram	2012-13
12.	Job satisfaction among the over qualified non-teaching employees of University of Calicut	Dr. C. Krishnan Associate Professor, Govt. College, Kodanchery, Kozhikode, Nediyalakkal House, Nayarkuzhi Post, NIT Via, Kozhikode – 673 601	2012-13
13.	Life and work of fish vending women in South Kerala Changes and challenges during the past 35 years.	Dr. J. Mary John Adhwana Kerala Forum Partners in Functional Vocational Training Adhwana Resource Centre, Parvathy Nagar Menamkulam, Kazhakuttam.P.O Thiruvananthapuram -695582	2012-13
14.	Life and labour of fish-vending women in Kerala: a case study of Pulluvila, Thiruvananthapuram District	Dr. J.B Rajan Assistant Professor KILA, M.G Kavu P.O, Thrissur-84	2012-13
15.	Mechanisation in paddy cultivation: attitude of labourers, farmers and unions	Dr. Mohamed Kutty Kakkakunnan Associate Professor Department of Commerce, NAM College, Kallikkandy.P.O, Kannur – 670693	2012-13
16.	A study on the Impact of certain employment conditions on the wellness and work life balance of IT/ITES employees.	Dr. M.M Sulphey Professor, TKM Institute of Management, Kollam	2012-13

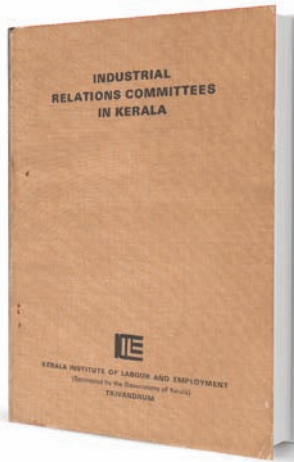
PUBLICATIONS



Realising of 'Padakosham' by Sri. Shibu baby John, Hon'ble Minister for Labour and Skills Department.

The publications of KILE have been receiving good responses. Some of them were state of the art and highly praised by everyone. However for the last few years no remarkable publication was undertaken except the History of Trade Union Movement in Kerala by Dr. K. Ramachandran Nair, renowned Economist and former State Planning Board Member which was a scholarly research work. There was high demand for this publication from the Trade Unions and the political parties. Few copies are available at KILE for sale (Bound dummy 1/4 size, 611 pages). The cost of the book is Rs. 2000/- The highlights of the book are available in our website.





Another publication received the similar response from the stakeholders and the academic community was the study on the “Industrial Relations Committees in Kerala” by Sri. P.N. Krishna Pillai, former Labour Commissioner, a pioneer and veteran among the architects of industrial relations in Kerala. In the words of then Chairman, KILE Sri. R. Prakasam about the study “it gives a clear insight to the early history, growth and development of trade unionism and the processes that led to the formation of tripartite Industrial Relations Committees that aim at harmonious industrial relations.”



The preface to this study was written by Sri. V. Krishan Murthy, IAS then Member, Board of Revenue and former Chief Secretary, Government of Kerala.

The other few important publications were the “The Labour in Kerala 2010” published in both English and Malayalam and a handbook on the welfare schemes implemented by the Labour Department. Both these publications also had high demand .

Among these, except the Trade Union Movement in Kerala is out of print. Due to the incessant demand for some of the publications have persuaded us to think of its revised editions. But this may take some more time as many of them have to be updated with latest information.

From 2013-2014 KILE again took up the publication work as one of the major activities in its programmes . “Padakosham” – A dictionary of Malayalam words commonly used by Labour, National Employment Service and the Factories ad Boilers Department under the Labour and Skills Department. It was released by Sri. Shibu Baby John, Hon’ble Minister for Labour and Skills Department by handing over a copy to Sri. P.G. Thomas, IAS, Labour Commissioner and Member Executive Council, KILE at his Chamber on 14.07.2014 at Legislative Complex.

In the array of new publications Manual of Labour Laws (In 2 volumes) , a compendium of welfare fund Acts, Rules and Schemes implemented by the Labour Department, a Handbook on labour



laws in Malayalam (“Njanum Ente Thozhil Niyamangalum”) and a career guide for the +1 and +2 students and a handbook on research are the selected few. The work in respect of these books are in progress.

On the basis of the feedback received from our readers and well wishers further improvements in the magazine will be considered in due course.

