LABOUR LAWS – A CHANGING PARADIGM

Presentation by
Piyush Sharma
Addl. Labour Commissioner cum Additional Secretary (Labour) Retd.
GOD
LABOUR LAWS – CONSTITUTIONAL FRAMEWORK.

SCHEDULE VII. LIST III. CONCURRENT LIST:

- 22. TRADE UNION; INDUSTRIAL AND LABOUR DISPUTES.
- 23. SOCIAL SECURITY AND SOCIAL INSURANCE; EMPLOYMENT AND UNEMPLOYMENT.
- 24. WELFARE OF LABOUR INCLUDING CONDITIONS OF WORK, PROVIDENT FUNDS, EMPLOYER’S LIABILITY, WORKMEN’S COMPENSATION, INVALIDITY AND OLD AGE PENSIONS AND MATERNITY BENEFITS.
HISTORICAL PERSPECTIVE

- VEDIC.
- LAWS OF MANU
- CHANAKYA
- WORLD WAR 1914 - 1918
- ILO FOUNDER MEMBER IN 1919,
- WORLD WAR 1939- 1945.
- ROYAL COMMISSION ON LABOUR
Shukraniti classifies wages as:

- Shrestha
- Awasya Poshya
- Sama
- Hine

Computation of wages by:

- Karyanama; piece rated
- Kalnama: Time based
- Karyakalmita: Both

Mention has been made of Bonus at 1/8 of annual wage, Social Security, etc.
HISTORICAL PERSPECTIVE

- INDEPENDENCE MOVEMENT.
- NATIONAL COMMISSION ON LABOUR 1969
- (SECOND) NATIONAL COMMISSION ON LABOUR
- OTHER COMMISSIONS AND COMMITTEES.
PART II
2ND NATIONAL COMMISSION ON LABOUR

CHAPTER V

APPROACH TO REVIEW OF LAWS
5.1 Whether one is sanguine about the results of globalisation or suspicious and apprehensive, one has to accept the fact that we have travelled quite some distance along the road to full-scale globalisation. The current socio-economic scene is no longer what it was when we started on the journey. Old parameters set by old perceptions and possibilities, have ceased to exist and inhibit. Developments in technology have created a new era. It is technology that has made globalisation possible and, perhaps, inevitable. It is technology that has radiated visions of possibilities, generated new hopes and given rise to new dangers and temptations.
Old and ossified mindsets may prove a handicap in responding to, or in dealing with the new situations and factors that have emerged. One cannot be allergic to radical reflection, and the radical revision of confrontationist attitudes and mindsets. Old catechisms may have to be given up.
5.2 **No economic activity is an end in itself.** Industry is not an end in itself. It is a social activity, an activity undertaken by members of society, or constituent groups of society, to meet the needs of society. As far as one can see, it will not cease to be a social activity. What makes industry possible, are the paradigms of interdependence within which society functions and progresses. There can be no industry, if there is no consumer. There can be no consumer if there is no producer. There can be no market without producers and consumers.

*contd.......*
There can be no production for the market without tools or machinery, without capital, without labour, without managerial skills that bring all these together to produce goods or services that are in demand. There can be no effective demand without purchasing power, and there can be no purchasing power unless there is income, and there can be no income without inherited property or earning from labour/employment, or interest on deployed capital. It is thus clear that all economic activity is the result of interdependent interests, and cooperation among the various factors that together constitute the cycle of economic activity.
5.3 For many years, many countries in the world, including India, pleaded for the creation of a New Economic Order which would be more equitable and fair to the developing countries of the world, and the poverty stricken and the deprived in the world. But we have failed in our efforts, at least temporarily. Instead, we have been confronted with a new order, which is governed by the philosophy of competition.
It is clear that each **sovereign state still has the responsibility to protect the interests of the people it represents.** In a regime of competition, this means that every nation has to acquire and retain sufficient competitiveness to be able to survive and prosper in world markets. It has, therefore, become a national necessity to acquire competitiveness. Neither the interests of the poor and unemployed, nor the interests of the affluent can be served without competitiveness. This competitiveness cannot be acquired without **harmonious relations** or at least peaceful relations in industry.
The first requisite for the employers and employees today, therefore, is to develop a mindset that looks upon each other as partners, to develop a work culture that new technology and the context of globalisation demand.
PART III

