

**ABOLITION OF BONDED LABOUR SYSTEM:-
INITIATIVES OF GOVERNMENT OF
TAMIL NADU**

Foreword



சி.வெ. கணேசன்
தொழிலாளர் நலன் -
திறன் மேம்பாட்டுத் துறை அமைச்சர்



தலைமைச் செயலகம்,
சென்னை-600 009

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அணிந்துரை

நாடு விடுதலை அடைந்து 75 ஆண்டுகள் கடந்தும் கொத்தடிமை என்ற அவலம் இன்னும் தொடர்ந்து நிலவி வருகிறது என்பது மனித சமுதாயத்தின் மிகப் பெரிய பின்னடைவு ஆகும். கொத்தடிமைத் தொழிலாளர் முறை ஒரு நாட்டின் வளர்ச்சியினை பாதிக்கக்கூடிய காரியமாகும்.

இந்த அவலத்தை நீக்கி, தமிழ் நாட்டினை கொத்தடிமைத் தொழிலாளர் இல்லாத மாநிலமாக மாற்றிட தமிழ்நாடு அரசு உறுதியுண்டு. தொலைநோக்குப் பார்வையோடு பல திட்டங்களை தீட்டி செயல்படுத்தி வருகிறது.

கொத்தடிமை தொழிலாளர்களை நீட்டெடுத்தல், விடுவித்தல் மற்றும் மறுவாழ்வு அளித்தல் ஆகியவை பற்றிய மாநில செயல் திட்டம் (State Action Plan) மற்றும் பல்வேறு துறைகளின் பங்குதாரர்களுக்கு கொத்தடிமை தொழிலாளர் முறை (ஒழித்தல்) சட்டம், 1976 மற்றும் மத்திய அரசின் கொத்தடிமை தொழிலாளர் மறுவாழ்வு திட்டம்-2016 ஆகியவற்றை தீவிரமாக அமல்படுத்தும் நோக்கில் நிலையான இயக்க நடைமுறை (Standard Operating Procedure) ஆகியவை தமிழ் நாடு அரசால் உருவாக்கப்பட்டுள்ளது.

தமிழ் நாட்டில், கொத்தடிமை முறையிலிருந்து விடுவிக்கப்படும் தொழிலாளர்களுக்கு உடனடி நிவாரண தொகையாக ரூ.30000/-, குடும்ப அட்டை, சாதி சான்றிதழ், வீட்டுமனை, பட்டா, வேலைவாய்ப்பு, கல்வி, தொழிற்திறன் பயிற்சி, சுய உதவி குழுக்களில் உறுப்பினராக சேர்த்தல் மற்றும் மருத்துவ வசதிகள் ஆகியவை வழங்கப்பட்டு வருகின்றன. கொத்தடிமை முறையிலிருந்து நீட்கப்படும் தொழிலாளர்களை சம்பந்தப்பட்ட அமைப்புகளான தொழிலாளர் நல வாரியங்களில் பதிவு செய்து உரிய திட்டங்களின் கீழ் பயன்களை அவர்கள் பெற்று வருகின்றனர்.

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திறன் மேம்பாட்டுத் துறை அமைச்சர்



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நாள்: 24/01/2023

கொத்தடிமை தொழிலாளர் முறை (ஒழித்தல்) சட்டத்தினை பல்வேறு துறைகளும் இணைந்து சீரிய முறையில் செயல்படுவதை திறனாய்வு செய்து, மேலும் பல நல்ல முயற்சிகளை மேற்கொள்ளும் பொருட்டும், அரசு தலைமைச் செயலாளரை தலைவராக கொண்டு உயர் மட்ட கண்காணிப்புக்குழு அரசினால் மறு சீரமைப்பு செய்யப்பட்டு, செயல்பட்டு வருகிறது.

ஏழை எளிய மக்களின் சமூக பொருளாதாரத்தை மேம்படுத்திடவும், தமிழக மக்களின் வாழ்க்கை நலத்தைப் பேணவும் எண்ணற்ற நலத்திட்டங்களை தமிழ்நாடு அரசு செயல்படுத்தி வருகிறது. சாதாரண மனிதனின் ஏழ்மை நிலையை போக்கி வாழ்வாதாரத்தை உறுதிப்படுத்திட இந்த அரசு அனைத்து உதவிகளையும் செய்து வருகின்றது.

தமிழ்நாடு அரசின் முயற்சியினால், கொத்தடிமைத் தொழிலாளர் இல்லாத மாநிலமாக தமிழ்நாடு உருவாகி வருகிறது. மாண்புமிகு தமிழ் நாடு முதலமைச்சர் அவர்களின் வழிகாட்டுதலின் பேரில் தமிழ் நாடு, கொத்தடிமைத் தொழிலாளர் இல்லாத மாநிலம் என்ற இலக்கினை விரைவில் அடையும் என்பதில் ஐயமில்லை. கொத்தடிமை தொழிலாளர் முறை அகற்றுதலில் தமிழ் நாடு அரசின் சீரிய முயற்சிகளை தொகுத்து உருவாக்கப்பட்ட இந்த ஆவணப் புத்தகம் பிற துறைகளுக்கு மிகவும் பயனுள்ளதாக இருக்கும் என்பதில் ஐயமில்லை.

அன்புடன்


(சி.வெ. கணேசன்)

Message



V. IRAI ANBU
CHIEF SECRETARY



SECRETARIAT
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MESSAGE

'Man is born free, but everywhere he is in chains' is a beautiful statement made by the philosopher Jean-Jacques Rousseau. When a child is born, an immediate stamping with caste and creed even before being named, occurs all over the world. One gets trapped in the social cultural milieus and is bound by them for life.

Bonded labour system is an economic dimension perpetrated by avaricious individuals who exploit fellow human beings by getting their labour pledged for a paltry advance and pittance payment. It is a mild form of slavery prohibited by law, but practiced in a clandestine manner in a few industries that require the presence of human capital for a longer term. It nips the freedom of a person and violates the fundamental rights enshrined in our supreme law, the Constitution of India. The bonded labourers thus engaged, will be retained in the custody of employers for a long term, as their poor wages are insufficient to meet even their basic requirements. The irony lies in the fact that children are often pledged by indifferent parents who consider their offsprings as their own properties, for compelling reasons.

In such circumstances, the Government of Tamil Nadu is keen to see that such a dreaded form of social evil is extirpated at all levels and the dignity of human labour is upheld by acting stringently on atrocious anti-social elements. It is also found that a few industries are prone to the bonded labour culture with less awareness about the external world and the voice of such lesser mortals is stifled without being heard by others. The Government of Tamil Nadu is committed to inspect such vulnerable sectors and make them free from the bonded labour system.

