

STATUS REPORT OF THE ACTION TAKEN BY CLC(C)
ORGANISATION AS ON 02.04.2020 IN WAKE OF COVID-19

In the back drop of lockdown due to Covid-19, the Ministry/CLC HQ and its offices across India have been receiving distress calls from workers mostly regarding loss of employment, non-payment of wages/non-payment of wages for lockdown days and shortages of rations for their survival.

The undersigned has been in constant touch with all Regional Heads through emails, telephone and Whatsapp, updating them with all the instructions and advisories issued from time to time by various departments/ministries of the Government of India. In line, a DO letter No.CLC(C)/Covid-19/Instructions/LS-1 dated 30 March 2020 (copy enclosed) has been addressed to all regional heads advising them to rigorously take up the issue with all the Principal Employers, Contractors, all public/private enterprises and State Government Authorities, in case distress calls are received from workers/employers, to mitigate the difficulties/problems faced by the workers in central sphere, enclosing your DO letter No. M-11011/08/2020-Media dated 20 March 2020 addressed to all Chief Secretaries of states/UTs, DO of even reference dated 23 March addressed to Secretary, Ministry of Housing and Urban Affairs, DO of even reference dated 20 March addressed to Secretary, Department of public Enterprises dated 20 March 2020, instructions issued by Ministry of Home Affairs vide its order No. 40.3/2020.DM-I(A) dated 29 March 2020 (copy enclosed) and subsequent instructions for their reference.

Keeping in view the lockdown and feedback received from employers through field officers, Organisation of CLC(C) has extended the validity of licenses granted under the Contract Labour (R&A) Act, 1979 and the ISMW (RE&CS) Act, 1979 upto May 31st, 2020 for those licenses whose renewal falls in the months of March, April & May 2020.

The distress calls received through PG Portal, on various email IDs of Ministry & CLC HQ and telephonic messages are immediately forwarded to respective regional heads to take issue with concerned Principal Employers/contractors/public/private enterprises/State Government Authorities in the light of various guidelines/instructions issued by various departments/ministries of the Government of India and Labour Laws in force. The necessary feedback is taken from the regional heads and accordingly they are advised, in cases of difficulties faced by them.

Region wise initiatives taken the organisation of Chief Labour Commissioner (C) is given below:

Ahmedabad Region

Regional Head Ahmedabad on receipt of complaints from refineries Jamnagar and Vadodra and Power Grid Corporation of India, Kutch took up the issue with concerned Principal Employers for timely payment to workers and for the payment of wages for the lockdown period also.

Ajmer Region

Regional Labour Commissioner Ajmer has informed that all the instructions/advisories received have been passed on to all the Principal Employers and Contractors in the region for strict compliance and assurance also has been received from IOCL, BPCL, GAIL, NPCIL, Neyveli Lignite Corporation, Cairns India, Hindustan Zinc Ltd, Wonder Cement, JK Cement, Birla Cement, Ambuja Cement, ACC Lakheri Cement etc. for complying with the directives. Some of the employers have also informed that the workers are living in nearly private accommodations and their daily needs, food and hygiene are taken care of.

Chennai Region

Regional Head Chennai has identified 18 sites where more than 13,225 migrant workers from other states have been employed. With his efforts a sanction order of Rs. 84,33,494/- for distribution of 13,225 dry ration packs comprising 15 Kgs rice, 1 Kg Dal and 1 Kg edible oil from the Civil Supplies Corporation at respective districts have been received. Further the dispute of termination of 8 Casual Workers at Chennai Airport has also attended too. The wages of 7 contract workers at NPCIL Koodangulam was refused. The same was got paid by intervening in the matter. The labour unrest for demanding extra monetary benefits at the IOCL bottling plant at Erode has also been settled.

Cochin Region

Regional Head Cochin received distress calls from the contract workers and their unions at Cochin refinery, wherein more than 10,000 contract/migrant workers are employed. Regional Head Cochin contacted the Executive Director and advised him to follow the various guidelines issued from our ministry and from various other ministries of Govt of India. Executive Director Cochin Refinery has promised necessary action in the matter. Regional Head Cochin also advised the managements of Cochin Shipyard Ltd, ISRO Trivandrum, NTC Mills (5), M/s Hindustan Lever Ltd. who in turn have assured timely payment of wages including for the lockdown period. A complaint received from C-DAC Trivandrum was taken up with the management of C-DAC in the light of Secretary, MoL&E dated 20.03.2020

and an assurance has been obtained from the management to comply with the advisory rendered.

