

Proceedings of the 42nd meeting of Punjab Labour Welfare Board held on 3.3.2008 at 11.00 Noon in the Committee Room, Punjab Bhawan, Chandigarh, under the Chairmanship of Sh. Tikshan Sood, Hon'ble Labour Minister, Punjab and Chairman of Punjab Labour Welfare Board.

The 42nd meeting of Punjab Labour Welfare Board was held under the Chairmanship of Sh. Tikshan Sood, Hon'ble Labour Minister, Punjab. The following members/representatives were present.

1. Sh. P.Ram, IAS
Principal Secretary to Govt. of Punjab,
Department of Labour, Chandigarh.
2. Sh. D.K. Tiwari, IAS
Special Secretary Finance.
3. Sh. Raminder Singh, IAS
Labour Commissioner, Punjab.
4. Shri Lalit Sharma
s/o Shri Khushi Ram Sharma,
K.Sharma and Co., 709, Industrial
Area-B, Ludhiana.
5. Shri Arvind Abrol,
s/o Shri Yash Pal Abrol,
Worldwise Cricket Company
Pvt. Ltd., Kothi No. D-39/40,
Sports and Surgical Board Complex,
Kapurthala Road,
Jalandhar.
6. Sh. Ashok Gupta,
s/o Shri Gian Chand Gupta,
Pardeep Engg. Industries,
(Vice President, Small Indian
Industries, Punjab)
Industrial Area, Phagwara
7. Shri Surinder Singh,
Managing Director,
G.S. Estate, G.T. Road,
Ludhiana.
8. Shri G.S.Kahlon,
President,
Auto Parts Mfg. Association (I),
21, Roshan Market, Miller Ganj,
G.T.Road, Ludhiana.

9. Shri Harsh Sareen,
s/o Shri Manohar Lal,
B 17/147, Railway Road,
Nawan Shahar.
10. Shri Kartar Singh Rathaur,
Civill Lines, G.T.Road, Jalandhar
(Bharti Mazdoor Sangh).
11. Shri Uma Kant Tewari,
Punjab Non-Gazetted Employees Organisation,
House No. 502, Phase-6,
Mohali.
12. Shri Joginder Pal Sharma,
President,
Textile Bhartiya Mazdoor Sangh,
Putlighar, Amritsar.
13. Shri H.S. Pannu,
Deputy Director of Industries,
Punjab.
14. Shri Surinder Singh
President, Mulazam Front,
Punjab, Patiala.
15. Shri Ranjit Singh Bhau,
Ex-President, Nestle Employees Union,
Nestle Ltd., Nanak Nagari,
Moga.

In the beginning, the Labour Commissioner welcomed the newly nominated members of the Punjab Labour Welfare Board. He thanked the Chairman for calling this meeting and with his permission initiated the proceedings.

Item No. 1: Confirmation of the proceedings of the 41st Meeting.

The proceedings of the 41st meeting were confirmed. On the request of the members, it was decided that in future the Board will meet once in a quarter.

Item No. 2: Action taken on the decisions of the 41st meeting of the Punjab Labour Welfare Board held on 17-6-2005.

The Labour Commissioner informed the members in detail about the action taken on the decisions taken in the last meeting of the Board. The members confirmed the action taken by the Board.

Item No.3: Budget (Estimated and Actual) for the year 2004-05, 2005-06,2006-07 and Budget (Estimated) for the year 2007-08 for Punjab Labour Welfare Board.

The Board approved the Budget (Estimated and Actual) for the year 2004-05 to 2006-07 and Budget (Estimated) for the year 2007-08 for Punjab Labour Welfare Board with following observations:-

- i) That the outstanding recovery amount of Rs. 3.62 lacs. required to be recovered from workers which was granted loan by the Board for bicycles, sewing machine, fans and knitting machines should be written-off. Each individual case should be dealt with and approval of Welfare Commissioner be taken.
- ii) Estimated donation of Rs. 4.00 lacs is not realistic. It should be 1.00 lac. However, efforts should be made to collect as much amount as possible.
- ✓ iii) Pay structure of the employees of the Board should not be at par with the State Govt. employees. The Board should take a realistic approach by adopting its own pay scale depending upon the resources available in the Board.

Item No. 4: Re-introduction of Welfare Schemes with necessary amendments.

The Labour Commissioner informed the members as regard the welfare schemes- existing as well as proposed by the Committee constituted by the Welfare Commissioner. The members were of the view that since they were new and were not aware of the profile of the Board, they wanted that they be given a detailed profile of the Board so as to suggest schemes keeping in view their experience and knowledge in this field. On the directions of the Hon'ble Chairman it was decided that:-

- i) The Punjab Labour Welfare Board shall prepare its profile and provide the same to all the members within 15 days.
- ii) Two sub-committees consisting of six members each will be constituted which will submit their reports on the following issues by 15.4.2008:-
 - a) feasibility of existing welfare schemes and formulation of new welfare schemes.
 - b) whether Balwaries scheme is viable and if the same can be independently run by the employers.
 - c) Enhancement of contribution from employees and employers under the "Contributory Scheme" from existing Rs.1/- and Rs.2/- respectively to Rs. 5/- and Rs.10/- respectively.

Item No. 5: Appointment of Sh. Harbans Lal Mehmi to that post of Additional Welfare Commissioner.

The issue regarding creation of the post of Additional Welfare Commissioner and appointment of Shri Harbans Lal Mehmi was discussed in detail. Shri D.K. Tiwari, representative of P.S.F. pointed out that permission of Department of Personnel is ~~not~~ necessary in such cases as per the circular issued by the Government. The Board approved the creation of post of Additional Welfare Commissioner subject to obtaining the NOC from Department of Personnel if required and also appointment of Shri Harbans Lal Mehmi to this post was agreed to. However, he should be appointed initially for a period of one year. Therefore, it was decided that the case of creation of post and appointment of Shri Harbans Lal Mehmi as Additional Welfare Commissioner should be sent immediately to Administrative Department for formal approval.

Item No. 6: Release of salary to employees of the Board with full allowances.

The Board after discussion decided to approve the first sub-item regarding release of salary to employees of the Board with full allowances subject to

the condition that arrears to the employees will be paid in instalments keeping in view the availability of funds from time to time.

- As regards to sub-item (2) relating to Assured Career Progression scheme, it was decided that this issue should be kept pending for the time being.

Item No. 7: Regularisation of services of Smt. Neelam Rani, clerk working on temporary basis.

This issue was discussed in detail and it was decided that the case for regularization of Smt. Neelam Rani should be put up before the authorities only after examining the instructions issued by the department of Personnel from time to time.

Item No. 8: Approval of Medical reimbursement to Sh. Vinod Kumar Peon-cum-Waterman for treatment of "Blood Cancer" disease of her wife.

The Board approved the payment made and likely to be made to Sh. Vinod Kumar Peon-cum- Waterman.

Item No. 9: Transfer of unpaid accumulation deposited with the Board during the year 2001-02, 2002-03 & 2003-04 and delegation of powers to Welfare Commissioner to refund the unpaid wages to the claimants.

The Board granted the powers to Welfare Commissioner.

Item No. 10: Declaration of cadre of Balsevika & Balsewadar as Dying cadre.

The Board after due deliberations approved the declaration of cadre of Balsevika & Balsewadar as Dying cadre. It was also decided retirement profile of this category be prepared and position be also got checked up from department of Social Welfare regarding possibility of coverage of these Centers under this scheme. A meeting in this regard shall be chaired by Principal Secretary Labour with Department of Social Security, Welfare/Rural Development. It was further decided