Educating the common man on the penal provisions of Bonded Labour System (Abolition) Act 1976 is done alongside to prevent engagement of such innocent incumbents in establishments. Constant vigil is exercised and continuous monitoring is done to liberate and rescue the labourers from the bondage and extending relief measures to lead a dignified life by the government in a systematic way.

Documentation of such initiatives of the government is significant, in order to educate the officials connected with the abolition of such a system and to sensitize the departments related to this endeavour. I am appreciative of

Message

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CHIEF SECRETARY



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the initiatives done by the department and also the self-explanatory documentation done under the leadership of Thiru Md. Nasimuddin, Additional Chief Secretary, Labour Welfare and Skill Development Department.

I am sure it will be useful for IEC activities and for completely eradicating this malice from Tamil Nadu.



(V IRAI ANBU)

Foreword



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Foreword

Bonded Labour has plagued human society since time immemorial albeit with changing magnitude and form. While the worst forms of bonded labour are now consigned to the past, bonded labour does still exist. Combating this menace is a challenge that the Government of Tamil Nadu has taken up in all earnestness. Though the State has made significant gains towards eliminating this scourge over the last two decades, still a lot remains to be done.

It is to be noted that the menace of bonded labour has gradually moved from the typical rural / agri sector phenomenon to a semi-urban / urban problem in labour intensive sectors like textile, brick-kiln, poultry, jewel making, hotel / catering industry, etc.,

It is also noticed that of late incidence of bonded labour has been increasing in the case of migrant workers. Besides regular interventions by the departments concerned in rescue and rehabilitation of bonded labourers and taking strict legal action against the culprits, the Government has been paying utmost attention towards awareness generation amongst all the stakeholders. The multi-pronged approach adopted by the State Government aims at eliminating the menace of bonded labour in all its different forms by 2030.

 20.1.2023
ADDITIONAL CHIEF SECRETARY

Foreword



Dr. Atul Anand, I.A.S.,
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Foreword

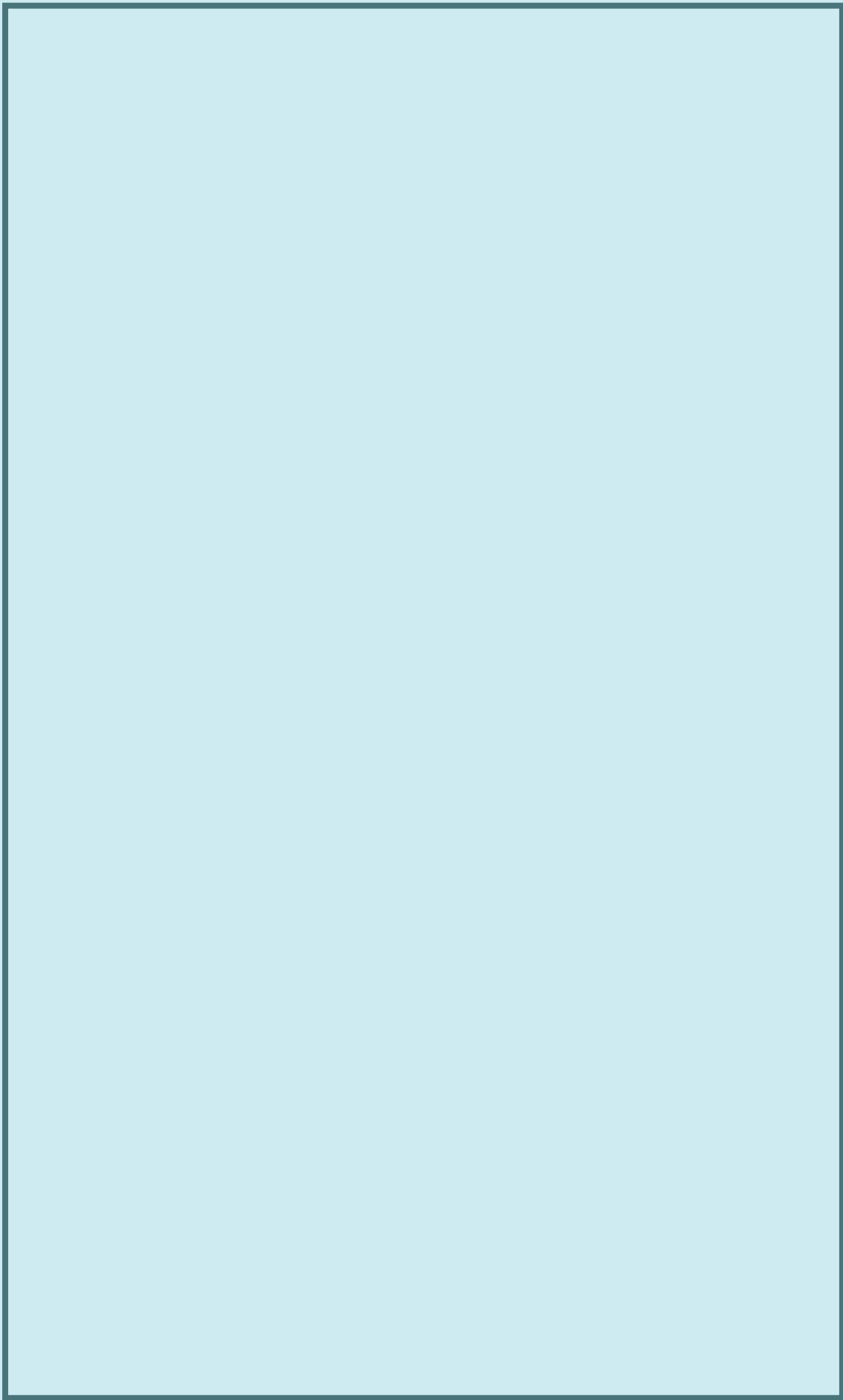
Bonded labour is the least known form of slavery. The bonded labour system is onslaught against human dignity. Although various constitutional commitments have been executed and labour laws for the welfare of bonded labour are enacted to combat with the problem of bonded labour, a lot remains to be done. In order to combat this social evil the State Government has adopted multipronged strategy which includes both stringent legislative and project based approach. Not only the State Government has taken various proactive steps for abolition of bonded labour and but it also focuses on their livelihood, health, safety and children's education the State Government. Effective enforcement and the concerted efforts by the State Government have resulted in perceptible decline of the number of bonded labour in the State.

A State Action Plan for rescue, release and rehabilitation of bonded labour was formulated and the Standard Operating Procedure was issued in order to provide guidelines to various stakeholders for robust implementation of the Act and the Central Sector Scheme.

At the State and District level, trainings and workshops were conducted for District Administrators to equip them on their roles and responsibilities. The bonded labourers are registered in the relevant unorganized workers welfare boards.

In this book the present scenario of bonded labour, law relating to combat with this social evil, methods for effective enforcement have been incorporated. The book contains, the relevant particulars on the subject. I hope that the book will serve the purpose.