Make in India
INITIATIVES AND WAY FORWARD

BY
Ministry of labour and Employment
Government of India
POSITIONING

- Labour: Concurrent list
- States can make their amendments
- Multiple Labour Laws: 44 Central Labour Laws
- ILO Labour Standards
  - National Social Protection Floor (R202)
  - C-81 Labour Inspection
  - C122 - Employment Policy Convention, 1964 (No. 122)
  - Discussions on informality and fair migration at ILC
STAKEHOLDERS

- Organised Sector workers
- Unorganised Sector Workers
- Industry
- Micro, Small and Medium Enterprises
- Youth
- Women
- Other disadvantaged Sections
CHALLENGES

- Ease of Compliance
- Transparency in enforcement
- Reaping the demographic dividend
  - Demand responsive vocational training
  - Quality apprenticeship
- Social Security for
  - Organised and
  - Unorganised Workers: transition to formality
• Age structure:
  1. 65 years and over: 5.5 %
  2. 15 years to 64 years: 64.9 %
  3. 0 years to 14 years: 29.7 %

• The median age of Indian emigrants is 37 and just half of them are females.
INITIATIVES AND REFORMS

- Labour Law Reforms
- Ease of Doing Business
- Social Security for Organised and Unorganised Sector Worker
- Vocational Training
LEGISLATIVE INITIATIVES:

Amendments:
- Labour Law Exemption Act
- Apprentices Act 1961
- Factories Act; etc.
- State proposals
SHRAM SUVIDHA PORTAL:

- Promoting ease of compliance
- Unique Labour Identification Number (LIN) to Establishments
- Unique Labour Identification Number (LIN) to more than 7.98 lakh units so far
- Proposed integration of PAN/CIN/LIN
- Single online self certified return
- Common Registration for 5 Acts
- Working with states: 12 States so far have shown interest to join
LABOUR INSPECTION SCHEME

- Transparent and accountable labour enforcement
- Risk based criteria for inspection
- Mandatory time-bound uploading
SOCIAL SECURITY FOR ORGANISED WORKERS

- Portability of PF benefits: UAN
- UAN allotted to more than 4.30 crore subscribers till date
- Nation wide campaign for settlement of inoperative accounts.
E-BIZ INITIATIVE

- ESIC: the first to go on E-Biz platform on Project Panchdeep
- EPFO to follow on E-Biz Online Registration for EPFO
DEMAND RESPONSIVE VOCATIONAL TRAINING

- Reaching to industry:
  - Flexi-MoU: support from Industry
  - Amendments to Apprentices Act 1961
  - Apprentice Protsahan yojana
  - Model ITIs
  - National Career Service
ON THE CARDS....

- Special drive to include contract and construction workers in UAN
- Small Factories Act
- Labour codes
- National Vocational Training Institute
- Registration for unorganised sector worker
(2). Labour Code on Industrial Relations.
PLUS
The Small Factories (Facilitation and Regulation of Employment & Conditions of Service) Bill, 2015
PART IV

INSPECTION SCHEME OF THE CLC (C)
Objective:

The Inspection Scheme aims to achieve the objective of simplifying business regulations and bring in transparency and accountability in labour inspections. It envisages objective criteria for selection of units for inspection.
CRITERIA OF INSPECTIONS

Mandatory inspections:-

1. In the following cases, the inspections will be mandatory for all units:-

- The establishments where fatal or serious accident has occurred in last two years.
- The establishments where strikes/lock out/retrenchment has taken place in two years.
- Closed establishments till their workers’ dues are settled.
2. CLC would set up a Central Analysis and Intelligence Unit (CAIU) for collecting, analyzing field level data for a transparent and accountable labour inspection system. The cases forwarded through Central Analysis & Intelligence Unit (CAIU) of CLC Organisation will be based on data and evidence. CLC Organization will formulate an objective methodology for selection criteria of the cases by the CAIU keeping in view its priorities and the provisions of ILO C-81.
3 In following cases, the inspections would be generated through computer using pre-decided number tables taking into account the following factors:-

- The establishment is falling in the category of hazardous industry [20%],
- The establishments employing 50% Contract Labour or minimum of 20 number of Contract Labour [20%].
- The establishments where total number of worker is more than 250.[20%]
- All other establishments [40%].
4 METHODOLOGY:

- Employers to feed master data and periodical returns.
- Inspectors to feed detailed inspection report.
- Inspectors to feed accident returns.
- Computer programme to be provided by NIC taking into account the criteria.
- Computerized generation of inspection programme and communication to the inspecting staff keeping in view the confidentiality aspects.
5 GENERAL INSTRUCTIONS:

