

COLOURED, WHITES, DELICATES OR TOUGH, THE NEW HA



# EMPOWERING WORKFORCE OF BIHAR

In a bid to provide equal opportunities and social security for all, the state government has pioneered a slew of progressive initiatives that regulate the unorganised and organised workforce of Bihar on one hand, and seek to eliminate evil practices like child labour, bonded labour on the other. The department is working to maintain a congenial industrial relations and to strike a balance between security of workforce and optimum productivity

## 'BIHAR'S WORKFORCE ONE OF THE BIGGEST STRENGTHS OF INDIA'



Labour Welfare Day celebrated by labour resources department on September 17 witnessed the unveiling of many welfare schemes and visionary policy documents

The state labour resources department organised an event on Labour Welfare Day on September 17 to acknowledge and honour the contribution of the workforce in the unorganised sector in the development of the state. The event organised at Adhwaan Bhawan in Patna was chaired by deputy CM Sushil Kumar Modi and presided over by labour resources minister Vijay Kumar Sinha. The practice of celebrating Labour Welfare Day on Mahakarma Pujan was initiated in 2008 and continues till date.

### MILESTONE INITIATIVES UNVEILED

The event comprised unveiling of many landmark initiatives undertaken by the state labour resources department. The ambitious State Action Plan for Elimination of Child Labour and Prohibition and Regulation of Adolescent Labour was unveiled by the deputy CM. It aims to empower younger children and adolescents with information, knowledge and skills to exercise their rights and choices for protection against harmful practices. The third edition of the social and behavioural change document, prepared by the department and UNICEF and highlighting the root causes of child labour prevailing in society, was also launched on the occasion.

Vijay Kumar Sinha handed over grants under dif-

ferent schemes to the registered construction workers. Labourers were also handed over registration cards. A total of 156 best performing workers of diverse private enterprises were also felicitated.

The deputy CM and minister also flagged off around 100 bicycles purchased by the registered workers under the grants sanctioned to them, in the presence of principal secretary, labour resources department, Dipak Kumar Singh.

### COMMITTED TO LABOUR WELFARE

"It is heartening to learn that migration of labour from Bihar has gradually declined over the years. The state leadership firmly believes in providing a life of dignity to everyone and the labour resources department is doing a commendable job in this direction. The department is taking strategic steps for the benefits of nearly 40 crore workers in the state's unorganised sector," said Modi.

"The development of any state or country primarily depends on the way its labour resources are managed. Since the labour force has the potential to move the world, I believe it should be given all due benefits and security. And we are committed to provide the due to each and every labour in the state. The workforce of Bihar is one of the biggest strengths of the country," said Vijay Kumar Sinha.

PH: 7948 D (Gadakh) (Bihar) (7) 38

## State committed towards empowering and securing workforce

Understanding the underlying and gradually growing importance of skilled workforce in the world today, the Labour Resources Department, Government of Bihar, has also been working intensively towards the visionary goal set by the state leadership, and efforts are now undertaken in this direction by the state machinery for aid to graduates of Construction Workers, which comprises the largest unorganised workforce after agriculture in the State.

### LANDMARK ACHIEVEMENTS IN PAST ONE YEAR

- All workers benefiting from registration of steps to issuing of labour and economic rehabilitation of their family launched on June 12, 2016.
- Introduction of initiatives for welfare of migrant workers at source and destination places by dissemination of information regarding safe and secure migration.
- Visits by departmental teams to major construction sites for on-site registration of C.E.I. construction workers.
- Launch of "Social and Behaviour Change Strategy for Elimination of Child Labour in Bihar".
- Launch of "State Action Plan for Elimination of Child Labour and Prohibition and Regu-

### KEY INITIATIVES UNDERTAKEN

- Consideration of Wages of multiple return under different labour acts on single format.
- Common due date for filing returns, except under factory act.
- Online inspection System based on random selection for welfare grants of construction workers.
- The Website of Bihar Building and Other Construction Workers Welfare Board launched and the process of approving Welfare Schemes and Aadhar verification made online.
- Advanced child labour tracking system (CLTS) for monitoring educational rehabilitation of rescued child

social practices, the child labour and bonded labour. Some of the best initiatives with their provisions are as under:

1. **Bihar Building and Other Construction Workers (Prohibition of Employment and Condition of Service) (Amendment) Rules, 2016**

Act	Application Count	Revenue (Rs)
Bored & Degr Workers Act	4	230
Boilers Act	491	12136461
Contract Labour Act	6654	1063415
Factory Act	573	7657840
Inter State Migrant Act	44	5363
Motor Transport Workers	1562	43240
The Bihar Shops and Establishment Act	23742	324271.5
The Building and other construction workers	105	101000
Trade Union Act	22	100
<b>Total</b>	<b>32787</b>	<b>21357961</b>

• The Rule implements many welfare grants scheme especially for the 20 categories of workers involved in building construction. It requires the beneficiary to deposit the amount at the rate of 50 paise per month in the bank specified by the welfare board once for 60 months (i.e. Rs 30 as membership fee in advance at the time of registration along with Rs 20 as registration fee. It means that only Rs 50 is required for registration and membership of five years.

• It provides that after the completion of five years of membership, a construction work-

er possesses the eligibility for contribution of his premium at a payment of just Rs 20 for another five year and so on.

• Further provides that the Bihar Building and other construction workers welfare board with the consent of Minister, Labour Resources



PH: 7948 D (Gadakh) (Bihar) (7) 38

for education of children of registered construction workers getting admitted in premier Government institutions for national level. Financial assistance for marriage of two adult daughters of registered construction workers at the rate of Rs 50,000, grant for house construction at the rate of 25,000 and purchase of tools at the rate up to 15,000 a bicycle etc.

2. **Introduction of Revised "State Action Plan for Elimination of Child Labour and Prohibition and Regulation**

### of Adolescent Labour" based on convergence mechanism for bringing all concerned at a common platform and also accentuating the role of different stakeholders

• The Revised State Action Plan for Elimination of Child Labour and Prohibition and Regulation of Adolescent Labour targets to strengthen the policies and systems to deliver programmes and services. It was launched on September 17, 2017. Its objectives include:

- Empowering children and adolescents with information, knowledge and skills to exercise their rights and choices

### FUTURE PLAN OF ACTION

- State Action Plan for Elimination, Rescue and Rehabilitation of Bonded Labour
- Comprehensive Labour Policy of Bihar
- Act for regulating the private and domestic employment.
- New act for regulating the employment and other conditions of service of workers employed in shops and establishments.

MICROFINANCING...  
300...  
The Govt from...  
Solutions are under development



PH: 7948 D (Gadakh) (Bihar) (7) 38

New-in go  
W...  
themes at the...  
The...  
general...  
PH: 7948 D (Gadakh) (Bihar) (7) 38



PH: 7948 D (Gadakh) (Bihar) (7) 38

PH: 7948 D (Gadakh) (Bihar) (7) 38