(Dr. Atul Anand)
Principal Secretary /
Commissioner of Labour



ABOLITION OF BONDED LABOUR SYSTEM IN TAMIL NADU



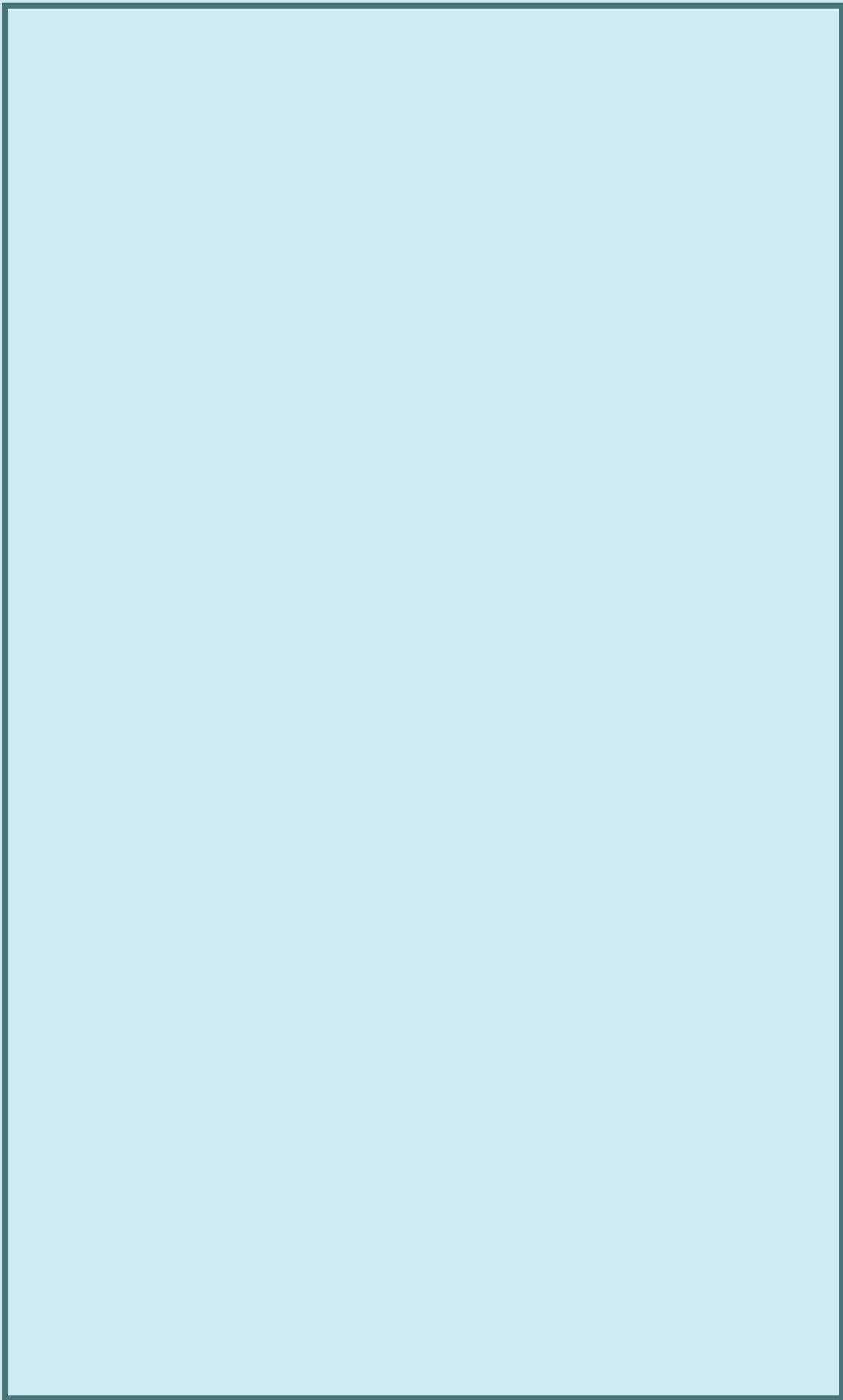
The rescued Bonded Labour Association along with International Justice Mission met the Hon'ble Chief Minister of Tamil Nadu and appreciated the initiatives taken by the Government of Tamil Nadu in Abolition of Bonded Labour System in Tamil Nadu during the Bonded Labour Abolition Day on 9/2/2022.



The Hon'ble Minister for Labour Welfare and Skill Development Department conducted review meeting of department enforcement officials on child and bonded labour issues.

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INTRODUCTION:-

The Bonded Labour System is modern day slavery and an ill product of dreaded poverty. The system is inhuman and an affront to the human dignity. It is also the most serious violation of human rights.

Bonded Labour, also known as debt bondage or debt slavery is a person's pledge of labour or services as security for repayment of a debt or other obligations. The services required to repay the debt and the services duration may be undefined. Debt bondage can be passed on from generation to generation.

Bonded labour was historically associated with rural economies where peasants from economically disadvantaged communities were bound to work for the landlords. Gradually it has spread to the urban areas also, in different forms. The government of Tamil Nadu has taken several initiatives to abolish the bonded labour system in the state, and is determined to eliminate the scourge by 2030. (SDG)

Elements of Bonded Labour System:-

- Debt.
- Customary or social obligation.
- Succession.
- Any economic consideration.
- Caste or community.
- Restriction of movement.
- Non-payment of minimum wages.

LEGAL PROVISIONS:-

Various legal provisions relating to abolition of Bonded Labour system are as follows:-

- A.** The Bonded Labour System (Abolition) Act, 1976.
- B.** The Child and Adolescent labour (Prohibition and Regulation) Act, 1986.
- C.** Indian Penal Code, 1860.
- D.** The Protection of children from Sexual offences Act, 2012.
- E.** The Juvenile Justice (Care and Protection of Children) Act, 2015.
- F.** The Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989.
- G.** Maternity Benefit Act, 1961.
- H.** Minimum Wages Act, 1948.
- I.** Contract Labour (Regulation and Abolition) Act, 1970.
- J.** Employees Compensation Act, 1923.
- K.** Equal remuneration Act, 1976.
- L.** Employees Provident Funds Miscellaneous Provisions Act, 1952.
- M.** Employees State Insurance Act, 1948
- N.** Payment of Wages Act, 1936.

STATUTORY SAFEGUARDS AGAINST BONDED LABOUR:-

The Bonded Labour System (Abolition) Act, 1976 provides various protections to bonded labour.

A few of them are listed below:

- Section 4** - The bonded labour system shall stand abolished and every bonded labourer shall, on such commencement, stand freed and discharged from any obligation to render any bonded labour.

- Section 5** - Any contract or tradition or custom whereby bonded labour existed was declared void and inoperative.