The other important work in the publication activities is the preparation of few brochures for the proposed awareness programmes for the migrant workers and the students. A brochure containing the

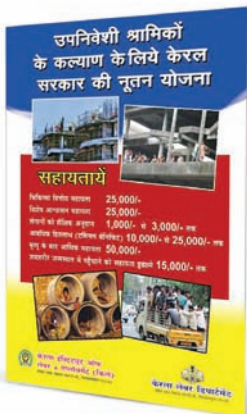


provisions of the Kerala Interstate Migrant Workmen Welfare Fund Scheme 2010 and a poster highlighting the benefits under the welfare scheme have already been published by KILE. Both these publications were in Hindi, probably the first attempt by a Government Department / organization made documents in a language other than in Malayalam. These were highly appreciated by all.

The present endeavor of KILE is to prepare a few more publications for the purpose of the Awakasha Radham and the Vijnjana Radham the flagship programmes to be organized this year for the migrant workmen and students respectively. These include booklets, stickers and posters containing the highlights

of the rights and entitlements of the migrant workmen in different languages and selected publications for the students.

The KILE is highly indebted to our readers and well wishers for their wholehearted support in our publication activities and activities in general.

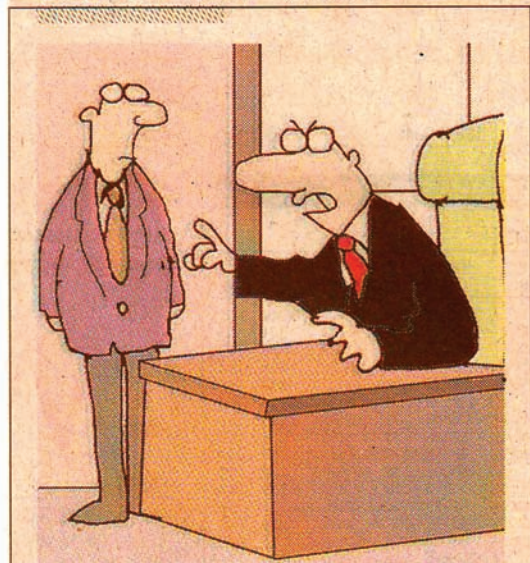


KILE NEWS

The “KILE NEWS” was once an important journal for reference for the students and teachers of the management studies in the State. But the publication of it was discontinued due to some technical reasons. Now KILE revived its publication in a more professional manner. Two issues have already been circulated and this is the third one. The earlier two issues have been well received by the readers and suggestions are pouring in.



Blinkers Off ■ Salam



Take your time to think... but your answer will have to be 'yes'...

Courtesy: The Economic Times



KILE LIBRARY

The Kerala Institute of Labour and Employment (KILE) had a very good library with around three thousand books and good number of periodicals. It was considered to be one of the best libraries in the city. But for the last few years no proper attention was given to it or neglected it totally. From 2013 – 2014 new books have been added to our stock. Latest books and publications on labour and employment are the important additions to its stock. Within five years KILE Library would regain its past glory and become one of the imporement libraries in the city.

The reports of the research studies conducted by KILE are also available in the library for reference. The list of reports of the research / studies is included in the research session.

JOURNALS AVAILABLE FOR REFERENCE AT

Sl. No.	Name	Publishers
1	Labour Law Journal (LLJ)	LABOUR LAW JOURNAL REE ELSEVIER PUBLISHING (INDIA) PVT. LTD., Asendas IT Park, Crest – 5 th Floor, Unit 2,3,4, Taramani Road, Taramani, Chennai – 600 113 Tel: 044- 43459919/ 4345 9999 E-mail: lljmadras@gmail.com
2	Current Labour Reports (CLR)	CURRENT LABOUR REPORTS 49, Ground Florr, Tardeo A.C. Marmet, Mumbai- 400 034 Tel: 2351 3602- 3252 0352 – 2352 1686, E- mail: clrlaindia@gmail.com,
3	Labour Law Reporter (LLR)	LABOUR LAW REPORTER, A-43, Lajpat Nagar – 2, New Delhi - 110 024 , Telefax: 011- 29830000, 29840000, Email : llr@vsnl.net
4	Kerala Law Times (KLT)	KERALA LAW TIMES, High Court Road, Cochin- 682 031, Kerala, Tel: 0484 2391288, 0484 4049307, E- mail: mail@keralalawtimes.net
5	Economic and Political Weekly	ECONOMICAL AND POLITICAL WEEKLY 32-321, A to Z Industrial Estate, Ganpatrao Kadam Marg, Lower Parel , MUMBAI 400 013, FAX: (022) 2493 4515
6	Frontline	Sri. N.RAM, Kasthuri Buildings, 859 & 860, Anna Salai, Chennai- 600 002, E- mail: frontline@the hindu.co.in
7	The Week	Sri. JACOB MATHEW, Malayala Manorama Press, Kottayam



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 law from Supreme Court and High Courts, notifications, amendments to the existing Acts, rules etc.