The inspecting officer has to maintain registers of the establishments.
He has to record the statement of workers present at the time of inspection.
In case of contradiction in the statements of employer’s, worker and entries in the record, the inspecting officer will seize the relevant records.
Inspection report should always be prepared on the work – spot by the inspecting officer himself and handover to the employer’s representative.
The inspection should be carried out during the normal working hours as far as possible.
The inspection report is being simplified and under review/revision.
The inspection report should be uploaded within 3 days by the inspector.
In case of violations by the inspecting staff, entries are recorded in APAR.
PREPARATORY STEPS

- Collate and digitise the data of establishments in their jurisdiction and deduplicate it.
- Notify the State Inspection Scheme.
- Amend the rules/regulations for a single harmonised online annual return.
- Amend the rules/regulations for simplification of inspection reports.
- Develop selection criterion for Inspection.
PREPARATORY STEPS

- Setting up of Central Analysis and Intelligence Unit (CIAU) in their Department.
- Notification of Grievance Redressal Mechanism for enforcement and linking the same with Inspection Scheme.
PART V
UNIFIED SHRAM SUVIDHA PORTAL
SUBMISSION OF ANNUAL RETURN

http://efilelabourreturn.gov.in

24th April, 2015
PORTAL OVERVIEW - MILESTONES

- Launch of Shram Suvidha Portal by Hon’ble PM
  + 16th October 2014
- LIN Generation for 6 lakhs units
  + 16th October 2014
- Inspection Randomization
  + 26th October 2014
- Development Unified Annual Return
  + 31st March 2015
- Launch of Unified Annual Return
  + 24th April 2015
PORTAL OVERVIEW - ACHIEVEMENTS

- LIN Registration
  + LIN Generated       -       9,39,860
  + LIN Seeded          -       1,92,987

- Inspection Status
  + Randomised Inspections -       60,874
  + Inspection Reported   -       54,105

As on 23rd April 2015
SUBMISSION OF ANNUAL LABOUR RETURNS

- Start with 8 Central Labour Acts
- Simplified Single Online Return Form
- Intimation for due date for submission of returns
- On-line filing/submission of returns by Establishments
- Availability of generic Pre-filled information
- Acknowledgement on submission of return
- Uploading of signed copy of system generated Return
- Show Cause Notice/Inspection Trigger for defaulters
1. Payment of Wages Act, 1936
   ✓ Payment of Wages (Mines) Rules, 1956 (Form-V - [See Rule 18])
   ✓ Payment of Wages (Railways) Rules, 1938 (Form-III - [See Rule 17])
   ✓ Payment of Wages (Air Transport Services) Rules, 1968 (Form-VIII - [See Rule 16])

2. Minimum Wages Act, 1948
   ✓ Minimum Wages (Central) Rules, 1950) (Form-III - [See Rule 21 (4A)])

3. Contract Labour (Regulation and Abolition) Act, 1970
   ✓ Contract Labour (Regulation and Abolition) (Central) Rules, 1971) (Form- XXIV [See rule 82(1) and (2)])

4. Maternity Benefit Act, 1961
   ✓ Maternity Benefit (Mines and Circus) Rules 1963 (Rule 16 (1))
## Submission of Annual Labour Returns

<table>
<thead>
<tr>
<th></th>
<th>Act/Rule</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Building and Other Construction Workers (Regulation of Employment and Condition of Service) Act, 1996</td>
</tr>
<tr>
<td></td>
<td>✓ Building and Other Construction Workers (Regulation of Employment and Condition of Service) Central Rules, 1998</td>
</tr>
<tr>
<td>6</td>
<td>Payment of Bonus Act, 1965</td>
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<tr>
<td></td>
<td>✓ Payment of Bonus Rules, 1975 (Form-D [See rule 5])</td>
</tr>
<tr>
<td>7</td>
<td>Inter-State Migrant Workmen (Regulation of Employment and condition of Service) Act, 1979</td>
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<tr>
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<td>✓ Inter-State Migrant Workmen (Regulation of Employment and conditions of Service) Central Rules, 1980 (Form – XXIII [See rule 56(1) and (2)])</td>
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<tr>
<td>8</td>
<td>Industrial Disputes Act, 1947</td>
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<td></td>
<td>✓ Industrial Dispute (Central) Rules, 1957 (Form-G1 [See Rule  56 A])</td>
</tr>
</tbody>
</table>
Welcome to Unified Portal for Registration of Units for LIN, Reporting of Inspection, Submission of returns & Grievance Redressal