- Section 6** - Every burden of a bonded labourer to pay any bonded debt, or any part thereof shall be deemed to have been abolished and also prohibited to filing any suit before any civil court for recovery of bonded debt.

- Section 7** - Property which is under mortgage in connection with bonded debt shall stand discharged.

- Section 8** - A bonded labourer who has been freed shall not be evicted from the homestead.

- Section 9** - No creditor shall accept any payment against any bonded debt which has been extinguished or deemed to have been extinguished.

CENTRAL SECTOR SCHEME FOR REHABILITATION OF BONDED LABOURER – 2016 AND REVISED SCHEME - 2021:-

Initially the Ministry of Labour and Employment launched a Centrally sponsored Scheme for Rehabilitation of Bonded Labourers in 1978. Subsequently, the revised Central Sector Scheme came into effect from 2016. The Central Sector Scheme was again revamped and introduced with effect from 27.01.2022.

HIGHLIGHTS OF THE CENTRAL SECTOR SCHEME 2016:

- The Rehabilitation package shall be Rs.1 lakh per adult male beneficiary.
- For special category beneficiaries such as children including orphans or those rescued from organized and forced begging rings or other forms of forced child labour, and women, the amount of rehabilitation assistance shall be Rs.2 lakhs.
- In cases of bonded or forced labour involving extreme cases of deprivation or marginalization such as brothels, massage parlours, placement agencies etc., or trafficking, or in cases of differently abled persons, or in situations where the District Magistrates deems fit, the rehabilitation assistance shall be Rs.3 lakhs.
- Beneficiary shall have the option to either deposit it in an annuity scheme or receive cash grant.

- The above benefits would be in addition to other land and housing elements, etc. of the original scheme.

- A Bonded labour Rehabilitation Fund shall be created at the District level by each State with a permanent corpus of at least Rs.10 lakhs at the disposal of the District Magistrate which should be renewable. This fund will be utilized for extending immediate help to the released bonded labourers.

- The entire penalties recovered from the perpetrators of the bonded labour upon conviction, may be deposited in this special fund.

HIGHLIGHTS OF THE CENTRAL SECTOR SCHEME 2021:

The Immediate financial assistance of Rs.20,000/- has been enhanced to Rs. 30,000/-.

INITIATIVES OF GOVERNMENT OF TAMIL NADU:-

STATE ACTION PLAN:

A Comprehensive State Action Plan for release, rescue and rehabilitation of bonded labour and implementation of Bonded Labour System (Abolition) Act, 1976 and Central Sector Scheme for bonded labourers was issued by the Government vide G.O.(Ms).No.163 Labour and Employment (U1) Department, Dated 21.09.2017.

The Key Strategies of the State Action Plan are as follows:

- Effective implementation and enforcement of the Bonded Labour System (Abolition) Act, 1976 and the other related laws for the eradication of bonded labour system.
- Increased coordination between Departments like Revenue and Disaster Management, Rural Development and Panchayat Raj, Home, Prohibition and Excise, Social Welfare and Nutritious Meal Programme, School Education, Adi Dravidar and Tribal Welfare, etc., focused on enforcing the Bonded Labour System (Abolition) Act and other related laws.
- District Collectors to play a vital role in rescue and rehabilitation through convergence of services of various governmental and non- governmental agencies.

STANDARD OPERATING PROCEDURE:

Tamil Nadu government issued standard operating procedure for identification, Release, Rescue and Rehabilitation of Bonded labour vide G.O (Ms) No. 35 Labour and Employment (U1) Department dated 08.03.2019.

The Standard Operating Procedure (SOP) is a brief handout containing a uniform protocol for identification, rescue, release and rehabilitation of bonded labour and prosecution of offenders which has been developed to guide the implementing agencies to effectively implement the Bonded Labour System (Abolition) Act, 1976 and the Central Sector Scheme for Rehabilitation of Bonded Labourer 2016.

SOP has the following Salient features:

- Complaint
- Rescue
- Release and Rehabilitation
- First Information Report
- Welfare Assistance
- Procedure in cases of released displaced / migrant labourer opting to return to their native place
- Procedure for release of central assistance for rehabilitation of bonded labourers
- Repatriation

SURVEY:

As per the Central Sector Scheme for rehabilitation of Bonded Labourer, Government of India have sanctioned 50% amount for conducting Survey in 11 Districts. i.e., Rs.24.75 lakh and Government of Tamil Nadu sanctioned 50% amount i.e., Rs.24.75 lakh (Total amount of Rs.49.50 lakh) for conducting Survey in 11 Bonded Labour prone Districts viz. Chennai, Erode, Kancheepuram, Namakkal, Pudukkottai, Thiruvallur, Thanjavur, Tiruvarur, Tiruvannamalai, Viluppuram and Vellore. An amount of Rs.4.50 lakh per District was allotted to the District Collectors for conducting Survey in the above 11 Districts.

In the above 11 Districts survey has been conducted by NGOs, Department of Social Work, Loyola College and Magalir thittam in various occupations.

Based on the survey report the following action has been initiated by the Department.

- Bonded Labour System (Abolition) Act, 1976 topic has been included in the training of the new recruit IAS officers program during their training at Anna Administrative Staff College.
- Based on occupation and sector Micro, Small and Medium Enterprises Department, Industries Department, Agriculture and Farmers welfare Department, Animal Husbandry, Dairying, Fisheries and Fishermen Welfare Department and Handloom, Handicrafts, Textiles and Khadi departments have been included in the High Level Monitoring Committee on Bonded Labour to provide necessary advisory in guidance to drive industry effects in prevention vide G.O. (Ms) No. 132 Labour Welfare and Skill Development Department, dated: 12.10.2022.
- Action has been taken to include an appropriate condition against engaging child labour and bonded labour in Government tenders.
- District Collectors have been advised to take action to identify, rescue and rehabilitate wherever cases of bonded labour are suspected to exist.