Readers may either send the questions to

kiletvm@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. Application under Section 33C (2) of the Industrial Disputes Act, 1947 by retired workmen is maintainable.

In a significant judgment of the Division Bench of the Hon'ble High Court of Kerala it was held that even the workmen retired from the service of the employer can file application under Section 33 C(2) of the Industrial Disputes Act, 1947 for the monetary benefits due to him in respect of the period of employment under the employer.

The workmen retired from the service of the employer filed application claiming various monetary benefits that were allegedly due from the employer. The Single Bench had declined the application that retired workman is not a workman as defined under Section 2(s) of the Act and therefore the application filed was not maintainable. It was challenged before the Division Bench and it held that "the crucial point which required consideration was the precise scope and meaning of the word 'workman' used in Section 33 C(2) in the background of its definition in Section 2(s) must be so construed so as to take within its fold a workman, who was employed during the period in respect of which he claims the relief, even though he is no longer employed at the time of the application."

While deciding the case the Court was guided by the principles



laid down by the Apex Court in *N.B.C. Corporation v. Pritam Singh* (AIR 1972 SC 1579; FLR 1979 (39)(66)) and *Bhaskara Menon v. Kerala Road Transport Corporation* (1979 KLT SN 26 (C.No.49)). In the former case according to the Apex Court, the term ‘workman’ used in Sections 33 C(2) included all persons whose claim,

P.K. Thomas and Ors. v. Sahithya Pravarthaka Co-operative Society Ltd. and Ors. 2014 LAB.I.C. 3413; 2014(3) KLT 761 (Ker. D.B.).

2. If a daily wager is not paid for the rest day, it cannot be counted towards computation of 240 days of continuous

get benefit under the provisions of S. 25 F of the Act.”

3. Any administrative or quasi- judicial authority, even while considering representation by the party concerned , has firstly to examine whether it has jurisdiction to consider and decide said representation.

If a daily wager is not paid for his rest day, it cannot be counted towards computation of 240 days of continuous service to get benefit under the provisions of S. 25 F of the Act.

The Hon’ble High Court of Maharashtra in a writ application by a group of workmen, directed the Minister of Labour, Government of Maharashtra to decide a representation submitted by them regarding their retirement age in which the Minister issued orders and on aggrieved by it the employer approached the High Court by a writ of certiorari, quashing and setting aside the order passed by the Minister .

requiring computation is in respect of a right arising from his relationship as an industrial workman with his employer and that such a construction alone would advance the remedy and suppress the mischief in accordance with the purpose and object of inserting Section 33 C in the Act.” In the *Bhaskara Menon* case the High Court following the Apex Court decision in *N.B.C. Corporation* (supra) held that in the light of categorical statement of the law by the Supreme Court it must now be taken to be well established that Section 33 C(2) will take within its fold a workman, who was employed in an industry during the period in respect of which he claims relief eventhough at the time of the application he is no longer so employed.

service to get benefit under Section 25F of the Industrial Disputes Act.

If a daily wager is not paid for his rest day, it cannot be counted towards computation of 240 days of continuous service to get benefit under the provisions of S. 25 F of the Act.

The Full Bench of the Hon’ble High Court of Punjab and Haryana while deciding the issue in *Public Health Division No. 1 Panipet v. Sanjay Rana* 2014 (3) KLT SN 37 (C.No. 43) P. & H.(F.B.) has held that “a daily wager may be entitled to a rest day but unless and until he is paid for the said day, it cannot be counted towards computation of 240 days of continuous service to

In this petition the Court held that the order passed in the earlier writ petition, was mere direction to the Minister to decide the representation, which does not mean to confer jurisdiction upon the Minister, if he had none under the provisions of the Industrial Employment (Standing Orders) Act, 1946.

In the light of the above decision it is to be noted that any administrative or quasi- judicial authority, even while considering representation by the party concerned , has firstly to examine whether it has jurisdiction to consider and decide said representation.