This Portal will facilitate ease of reporting at one place for various Labour Laws, consolidated information of Labour Inspection and its enforcement. The Web Portal will enhance convenience of reporting, transparency in Labour Inspection and monitoring of Labour Inspection based on key performances indices and provide an effective Grievances Redressal System hyperlinked with Department of Administrative Reforms and Public Grievances (DARPG) Portal.
Welcome PRAKASH CHANDRA P (return@nic.in). You have logged in as Establishment Representative. 23:04:2015-10:36:18

### Annual Labour Return

**Annual Statement Under various Central Labour Law**

<table>
<thead>
<tr>
<th>Name</th>
<th>PRAKASH P CHANDRA</th>
</tr>
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<tbody>
<tr>
<td>Email</td>
<td><a href="mailto:return@nic.in">return@nic.in</a></td>
</tr>
<tr>
<td>Mobile No.</td>
<td>XXXXXXX295</td>
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**Annual labour return for the year**

- **Select Year**: 2015, 2014, 2013, 2012
<table>
<thead>
<tr>
<th>S.No.</th>
<th>Establishment Name</th>
<th>Address</th>
<th>Identifier</th>
<th>Operation</th>
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<tbody>
<tr>
<td>1</td>
<td>INDUSTRIAL ENGINEERING WORKS</td>
<td>NO.27, 8TH CROSS, MAGADI ROAD, Benguru Karnataka</td>
<td>LIN 1944197345 EPFO</td>
<td>23-04-2015</td>
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<td>ESIC 53000005410000501</td>
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</tr>
<tr>
<td>2</td>
<td>M/S HMS ENTERPRISES</td>
<td>NELAKANTESHWARA BUILDING, SHOP NO.6, LAKE ROAD, CHOKKASANDRA, Benguru Karnataka</td>
<td>LIN 1187343596 PAN AKEPA1950D</td>
<td>23-04-2015</td>
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<td>EPFO PYPNY0031191000</td>
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<tr>
<td>3</td>
<td>NITESH CONSTRUCTION (P) LTD</td>
<td>NO.107, 1ST FLOOR ANDREWS BUILDING, M G ROAD, Benguru Karnataka</td>
<td>LIN 1652697258 PAN AABCN6922C</td>
<td>submit return</td>
</tr>
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<td>EPFO BSGNG0042682000</td>
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<td>4</td>
<td>VIVANTA BY TAJ MADIKери</td>
<td>UNIT OF KAVERI RETREATS &amp; RESORTS 1ST MONNANCERI, CALIBEEDU POST, Kodagu Karnataka</td>
<td>LIN 1383314967 PAN AADCK2188M</td>
<td>submit return</td>
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<td>EPFO KNMY500040701000</td>
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4 items found, displaying all items.
Annual Labour Return of the year 2014

NITESH CONSTRUCTION (P)LTD
NO.107, 1ST FLOOR ANDREWS BUILDING, M G ROAD, BENGALURU, KARNATAKA

(A Employers who wish to fill up Annual Return under Contract Labour Act 1970, Minimum Wages Act 1948, Payment of Wages (Mines) Rules, 1956, Payment of Wages (Railways) Rules, 1938, Payment of Wages (Air Transport Services) Rules, 1956 should fill up only A to H below)

A General Information
B Employer Registration
C Details of Principal Employer, Contractor and Contractor Labour
D Working hours and Weekly rest day
E Maximum number of persons employed in any day during the year
F Wage Rates (Category Wise)
G Details of Payments
H Details of various welfare Amenities provided under the statutory schemes
I Details Pertaining to Maternity Benefit Act and Rules
J Details Pertaining to EOCW Act and Rules
K Details Pertaining to Bonus Act and Rules
L Details Pertaining to Inter State Migrant Workers Act And Rules
M Details Pertaining To Industrial Disputes Act And Rules

☐ It is to certify that the above information is true and correct and also I certify that I have compiled with the provisions of Labour Laws applicable to my establishment.