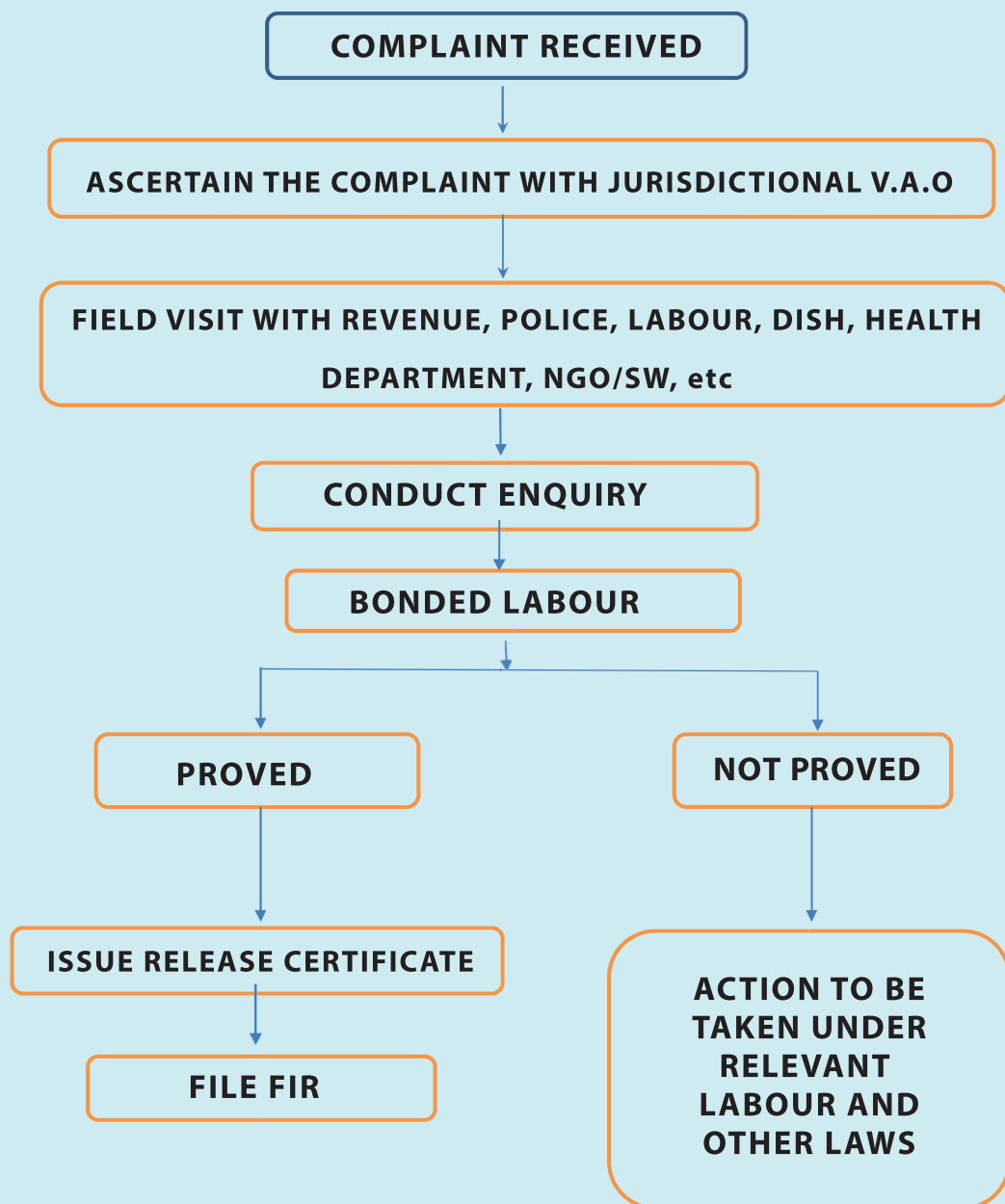
ENFORCEMENT MECHANISM:-

A Sub-Divisional Officer / RDO may be on receipt of complaints regarding Bonded Labour System within 24 hours has to conduct preliminary investigation to ascertain the fact of the complaint. If it is found that the complaint is genuine, the authority must visit the concerned site with Rescue Team and make enquiries. While making enquiry the following points should be considered.

1. First identify the complainant and record the statement from him/her and record the other labourers individually in a separate place, not before the employer.
2. While doing enquiry, the employer's statement should also be recorded in detail.
3. To ascertain whether the Bonded Labour is directly employed or through any other contractor/agent, obtain the name and address of the contractor/agent if any.
4. To record total number of workers employed, with details of the male, female, adolescent and child labours with age.

5. Total number of Interstate Migrant workers employed, with male, female, adolescent and child labours with age.
6. Whether the employer has registered his establishment under the State or Central Government Authorities.
7. Whether the employer has followed the labour welfare provisions including minimum wages.
8. The Enquiry Officer should record the violations of Bonded Labour System Abolition Act, and other relevant Acts.
9. The Assistant Commissioner of Labour or any other authority of Labour or Directorate of Industrial Safety and Health department accompanying with the enquiry team should record the violations of Labour or Factory related Laws.

FLOW CHART FOR RESCUE OF BONDED LABOUR



The Revenue Divisional Officer after completing the enquiry and in case of identifying any bonded labour has to take the following steps:

- Issue release certificates,
- File FIR with sections of relevant Acts,
- Open Bank Account,
- Conduct medical examination,
- Arrangements to be made to transport the bonded labourer to their native place.

RESCUE AND RELEASE:

The authorities concerned shall within 24 hours, issue a release certificate in the format prescribed to each rescued bonded labourer, including children, found to be bonded labourer even if they are accompanied by families.

The release certificates are to be sent immediately to the District Collectors of source State wherever applicable and the victims are to be extended the benefits under the Social Welfare schemes for their permanent rehabilitation.

The release certificate shall be issued as per the proforma prescribed under the Revised Central Sector Scheme-2021.



Bonded Child Labour rescued from Duck Rearing in Thiruvannamalai District.



14 Bonded Interstate Migrant Workers from a Poly bag Factory rescued in Virudhunagar District

ENFORCEMENT DETAILS FROM 2017-18 TO 2022-23 (upto December-22)

S.No	Districts	No. of persons rescued	Amount Disbursed
1	Chennai	85	1700000
2	Cuddalore	59	1180000
3	Coimbatore	9	180000
4	Dindigul	5	100000
5	Dharmapuri	2	35000
6	Erode	97	1940000
7	Kancheepuram	150	3110000
8	Krishnagiri	32	758000
9	Karur	43	1120000
10	Madurai	2	40000
11	Namakkal	95	2370000
12	Pudukottai	48	960000
13	Perambalur	10	200000
14	Ramanadhapuram	8	220000
15	Sivagangai	11	220000
16	Salem	35	700000
17	Thiruvannamalai	55	1100000
18	Thanjavur	68	1400000
19	Thiruvarur	29	590000
20	Trichy	22	440000
21	Tiruppur	11	290000
22	Tuticorin	1	20000
23	Thiruvallur	365	7300000
24	Thirunelveli	16	320000
25	Theni	1	20000
26	Villupuram	48	1320000
27	Vellore	123	2460000
28	Virudhunagar	14	280000
	GRAND TOTAL	1444	30373000

RECENT RESCUE OF BONDED LABOURERS:

Two child bonded labourers rescued from Goat rearing in Sivagangai District:-

Based on the Complaints received through Sivagangai District Childline No.1098, Bonded Labour Rescue Team visited the village on 14.09.2021 and found two children Gopi and Murugesan engaged in goat rearing in the area north of Kolhakattapatti Road, Okkur village in Sivagangai District.