V.I.P Industries Ltd. v. VIP Employee’s Union & Ors. 2014 II CLR 801 (Mah. D.B.)



Mohan Philip, Senior Supervisor, ABC Constructions, Kozhikode

Sir, I have applied for a registration of a trade union six months back. Still it is not allowed or rejected. I understand that Government have already stipulated some time limit for the disposal of an application under the Trade Unions Act. Let me know the details regarding this, so that I can approach the higher authorities or the Court for further action.

Reply: It is true that Vide G.O. (MS) No. 40/2014/LBR dated, Thiruvananthapuram, 22nd March, 2014 Government have amended the Kerala Trade Union Regulations , 1958 for prescribing the period for the disposal of application for registration of trade unions under the Trade Unions Act, 1926. The time so specified is **within sixty days on receipt of the application** for the said purpose, within which the authority should either grant or reject the application. The relevant notification is furnished below.

TRADE UNIONS REGULATIONS (KERALA), 1958 – AMENDMENT

G.O. (MS) No. 40/2014/LBR

Dated, Thiruvananthapuram, 22nd March, 2014

REGULATIONS

1. Short title and commencement.- (1) These regulations may be called the Kerala Trade Unions (Amendment) Regulations, 2014.

(2) They shall come into force at once.

2. Amendment of the Regulations.- In the Kerala Trade Union Regulations, 1958, after regulation 3, the following regulation shall be inserted, namely:-

“3A. Time limit for the disposal of application , for Registration.- The Registrar appointed under section 3 shall either grant or reject the application for registration of a Trade Union within sixty days on receipt of the application for the said purpose.”

[Published in K.G. (Ext) No. 1015 dt. 04.04.2014 as S.R.O No. 234/2014]

JOURNAL SECTION

GOVERNMENT OF KERALA
Law (Legislation- C) Department

NOTIFICATION

No. 11534 Leg. C2 /2014/Law

Dated, Thiruvananthapuram, 29th August, 2014

The following Ordinance promulgated by the Governor of Kerala on the 29th day August, 2014 do hereby published for general information

By order of the Governor
C. REMANI
Special Secretary (Law)



ORDINACE No. 20 OF 2014

**THE KERALA SHOPS AND COMMERCIAL ESTABLISHMENTS
(AMENDMENT) ORDINANCE, 2014**

Promulgated by the Governor of Kerala in the Sixty – Fifth Year of the Republic of India.

*AN
ORDINANCE*

(Further to amend the Kerala Shops and Commercial Establishments Act, 1960)

Preamble. - WHEREAS, it is expedient further to amend the Kerala Shops and Commercial Establishments Act, 1960 for the purposes hereinafter appearing.

AND WHEREAS the Legislative Assembly of the State of Kerala is in not in session and the Government of Kerala is satisfied that circumstances exist which render if necessary for him to take immediate action.

Now, Therefore in exercise of the powers conferred by clause (1) of article 213 of the Constitution of India the Governor of Kerala is pleased to promulgate the following Ordinance.

1. Short title and commencement. - (1) This Ordinance may be called the Kerala Shops and Commercial Establishments (Amendment) Ordinance, 2014.

(2) It shall come into force at once.

2. Act 34 of 1960 to be temporarily amended. During the period of operation of this Ordinance, the Kerala Shops and Commercial Establishments Act, 1960 (34 of 1960) (hereinafter referred to as the principal Act) shall have effect subject to the amendments specified in sections 3 to 7.

3. Amendment of section 2. In section 2 of the Kerala Shops and Commercial Establishments Act 1960 (34 of 1960) (hereinafter referred to as the principal Act)

(i) after clause (1) the following clause shall be inserted namely:-

“(1A) “big establishment” means a shop or commercial establishment which employs twenty or more employees.”

(ii) for clause (8), the following clause shall be substituted namely:

“(8) establishment” means a shop or commercial establishment which may be a small establishment , a medium establishment or a big establishment”.

(iii) after clause (10), the following clause shall be inserted , namely;

“(10A) “medium establishment” means a shop or commercial establishment which employs six or more, but less than twenty employees”.

(iv) after clause (15) the following clause shall be inserted, namely;

“(15A) “small establishment” means a shop or commercial establishment which employs , no employee or not more than five employees”.

4. insertion of Chapter 1B.- After chapter 1A of the principal Act , the following Chapter shall be inserted , namely:-

**“CHAPTER 1B****CONDITIONS FOR ENGAGING EMPLOYEES**

5D. Issue of appointment letter.- Every employer in a big establishment shall issue an appointment letter, in such manner as may be prescribed to his employees at the time of appointment.