Final Submission of Return
ANNUAL LABOUR RETURNS

Welcome PRAKASH CHANDRA P (return@nic.in). You have logged in as Establishment Representative.
23:04:2015 10:40:12

Annual Labour Return

NITESH CONSTRUCTION (P) LTD, NO. 107, 1ST FLOOR ANDREWS BUILDING, M G ROAD Bengaluru Karnataka (1652697258)

General Information

<table>
<thead>
<tr>
<th>Name and address of Establishment</th>
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<tbody>
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<td>Name of the Establishment</td>
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<tr>
<td>Address</td>
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<td>Pin Code</td>
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<td>District</td>
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<tr>
<th>Name and address of Employer</th>
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<td>Landline No.</td>
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<td>Mobile No.</td>
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</table>

Name and address of Manager or Person responsible for supervision and control of Establishment
### Annual Labour Return

**Annual Return of the year 2013**

<table>
<thead>
<tr>
<th>Back</th>
<th>INDUSTRIAL ENGINEERING WORKS</th>
<th>NO.27, 8TH CROSS, MAGADI ROAD</th>
<th>Bengaluru, Karnataka</th>
</tr>
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<td>Payment of Wages ( Air Transport Services ) Rules, 1968</td>
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</tbody>
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**View Report of Individual Form**

**saved Date**

23-04-2015 10:44:14
FOR FILING ONLINE
RETURNS, PLEASE VISIT
HTTP://EFILELABOURRETURN.GOV.IN
FOR PROBLEMS/ QUERIES –
WEBSUPPORT-MOL@NIC.IN
STAKEHOLDERS

- Ministry of Labour & Employment
- Enforcement Agencies
  + Chief Labour Commissioner (Central)
  + Directorate General of Mines Safety (DGMS)
  + Employees’ Provident Fund Organisation (EPFO)
  + Employees’ State Insurance Corporation (ESIC)
- National Informatics Centre (NIC)
- Establishments/Employers
THANK YOU

piyushsharma_del@yahoo.com
1. THIS RECOMMENDATION PROVIDES GUIDANCE TO MEMBERS TO:
(A) ESTABLISH AND MAINTAIN, AS APPLICABLE, SOCIAL PROTECTION FLOORS AS A FUNDAMENTAL ELEMENT OF THEIR NATIONAL SOCIAL SECURITY SYSTEMS; AND
(B) IMPLEMENT SOCIAL PROTECTION FLOORS WITHIN STRATEGIES FOR THE EXTENSION OF SOCIAL SECURITY THAT PROGRESSIVELY ENSURE HIGHER LEVELS OF SOCIAL SECURITY TO AS MANY PEOPLE AS POSSIBLE, GUIDED BY ILO SOCIAL SECURITY STANDARDS.

2. FOR THE PURPOSE OF THIS RECOMMENDATION, SOCIAL PROTECTION FLOORS ARE NATIONALLY DEFINED SETS OF BASIC SOCIAL SECURITY GUARANTEES WHICH SECURE PROTECTION AIMED AT PREVENTING OR ALLEVIATING POVERTY, VULNERABILITY AND SOCIAL EXCLUSION.