During the inspection and investigation, it was found that Selvan Gopi, S/o Thiru Muthu Kannan and Selvan Murugesan, S/o (Late) Manikam were engaged in goat rearing and stayed in goat shed and they were not paid any wages for their work. During enquiry it was found that the boys were handed over to the employer by receiving an advance amount.

The boys were rescued by the Rescue team and Release Certificates was issued by Sivagangai RDO and immediate assistance of Rs.20,000/- each was paid. They were admitted in Government Home in Sivagangai and shifted to their native district of Thanjavur through Child Welfare Committee. Now they are studying in 9th and 7th standard respectively in Government School, Thanjavur district.



Rescue of bonded children in Sivagangai District



Before



After

ISM BONDED LABOURERS RESCUED IN POULTRY FARM, NAMAKKAL DISTRICT:

Namakkal district Bonded Labour Rescue Team inspected Pannir Thottam Poultry Farm at Moonkilpatti village in Namakkal District on 19.10.2022, found 37 workers (13 adolescent labourers, 21 male and 3 female workers) belonging to Odisha and Chhattisgarh states, engaged as Bonded Labourers in the above Poultry farm.

Rescued 37 interstate migrant workers were given Bonded labour release certificates by Namakkal RDO and immediate assistance of Rs.30,000/- each totalling Rs.11,10,000/- was also given by the Labour Department. All of them have also been sent back to their native places.



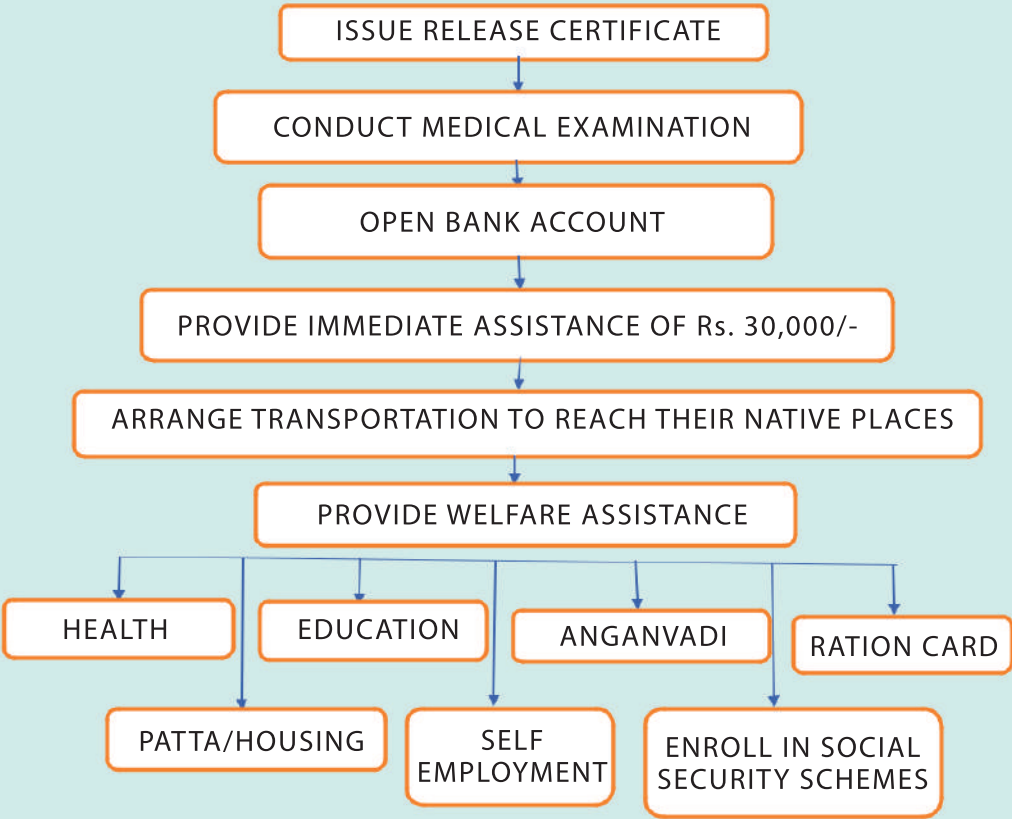
Odisha and Chattisgarh Bonded Labourers rescued In Namakkal District



The District Collector, Namakkal arranged for transportation to send these workers back to their native places and action taken to disburse wages and compensation for the workers.

- Government of Tamil Nadu allots Rs.1.25 crore every year towards payment of immediate assistance to the rescued bonded Labourers as well as for awareness generation programmes.
- The Central Sector Scheme for Bonded Labourers 2016 and revised scheme 2021 provides various cash and Non-cash assistance to the rescued bonded labourers.
- Tamil Nadu Government follows a holistic approach towards rehabilitation of rescued bonded labours.

FLOW CHART RELATING TO REHABILITATION



REHABILITATION - CASH ASSISTANCE

S.NO	SCHEMES	Responsible Authority and Department
1	Immediate Financial Assistance	District Collector and Assistant Commissioner of Labour (E) - Labour Department
	a)Rs. 30000	
2	Rehabilitation Assistance	
	a)Rs.1,00,000/- per male beneficiary	
	b)Rs.2,00,000/- for women and children	
	c)Rs.3,00,000/- in case of deprivation or marginalization involving transgenders or women or children	

REHABILITATION – HOLISTIC APPROACH

SI.NO	Schemes	Responsible Authority and Department
1.	Family card (Ration card)	Civil Supplies Department - District Supply Officer
2.	House site patta	Tahsildhar-Revenue Department / DADWO
3.	Housing scheme	Tamil Nadu Urban Habitat development Board / DRDA
4.	Community certificate	Tahsildhar-Revenue Department
5.	Education	District Education Officer - Education Department
6.	Health	Medical Officer- Health Department
7.	Health insurance under Hon'ble CM's comprehensive Health Insurance Scheme.	
8.	Enrolment in SHG	Tamil Nadu women development corporation - Social Welfare Department
9.	Anganvadi	ICDS- Social Welfare Department
10.	Registration in unorganized sector Boards	Assistant Commissioner of Labour (SSS), - Labour Department
11.	MGNREGA Card	Block development officer - DRDA
12.	Self-employment / Bank loan	Lead Bank
13.	Skill development	District Employment Officer and Assistant Director Training - Employment & Training Department
14.	Employment assistance	
15.	Livestock and poultry loan	Assistant Director – Animal Husbandry Department.

TIRUVANNAMALAI DISTRICT INITIATIVE:



As a special initiative, in Tiruvannamalai district, land has been allotted exclusively for rescued bonded labourers and 100 houses have been built. They were provided with Milch Cows and cooperative milk society has been formed and the society has been linked with Aavin for the procurement of the milk. Around 5 acres of land has been provided for growing fodder also.