5E. Prohibition of retaining education certificate or experience certificate .- No educational certificate or experience certificate in original received from an employee shall be retained by the employer of any establishment at the time of resignation or retrenchment or superannuation of the employee or while applying for another job.”

5, Insertion of section 21A.- In Chapter VI of the principal Act after section 21, the following section shall be inserted, namely;

“21A. Hostel facilities.- Every employer of a big establishment employing more than fifty employees shall provide hostel facilities to such employees in such manner as may be prescribed.”

6. Insertion of section 29. - In Chapter VIII of the principal Act in section 29.

(1) in sub section (1)

(i) in clause (a)

(a) for the words “two hundred and fifty rupees” the words “five thousand rupees” shall be substituted;

(b) for the words “ten rupees” the words “one hundred rupees” shall be substituted.”

(ii) in clause (b) for the words “ten rupees” the words “one hundred rupees” shall be substituted.”

(2) in sub section (1A)

(a) below the figure “6”the following figures and letter “5D, 5E, 5F” shall be inserted.”

(b) after the figure “21”the following figure and letter 21 A” shall be inserted.

(c) for the words “two hundred and fifty rupees” the words “five thousand rupees” shall be substituted.

(d) for the words “five hundred rupees” the words “five thousand rupees” shall be substituted.

(3) in sub section (2) for the words “fifty rupees” the words “ to thousand and five hundred rupees” shall be substituted.

7. Amendment of section 34. - In sub- section (2) of section 34 after the word “health” the word “sanitation” shall be inserted.

SHEELA DIKSHIT
GOVERNOR

[Published in Kerala Gazette (Ext) Vol. 3 No. 2167 dated, 29th August, 2014]



NUMBER OF
**STRIKES,
LOCKOUTS,
LAYOFFS AND
MANDAYS LOST**
2011 • 2012 • 2013

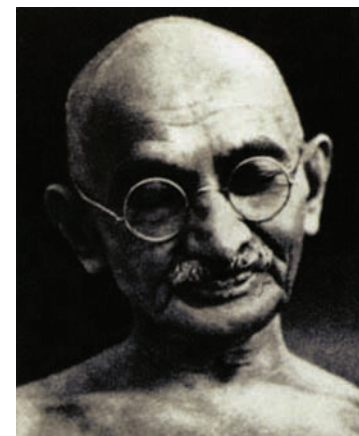


		2011	2012	2013
S T R I K E	PENDING	3	7	8
	AROSE	14	13	10
	TOTAL	17	20	18
	MANDAYS LOST	91,207	1,80,709	2,68,947
L O C K O U T	PENDING	13	13	10
	AROSE	7	6	1
	TOTAL	20	19	11
	MANDAYS LOST	5,54,329	3,16,851	3,53,002
L A Y O F F	PENDING	6	4	2
	AROSE	5	3	2
	TOTAL	11	7	4
	MANDAYS LOST	41,336	52,574	26,691

Source: Labour Dept., Govt. of Kerala



Courtesy: The Economic Times



"If we want to reach real peace in this world, we should start educating children"



കെ.കരുണാകരൻ വിത്രപ്രദശനം

തിരുവനന്തപുരം • കേരള ഇൻസ്റ്റിറ്റ്യൂട്ട് ഓഫ് ലേബർ ആൻഡ് എംപ്ലോയ്മെന്റ് 'കെ. കരുണാകരൻ ഫോട്ടോ പ്രദർശനവും അനുസ്മരണ പ്രദർശനവും നടത്തി. മന്ത്രി ഷിബു അഡ്യക്ഷതയിൽ കെ.കരുണാകരൻ പ്രതിമകൾ പ്രദർശനം നടത്തി. കേരള ഇൻസ്റ്റിറ്റ്യൂട്ട് ഓഫ് ലേബർ ആൻഡ് എംപ്ലോയ്മെന്റ് (കിലെ) തിരുവനന്തപുരത്ത് സംഘടിപ്പിച്ച കെ.കരുണാകരൻ ഫോട്ടോ പ്രദർശനം വിക്ഷേപിക്കുന്ന സിപിഐ ജി. കാർത്തികേയൻ, മന്ത്രി ഷിബു