Delhi Region

Regional Labour Commission Delhi has submitted that on the complaint against the M/s Spice Jet, an advisory to CMD has been issued to comply with the instructions and with a request to submit action taken. The issue of salary cut, timely payment of wages and loss of employment of workers, shelters, food etc. have also been taken up with all the Principal Employers and Contractors in the region with necessary advice in the light of various directives of Govt of India.

Dhanbad Region

Regional Labour Commissioner Ranchi has intimated the on receipt of complaint from BSNL workers' regarding non-payment of wages of last month, the issue was taken up GM BSNL, who has informed back that an adhoc payment of Rs. 10,000/per worker has been made to 210 workers and has assured that left over payment of wages would be made within a week.

Guwahati Region

Regional Labour Commissioner Ranchi has informed that he received complaints from Bongaingaon Refinery about retrenchment and salary cut. An advice has been given to Refinery Management not to do so and have asked to comply with directions issued from the various departments/ministries of Government of India.

Hyderabad Region

Regional Labour Commissioner has informed that as of now no complaints have been received by them directly or from HQs. However, as per the information available all the employers and contractors are extending welfare facilities to the stranded migrant/local workers like shelter and food etc. In addition to this, some of the employers are also giving ex-gratia to their workers over and above the wages. Further, State Govt scheme got wide publicity and the workers are availing these benefits by producing their Aadhar Card.

SCCL trade unions, a forum of five trade unions have served strike notice demanding refund of one day salary deduction towards Covid-19 relief fund, refund 50% deferred salary, lock down of underground mines in view of the Govt notification and payment of full wages during such period. The issue was taken up with the management of M/s Singareni Collieries Company Ltd and advised them to look into the demands of unions in view of the prevailing extra ordinary situation in the country. The management has agreed to take up the issue with Board of the company. With regard to the salary cut by private airlines, the management of Indigo and Go Air has

telephonically conveyed that they are not cutting salary. Spice jet Vijayvada has paid the salary for the month of March 2020 to its workers by cutting the salary for the lockdown period, this violation has been taken up by Asst Labour Commissioner concerned with the management.

Kolkata Region

Regional Head Kolkata has intimated that the ALC(C), Port Blair took up the issue of registration of the unregistered Building and Construction Workers in the UT of A&N, so that the unregistered workers may also become eligible for the assistance to be provided through the BOCW cess funds collected by the UTs Labour Welfare Board. A proposal in this regard, within the ambit of BOCW Act was communicated to the UT Administration by ALC, PB wherein it was suggested to enable group registration of workers duly authenticated by the Contractor and also to waive of the first contribution of these newly registered workers through group registration. The proposal was found implementable and has been implemented by the UT Administration and accordingly a new proforma for 'group registration' has been issued by UT Administration. The CLC(C) office in Port Blair is now actively facilitating the registration of the unregistered workers building workers in the Central Sphere through this new mechanism. This is likely to benefit approx. 2000 workers and will enable them to receive the assistance of Rs 3,000/- out of the UTs Labour Welfare Board Fund through DBT.

An assurance has also been received from M/s Senbo Engineering Ltd. a contractor of Metro Railway Kolkata in pursuance to the CLCs DO Letter as the issue was taken up with Dy Chief Engineer, Metro Railway Kolkata for providing wage, food, shelter and welfare amenities to all workers engaged. An assurance has also been given by M/s Vodafone to not cut salary of lock down period. The non-payment of wages issue of BSNL workers of Siliguri area was also taken up. Necessary funds have been sought from Circle Office Kolkata by concerned officials and also the instructions of CLC has also been shared with contractors for compliance.

Mumbai Region

Regional Head Mumbai has informed that RLC Goa with the help of Principal Employer (CPWD) and its Contractors have arranged food and shelter to migrant workers.

Raipur Region

Regional Labour Commissioner Raipur has intimated that with the intervention of Labour Enforcement Officer concerned, the issue of non-payment of wages to 74 workers working at NTPC got resolved and an amount of Rs. 6,51,588 was paid to the workers. At AIIMS Raipur issue of delayed payment was taken up with authorities and it has been confirmed that the payment has now been made good.

All other Regional Heads are also adopting proactive approach to deal with complaints/grievances/distress calls received from workers especially the migrant workers. They also have been advised to reach out to all Principal Employers and major contractors working in their territorial jurisdiction to advise them to make in time payment of wages without deducting the wages of lockdown period , provide the workers with food & shelter especially to migrant workers and also not to retrench them.

(Rajan Verma)

CLC(C)