THIRUVALLUR DISTRICT INITIATIVE:




In Thiruvallur District, a brick kiln was set up at Veeraghanallur in Tiruttani for rescued bonded labourers as these rescued bonded labourers are traditionally skilled labourers in brick making. The main purpose of the project was better livelihood creation of the rescued bonded labourers and to make them enter into the field of entrepreneurship.



Iron box and Push Cart vehicle provided to the rescued bonded labourers in Sivagangai District

அடையாள அட்டை

தொழிலாளர் துறை
தமிழ்நாடு அமைப்புசாரா தொழிலாளர் நல வாரியம்



பதிவு எண் : 24LAWA300110

தொழிலாளியின் பெயர் : சங்கையா

பிறந்த தேதி : 04/05/1983

தந்தை / கணவர் : மாசனம்

சமூகம் : MBC

பதிவு செய்யப்பட்ட தேதி : 22/09/2022

இறுதி புதுப்பித்தல் தேதி : NIL


அடுத்த புதுப்பித்தல் தேதி : 21/09/2027


வாரியம் : தமிழ்நாடு சலவைத் தொழிலாளர்கள் நல வாரியம்

வேலையின் இயல்பு : சலவை துணி துவைத்தல்


நியமனதாரர் : KALEESWARI/37/Wife

முகவரி : 453, 453, வடக்கு தெரு, பில்லூர், சிவகங்கை - 630561





தொழிலாளர் கையொப்பம்



அலுவலர் கையொப்பம்

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Rescued bonded labourer registered in Tamil Nadu Washermen Welfare Board

தமிழ்நாடு அரசு
உணவுப்பொருள் வழங்கல் மற்றும் நுகர்வோர் பாதுகாப்புத்துறை
GOVERNMENT OF TAMILNADU
CIVIL SUPPLIES AND CONSUMER PROTECTION DEPARTMENT

குடும்ப அட்டை / FAMILY CARD



NPHH

333737303873

குடும்பத் தலைவரின் பெயர் : சங்கையா

தந்தை / கணவரின் பெயர் : மாசனம்

பிறந்த தேதி : 04/05/1983

முகவரி : எண் : 453, வடக்கு தெரு, பில்லூர், பில்லூர், சிவகங்கை (வ), சிவகங்கை- 630561



- சரவணன்
- குகன்ராஜ்
- காளீஸ்வரி
- குடும்ப உறுப்பினர்கள் - 4

21AP015PN

2022



- புதிய அட்டை விண்ணப்பிக்க
- பெயர் சேர்த்தல் / நீக்கல்
- விற்பனை விவரங்கள்
- புகார் / கருத்து பதிவு
- பிற தகவல்கள்

குறிப்பு:
இந்த அட்டை காணாமல் போனால், நகல் அட்டை பெற அரசு இ-சேவை மையத்தைத் தொடர்பு கொள்ளவும்

Family Card issued To Mr. Sangaiah, rescued bonded labour

REPATRIATION:

- Repatriation shall be subject to the consent of the labourer. The District Collector is responsible for repatriation, which must be done at the earliest possible time and in any case, not later than 24 hours from the date of rescue.
- The District Collector should coordinate with both rehabilitation and rescue location's police and District Administration for quick and safe transfer, protection and rehabilitation including
 - a. Food, shelter, transport and protection.
 - b. Sending a written request to the local police of the rehabilitation location for protection of the rescued labourer against possible harassment and intimidation by the offender or his associates.
 - c. Sending a written request for rehabilitation of rescued labourer to the relevant officials, including the District Collector of the rehabilitation location, including,
 - Name, final address, contact details of the labourer,
 - Name of the offender, if available,
 - Certified copies of the identification Forms and Release Certificates,
 - Identity cards of the labourers,
 - Receipts of any rehabilitation given to the labourers.

- The District Collector shall ensure that his representative along with the police accompanies the labourer during such repatriation. At all times, the District Collector shall ensure that the offender is not allowed to come into contact with the labourer.
- The pendency of investigation or trial in relation to commission of offences under the BLSA shall not stand in the way of repatriation of the labourer and / or his family at any stage.
- Where a labourer has been repatriated but, in the opinion of the Designated Magistrate, is later required to be summoned for evidence, the designated magistrate should ensure that any expenses incurred by the labourer or witness in this regard are met and that such labourer or witness is given adequate protection during and post-trial.

SPECIAL PROCEDURE FOR INTERSTATE MIGRANT LABOURERS:

The interstate migrant labourer could also be a bonded labourer. During the enquiry process, if the District Collector or Revenue Divisional Officer notices a violation of the Interstate Migrant Workmen Act, 1979 as well, the District Collector or Revenue Divisional Officer shall ensure that wages, displacement allowance, Journey allowances and other entitlements which are due under various legislations are paid before sending them. This should be done irrespective of the findings of the District Collector or Revenue Divisional Officer or the dismissal of the bonded labour case.



Bonded Labour Vigilance Committee members rescued the 4 ISM Labourers in Karur District.

PROSECUTION:

The Revenue Divisional Officer concerned shall initiate police investigation to start criminal prosecution case as soon as the bonded labour enquiry is completed. The police officer in charge of the police station shall take all effective steps to register an FIR within 24 hours of the rescue and proceed under the Bonded Labour System (Abolition) Act 1976, The child and adolescent labour (Prohibition and Regulation) Act, 1986, Juvenile Justice (Care and Protection of Children) Act, 2015, Protection of Children from Sexual Offences (POCSO) Act, 2012, Scheduled Caste and Scheduled Tribe (Prevention of Atrocities) Act, 1986 or under Section 370 of the Indian penal Code against the employer for having engaged in Human Trafficking, employing Bonded and forced labour and other relevant labour welfare legislations.

The charge sheet shall be accompanied with all the relevant documents for a fair trial. The Police after completion of investigation will register the final report / charge sheet before Judicial Magistrate. The Police officer shall complete the investigation and file the final report/ charge sheet before Judicial Magistrate within 60 days from the date of the FIR.

The Government in G.O.(D) No.44 Adi Dravidar and Tribal Welfare (ADW-6) Department, dated 23.2.2015 have issued orders as per the direction of the High Court of Madras in W.P.No.7650/2013 dated 3.6.2014 conferring power relating to conduct the Bonded Labour cases upon all RDO's, transferring to the concerned jurisdictional Judicial Magistrate.