വിദേശ തൊഴിൽ പരിശീലനം

കൊട്ടാരക്കര • ജില്ലയിലെ എസ്.സി., എസ്.ടി. ഉദ്യോഗാർത്ഥികൾക്കു വിദേശ തൊഴിൽ പരിശീലനം തുടങ്ങി. കിലയുടെയും ഓഡിഇപിയുടെയും സഹകരണത്തോടെ തൊഴിൽ വകുപ്പാണ് പരിശീലനം നൽകുന്നത്. കില ചെയർമാൻ ഫിലിപ്പ് ജോസഫ് ഉദ്ഘാടനം ചെയ്തു. കൊട്ടാരക്കര എംപ്ലോയ്മെന്റ് ഓഫീസർ പി. അനീൽ രോയ് അഡ്യക്ഷത വഹിച്ചു. എസ്.എസ്. സജു, ഷമീം അഹമ്മദ് എന്നിവർ പ്രസംഗിച്ചു.



കേരള ഇൻസ്റ്റിറ്റ്യൂട്ട് ഓഫ് ലേബർ ആൻഡ് എംപ്ലോയ്മെന്റ് (കിലെ) തിരുവനന്തപുരത്ത് സംഘടിപ്പിച്ച കെ.കരുണാകരൻ ഫോട്ടോ പ്രദർശനം വിക്ഷേപിക്കുന്ന സിപിഐ ജി. കാർത്തികേയൻ, മന്ത്രി ഷിബു

25 മനുവരി 2014 (മന) 1189 ദിനം 12

കിലെ ന്യൂസ്



കേരള ഇൻസ്റ്റിറ്റ്യൂട്ട് ഓഫ് ലേബർ ആൻഡ് എംപ്ലോയ്മെന്റ് (കിലെ), 'തൊഴിൽ ഭക്തി', 'മിഷൻ' മെയ്.പി.ടി. തിരുവനന്തപുരം - 33

ശ്രീ.റ്റി.കെ.ദിവാകരൻ, ശ്രീ.ബേബിജോൺ അനുമതിയോടെ പ്രദർശനവും ഫോട്ടോ പ്രദർശനവും



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Activity of Officials All Disaster for Democracy: Speaker



കേരള ഇൻസ്റ്റിറ്റ്യൂട്ട് ഓഫ് ലേബർ ആൻഡ് എംപ്ലോയ്മെന്റ് (കിലെ) തിരുവനന്തപുരത്ത് സംഘടിപ്പിച്ച കെ.കരുണാകരൻ ഫോട്ടോ പ്രദർശനം വിക്ഷേപിക്കുന്ന സിപിഐ ജി. കാർത്തികേയൻ, മന്ത്രി ഷിബു



ഉയർച്ചതാഴ്ചകളുടെ നേർക്കാഴ്ചകൾ

കേരള ഇൻസ്റ്റിറ്റ്യൂട്ട് ഓഫ് ലേബർ ആൻഡ് എംപ്ലോയ്മെന്റ് (കിലെ) തിരുവനന്തപുരത്ത് സംഘടിപ്പിച്ച കെ.കരുണാകരൻ ഫോട്ടോ പ്രദർശനം വിക്ഷേപിക്കുന്ന സിപിഐ ജി. കാർത്തികേയൻ, മന്ത്രി ഷിബു



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Express News Service

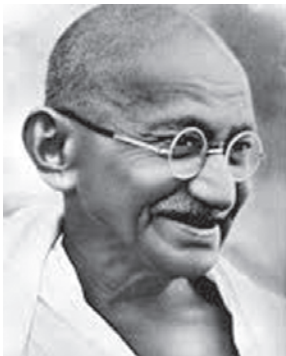
T'Puram: Officialdom should have a commitment to society and the absence of it would lead to an environment of chaos and revolt, warned Speaker G Karthikeyan here on Tuesday. He said that an official framework, which was inaccessibility to the people, would spell disaster for democracy. At times, a situation is not...

satisfactory replies by those concerned officials to questions coming up in the Assembly. 'The legislature, judiciary and executive should work together. When these arms perform their respective duties well and with mutual respect, it will strengthen democracy,' he noted. Labour Minister Shibu Baby John also attested the views of the Speaker.