3. RECOGNIZING THE OVERALL AND PRIMARY RESPONSIBILITY OF THE STATE IN GIVING EFFECT TO THIS RECOMMENDATION, MEMBERS SHOULD APPLY THE FOLLOWING PRINCIPLES:
(A) UNIVERSALITY OF PROTECTION, BASED ON SOCIAL SOLIDARITY;
(B) ENTITLEMENT TO BENEFITS PRESCRIBED BY NATIONAL LAW;
(C) ADEQUACY AND PREDICTABILITY OF BENEFITS;
(D) NON-DISCRIMINATION, GENDER EQUALITY AND RESPONSIVENESS TO SPECIAL NEEDS;
(E) SOCIAL INCLUSION, INCLUDING OF PERSONS IN THE INFORMAL ECONOMY;
(F) RESPECT FOR THE RIGHTS AND DIGNITY OF PEOPLE COVERED BY THE SOCIAL SECURITY GUARANTEES;
(G) PROGRESSIVE REALIZATION, INCLUDING BY SETTING TARGETS AND TIME FRAMES;
(H) SOLIDARITY IN FINANCING WHILE SEEKING TO ACHIEVE AN OPTIMAL BALANCE BETWEEN THE RESPONSIBILITIES AND INTERESTS AMONG THOSE WHO FINANCE AND BENEFIT FROM SOCIAL SECURITY SCHEMES;
(I) CONSIDERATION OF DIVERSITY OF METHODS AND APPROACHES, INCLUDING OF FINANCING MECHANISMS AND DELIVERY SYSTEMS;
(J) TRANSPARENT, ACCOUNTABLE AND SOUND FINANCIAL MANAGEMENT AND ADMINISTRATION;
(K) FINANCIAL, FISCAL AND ECONOMIC SUSTAINABILITY WITH DUE REGARD TO SOCIAL JUSTICE AND EQUITY;
(L) COHERENCE WITH SOCIAL, ECONOMIC AND EMPLOYMENT POLICIES;
(M) COHERENCE ACROSS INSTITUTIONS RESPONSIBLE FOR DELIVERY OF SOCIAL PROTECTION;
(N) HIGH-QUALITY PUBLIC SERVICES THAT ENHANCE THE DELIVERY OF SOCIAL SECURITY SYSTEMS;
(O) EFFICIENCY AND ACCESSIBILITY OF COMPLAINT AND APPEAL PROCEDURES;
(P) REGULAR MONITORING OF IMPLEMENTATION, AND PERIODIC EVALUATION;
(Q) FULL RESPECT FOR COLLECTIVE BARGAINING AND FREEDOM OF ASSOCIATION FOR ALL WORKERS; AND
(R) TRIPARTITE PARTICIPATION WITH REPRESENTATIVE ORGANIZATIONS OF EMPLOYERS AND WORKERS, AS WELL AS CONSULTATION WITH OTHER RELEVANT AND REPRESENTATIVE ORGANIZATIONS OF PERSONS CONCERNED.
2. THE SAID POLICY SHALL AIM AT ENSURING THAT—
(A) THERE IS WORK FOR ALL WHO ARE AVAILABLE FOR AND SEEKING WORK;
(B) SUCH WORK IS AS PRODUCTIVE AS POSSIBLE;
(C) THERE IS FREEDOM OF CHOICE OF EMPLOYMENT AND THE FULLEST POSSIBLE OPPORTUNITY FOR EACH WORKER TO QUALIFY FOR, AND TO USE HIS SKILLS AND ENDOWMENTS IN, A JOB FOR WHICH HE IS WELL SUITED, IRRESPECTIVE OF RACE, COLOUR, SEX, RELIGION, POLITICAL OPINION, NATIONAL EXTRACTION OR SOCIAL ORIGIN.
DECLINING FERTILITY RATES HAVE CHANGED THE AGE STRUCTURE OF INDIA'S POPULATION, RESULTING IN A "BULGE" IN THE WORKING AGE-GROUP. THIS "DEMOGRAPHIC DIVIDEND" HAS IMPROVED THE DEPENDENCY RATIO LEADING TO THE HYPOTHESIS THAT THE BULGE IN WORKING POPULATION WILL LEAD TO AN ACCELERATION IN GROWTH. HOWEVER, RECENT EMPLOYMENT FIGURES INDICATE THAT THE ABSORPTION OF THE INDIAN YOUTH INTO THE LABOUR FORCE IS NOT AS HIGH AS ONE WOULD EXPECT. THIS IS PERHAPS DUE TO THE POOR EMPLOYABILITY OF THE WORKFORCE, WHICH IS SEVERELY AFFECTED BY A DEFICIT IN EDUCATIONAL ATTAINMENT AND HEALTH. THIS NEEDS TO BE REMEDIED IN ORDER TO TAKE ADVANTAGE OF THE OPPORTUNITY FOR GROWTH THAT THE DEMOGRAPHIC DIVIDEND IS SUPPOSED TO GIVE INDIA. - EPW
### DEMOGRAPHIC PROFILE

<table>
<thead>
<tr>
<th>Population</th>
<th>1,236,344,631 (July 2014 est.)</th>
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</thead>
<tbody>
<tr>
<td><strong>Age structure</strong></td>
<td></td>
</tr>
<tr>
<td>0-14 years:</td>
<td>28.5% (male 187,016,401/female 165,048,695)</td>
</tr>
<tr>
<td>15-24 years:</td>
<td>18.1% (male 118,696,540/female 105,342,764)</td>
</tr>
<tr>
<td>25-54 years:</td>
<td>40.6% (male 258,202,535/female 243,293,143)</td>
</tr>
<tr>
<td>55-64 years:</td>
<td>7% (male 43,625,668/female 43,175,111)</td>
</tr>
<tr>
<td>65 years and over:</td>
<td>5.8% (male 34,133,175/female 37,810,599) (2014 est.)</td>
</tr>
</tbody>
</table>