

Mapping of Social Dialogue Institutions and Labour Administration Frame works in Tamil Nadu.

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Objectives of the study

- To study the social dialogue institutions in Tamilnadu and suggest measures to improve the working system.
- To analyze the challenges of social dialogue and labour administration institutions.
- To map the structure of labour administration and identify the agencies involved.
- To evaluate the working of labour administration systems of formal/informal sectors and suggest measures for improvement.

Introduction:

The Unorganised workers welfare boards were constituted under the "Tamilnadu Manual workers (Regulation of employment and conditions of work) 1982."

This act provides for social security and the skill upgradation. The Tamilnadu government has established manual workers social security welfare board on 1999.

Subsequently 15 other boards were established. The board shall consist equal number of employee. Government representation is the one third of the total representation. The chairman of the board appointed by the government.

Social Dialogue Institutions

- Tamil nadu Construction Workers Welfare Board (TNCWWB)
- Tamil nadu Manual Workers Welfare Board (TNMWWB)
- 15 other boards
- TN Auto workers welfare board
- TN Washermen welfare board
- TN Hairdressers Welfare board
- TN Tailors welfare board

Contind...

- TN Handicraft workers welfare board
- TN palm tree workers welfare board
- TN Handloom and Silk weaving workers welfare board
- TN leather and leather goods workers welfare board
- TN Artists welfare board
- TN Goldsmith welfare board

Contind...

- TN Pottery workers welfare board
- TN Domestic workers welfare board
- TN Powerloom Workers welfare board
- TN Street vendors and shops and Establishment workers welfare board
- TN Cooking food workers welfare board

Tripartite statutory bodies:-

- Minimum wages State Advisory Board
- Plantation labour housing advisory board
- State contract labour Advisory board
- Equal remuneration Advisory board
- State beedi workers welfare fund Advisory committee
- State cinema workers welfare fund committee

Contd...

- Limestone and dolomite workers welfare board
- Tamil nadu Labour welfare board
- Tamil nadu Institute of labour studies
- Central board of workers education

Non Statutory Boards/ Committees

- State Labour Advisory Board (SLAB)
- Plantation Labour Advisory committee (PLAC)
- State Child Labour Advisory Committee
- State Child Labour Monitoring Cell
- State evaluation and implementation committee
- Good Industrial Relations Award committee

Labour Administration Frame

works:-

- 1. Commissioner of labour
- 2. Directorate of industrial safety and health
- 3. Unorganised workers welfare boards
- 4. Construction workers welfare boards
- 5. Tamilnadu labour welfare board for organised sectors
- 6. Tamilnadu institute of labour studies.
- 7. Tamilnadu academy of construction.

Contd...

- Director
- Senior additional director
- Additional director
- Joint director
- Deputy director
- Assistant director
- Enforcement of the Factories Act 1948 and all other labour legislations applicable to the factories

Findings

- Frequency of meetings
- Political intervention
- Reconstitution of bodies
- Not filling of the vacancies
- Lack of coordination between central and state authorities
- Lack of training to the officers in the department
- Trade unions are not involved in the registration and renewal of unorganized workers in the welfare board
- Fine amount is very less for major contraventions

Best practices

- 1. Tamilnadu state is having totally 34 welfare boards.
- 2. Unorganised workers are registered and various benefits are provided by the boards including the pension scheme.
- 3. Migrant workers are enumerated and registered in the boards.
- 4. Dormitories for migrant workers.
- 5. Anganwadis for construction workers children
- 6. Mobile clinics for construction workers.
- 7. Transport facility for the children of the construction workers.
- 8. Enhanced compensation of Rs. 5 lakhs for the construction workers.
- 9. Number of strikes and lockouts reduced in the state .
- 10. 264637 workers registered in the unorganised welfare boards.
- 11. Rs.93.5 crores spent for the various benefits. For the year 2013-2014.
- 12. From the year 1999 to 31.08.2015 around 40 lakhs unorganised workers registered and given financial assistance of Rs.550.64 crores.
- 13. Constituted District level Monitoring Cell (District Collector is the Chairman).

Gaps And Challenges

- 1. Non specific mentioning roles and responsibilities of the members of the tripartite bodies.
- 2. Political interventions.
- 3. Reconstitution of bodies.
- 4. Frequency of meeting
- 5. Obtaining Certificates from the Village administrative officer.
- 6. More number of vacancies in the department.
- 7. Lack of infrastructure.

Recommendations

- 1.Strengthening of Enforcement.
- 2.E-filing and registration.
- 3.Self compliance.
- 4.Filling up the vacancies.
- 5.Capacity building.
- 6.Coordination with other departments.
- 7.Separate budget allocation for training and development.
- 8.Frequency of meetings with the stakeholders.
- 9.Recognition of trade unions.
- 10.Fixing up of minimum wages.
- 11.CSR for unorganised workers
- 12.Decentralisation of powers.