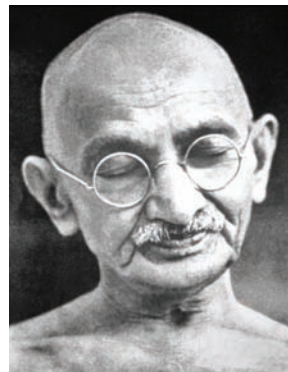


Industrial Relations Committees in the State 2013-2014

- 1 Cashew Industrial Relations Committee
- 2 Motor Industrial Relations Committee
- 3 Kuttanad Industrial Relations Committee
- 4 Coir Industrial Relations Committee
- 5 Private Hospitals Industrial Relations Committee
- 6 Textile Industrial Relations Committee
- 7 Toddy Tapping Industrial Relations Committee
- 8 Plantations Labour Committee
- 9 Newspaper Workers Industrial Relations Committee
- 10 Supply Co Industrial Relations Committee



**"Live as if you were
to die tomorrow.
Learn as if you were
to live forever."**



**"An ounce of
practice is worth
more than tons
of preaching."**

FIRST IN THE HISTORY

Sri. Oommen Chandy was the Minister for Labour during the period 11.04.1977 to 27.10.1978 . When he was holding the portfolio of Labour the idea for the establishment of the Kerala Institute of Labour and Employment (KILE) was conceived and implemented. It was registered as a society under the Travancore – Cochin Literary and Scientific Societies Act, 1955 (Act 12 of 1955) on 4th February 1978. As per the memorandum of Association of KILE, the Minister holding the charge of the Labour and Employment shall be the President of the Institute. Thereby Sri. Oommen Chandy became the first President of KILE.

Presently he is the Chief Minister of Kerala.

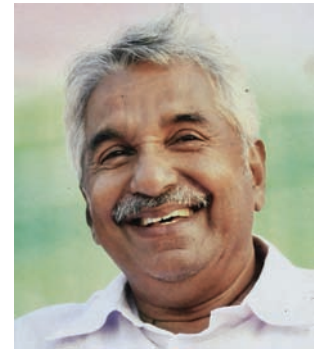
He entered politics through Kerala Students Union (KSU), the students' organization of the Indian National Congress. He held the posts of President, All Kerala Balajana Sakhyam (1961-62); President KSU (1967-69), Youth Congress (1970-71), Member All India Congress Committee (A.I.C.C).

He was Minister for Labour from 11.04.1977 to 27.10.1978, Minister for Home from 28.12.1981 to 17.03.1982, Minister for Finance from 02.07.1991 to 22.06.1994, Chief Minister from 31st August 2004 to 12th May, 2006, Opposition Leader in the 12th Kerala Legislative Assembly and the present tenure of the Chief Ministership commenced w.e.f. 18th May , 2011.

He was elected to the Kerala Legislative Assembly in 1970, 1977, 1980, 1982, 1987, 1991, 1996, 2001, 2006 and 2011.

He was born on 31st October, 1943 at Kumarakom as the son of Shri. K.O. Chandy and Smt. Baby Chandy.

Courtesy: Kerala Legislative Assembly Website



Sri. Oommen Chandy
Hon'ble Chief Minister of Kerala



Sri. Oommen Chandy
Hon'ble Minister for Labour
(11.04.1977 to 27.10.1978)

KERALA INSTITUTE OF LABOUR AND EMPLOYMENT (KILE)

PROGRAMMES

April – September 2014

Sl.No.	Date	Programme	Venue	No. of participants
1	14.05.2014	Safety in Construction Industry	Govt. Guest House, Ernakulam	73
2	15.05.2014	Preparation of Handbook on Labour Laws in Malayalam ('Njanum Ente Thozhil Niyamangalum)	Renewal Centre, Ernakulam	17
3	23 and 24.05.2014	Overseas Employment Orientation Programme for Scheduled Castes and Scheduled Tribes in Kerala	Mareena Residency Kozhikode	92
4	26 and 27.05.2014	Overseas Employment Orientation Programme for Scheduled Castes and Scheduled Tribes in Kerala	Hotel Green Gates Kalpetta	96
5	28.05.2014	Workshop on CAG's Audit	Govt. Guest House Ernakulam	62
6	28 and 29.05.2014	Overseas Employment Orientation Programme for Scheduled Castes and Scheduled Tribes in Kerala	Surya Residency Malappuram	96
7	30.05.2014	Safe Driving – Southern Region	Mascot Hotel Thiruvananthapuram	119
8	30 and 31.05.2014	Overseas Employment Orientation Programme for Scheduled Castes and Scheduled Tribes in Kerala	Hotel Tripenta Malampuzha	93
9	21.06.2014	Safe Driving – Central Region	Hotel Orchid Residency Kottayam	156



CONSUMER PRICE INDEX FOR INDUSTRIAL WORKERS IN THE STATE

CENTRES	Linking factor	2014								
		Jan -14	Feb-14	Mar-14	Apr-14	May-14	Jun-14	Jul-14	Aug-14	Sep-14
THIRUVANANTHAPURAM	10.39	257	259	260	262	266	268	273	274	275
KOLLAM	10.28	257	263	263	266	266	267	271	272	272
PUNALUR	9.96	262	263	264	267	269	271	275	276	276
PATHANAMTHITTA	-	273	273	273	278	281	284	288	290	291
ALAPPUZHA	10.45	258	258	260	265	269	272	276	277	278
KOTTAYAM	10.40	258	257	257	261	265	269	272	274	275
MUNDAKKAYAM	10.12	265	265	265	269	273	276	280	282	282
MUNNAR	10.03	245	244	243	246	249	250	253	254	255
ERNAKULAM	9.92	246	248	250	255	258	261	265	268	269
CHALAKKUDI	10.60	255	254	255	259	263	267	270	272	273
THRISSUR	10.05	240	239	239	242	245	248	251	253	254
PALAKKADU	10.48	248	247	248	252	256	259	262	263	264
MALAPPURAM	10.30	247	247	246	251	254	258	261	262	263
KOZHIKODE	10.08	249	249	251	256	259	263	266	267	267
MEPPADY	10.64	239	239	238	241	243	247	250	252	252
KANNUR	10.06	251	250	249	254	257	261	265	268	269
KASARGOD	-	261	262	263	267	270	274	278	280	279
STATE AVERAGE		253.59	253.94	254.35	258.29	261.35	264.41	268.00	269.65	270.24

ALL INDIA CONSUMER PRICE INDEX FOR INDUSTRIAL WORKERS

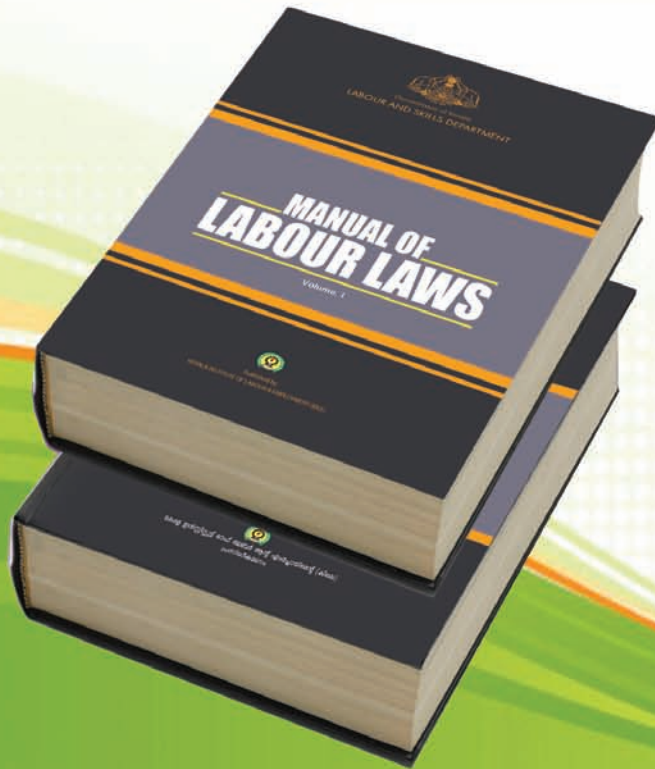
Year	2006-2014												Base 2001=100	
	Jan	Feb	March	April	May	June	July	August	Sept	Oct	Nov	Dec	Average	
2006	119	119	119	120	121	123	124	124	125	127	127	127	123	
2007	127	128	127	128	129	130	132	133	133	134	134	134	131	
2008	134	135	137	138	139	140	143	145	146	148	148	147	141.66	
2009	148	148	148	150	151	153	160	162	163	165	168	169	157	
2010	172	170	170	170	172	174	178	178	179	181	182	185	175.9	
2011	188	185	185	186	187	189	193	194	197	198	199	197	191.5	
2012	198	199	201	205	206	208	212	214	215	217	218	219	209.33	
2013	221	223	224	226	228	231	235	237	238	241	243	239	232.16	
2014	237	238	239	242	244	246	252	253	253					

Source: Statistics & Economic Affairs Dept.

Publication in progress

MANUAL OF LABOUR LAWS

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



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