கொத்தடிமை தொழிலாளர் இல்லாத தமிழகம் இது, அமைச்சர் சி.வி.கணேசன் விருப்பம்

சென்னை, செப். 28-

சென்னை தொழிலாளர் கமிஷன் அலுவலகத்தில் தொழிலாளர் துறை அலுவலர்களுக்கான பணித் திறனாய்வு கூட்டம் நேற்று நடந்தது. இதில் தொழிலாளர் நலத்துறை அமைச்சர் சி.வி. கணேசன் பேசியது:

தமிழகத்தில் தொழிலாளர் நலத்துறையின் கீழ் 18 அமைப்புசாரா தொழிலாளர் நல வாரியங்கள் இயங்குகின்றன. திமுக அரசு பொறுப்பேற்றது முதல் இதுவரை 4.25 லட்சத்துக்கும் அதிகமான அமைப்புசாரா தொழிலாளர்களுக்கு நலத்திட்ட உதவிகள் வழங்கப்பட்டுள்ளன. சென்ற டையாத உறுப்பினர்களுக்கு விரைவாக சென்று சேர நடவடிக்கை எடுக்க வேண்டும். சமரசப் பணிகள், நீதிசார் பணிகள், சட்ட அமலாக்க பணிகள் போன்றவை தொடர்பான நிலு



வையில் உள்ள வழக்குகளை விரைந்து முடிக்க வேண்டும்.

தொழிலாளர் நல சட்ட அமலாக்க பணிகளை துறை அலுவலர்கள் புகார் இல்லாமல் கவனிக்க வேண்டும். 2 மாதங்களுக்கு மேல் நிலுவையில் உள்ள கேட்பு மனுக்கள் மீது உடனடியாக தீர்வு கண்டு பண்ப்பயன்கிடைக்கும்படி செய்ய வேண்டும். பதிவு மற்றும் புதுப்பித்தல் தொடர்பான மனுக்கள் மீது 7 நாட்களுக்குள்

நடவடிக்கை எடுக்க வேண்டும்.

விபத்து மரணம், இயற்கை மரணம் ஆகிய வற்றின் கீழ் பெறப்படும் கேட்பு மனுக்கள் மீது தனிகவனம் செலுத்தி, நிவாரணத் தொகை உடனடியாக சென்றடைய வழிவகை செய்ய வேண்டும். குழந்தை தொழிலாளர்கள், கொத்தடிமை தொழிலாளர்கள் அதிகளவில் உள்ள மாவட்டங்களில் அதிகமாக ஆய்வுகள் மேற்கொள்ள வேண்டும். அவர்களை மீட்க உரிய நடவடிக்கை எடுக்க வேண்டும். இதன் மூலம் குழந்தை தொழிலாளர்கள் மற்றும் கொத்தடிமை தொழிலாளர்கள் இல்லாத மாநிலமாக தமிழகத்தை உருவாக்க வேண்டும்.

இவ்வாறு அமைச்சர் சி.வி. கணேசன் பேசினார்.

BONDED LABOUR ABOLITION DAY:

The Government have ordered to observe Bonded Labour System Abolition Day on 9th February of every year vide G.O.(D) No. 448 Labour and Employment (U1) department dated 23.9.2020 to create greater awareness among the public for abolition of Bonded Labour System and to make Tamil Nadu Bonded Labour free State.



Bonded Labour Abolition Day Pledge taken on 09.02.2022 at State Level in Chennai in the presence of Dr. Atul Anand, I.A.S., Principal Secretary / Commissioner of Labour.



Bonded Labour Abolition Day Pledge taken on 09.02.2022 at District level in the presence of District Collector, Tiruvannamalai.

CREATION OF AWARENESS:

State Government have provided a sum of Rs.7.65 Lakhs for creation of Awareness among the public throughout the State. The Awareness programme includes distribution of bit notices, banners, signature campaign, street play, pasting of stickers with awareness slogans in various public places, buses, and autos etc.,

An awareness Video published by the government of Tamil Nadu regarding abolition of bonded labour system. Some of the Snap Shots of the Video are as follows:





Sticker Campaign conducted at Erode District for awareness generation.



Street Play conducted at Erode District



Signature Campaign conducted in Thiruvannamalai and Virudhunagar Districts

TOLL FREE HELP LINE NUMBER:

Multi lingual Toll Free Helpline Number 1800 4252 650 has been established to register complaints on Bonded Labour. A short code 155214 has also been assigned by BSNL for receiving complaints on Bonded Labour.

Saturday, December 31, 2022 A- A+ Screen Reader Access Dashboard ISM Portal Online Portal LMCTS Site Map

Social Security Scheme Gallery Press Release Tender Help

தொலை நோக்குப் பார்வை
தொழில் நல்லுறவை மேம்படுத்ததல்
மற்றும்
தொழிலாளர் நலம் பாதுகாத்தல்

BONDED LABOUR HELPLINE
NUMBER - 1800 4252 650
CHILD HELPLINE NUMBER - 1098

தமிழ்நாடு அரசு
தொழிலாளர் துறை
GOVERNMENT OF TAMILNADU
LABOUR DEPARTMENT

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கொத்தடிமை தொழிலாளர்கள் குறித்து

புகார் தெரிவிக்க இலவச எண்

சிவகங்கை, ஜூலை 27: கொத்தடிமையாக உள்ள தொழிலாளர்கள் குறித்து புகார் தெரிவிக்கலாம் என அறிவிக்கப்பட்டுள்ளது.

கலெக்டர் மது

சூதன் ரெட்டி.

விடுதலை

அறிக்கையில்:

கொத்தடிமை

தொழிலாளர்

இல்லாத

மாநிலமாக

மாற்றுவ

தற்கு தமிழ்நாடு

அரசு பல்வேறு நடவடிக்கைகளை மேற்கொண்டு வருகிறது.

கொத்தடிமை முறை, கொத்தடிமை தொழிலாளர் முறை ஒழிப்புச் சட்டத்தின்படி தடை செய்யப்பட்ட குற்றச்செயலாகும். கொத்தடிமை தொழிலாளர்களை கண்



டறிந்து அவர்களை மீட்டு, மறுவாழ்வு அளித்திட மாவட்ட அளவிலான கொத்தடிமை கண்காணிப்பு குழு செயல்பட்டு வருகிறது.

தற்போது கொத்தடிமை தொழிலாளர்களை கண்டறிய மற்றும் அவர்கள் தொடர்பான விவரங்களை புகாராக அளித்து உரிய நடவடிக்கை மேற்கொள்ள தேசிய மனித உரிமை ஆணையத்தின் வழிகாட்டுதல்களின் படி, 1800 4252 650 என்ற கட்டணமில்லாத தொலை பேசி உதவி எண் அறிமுகப்படுத்தப்பட்டுள்ளது.

தொழிலாளர்கள் தான் வாங்கிய கடனுக்காகவோ அல்லது முன்பணத்திற்காகவோ அல்லது சில சமூக கடமைகளுக்காகவோ அவரின் விருப்பப்பட்ட இடத்திற்கு செல்லும் உரிமை, விருப்பப்பட்ட வேலை செய்யும் சுதந்திரம் மற்றும் தான் உற்பத்தி செய்த பொருட்களை சந்தை நிலவர மதிப்பின் படி விற்பனை செய்யும் உரிமை சட்டப்படியான குறைந்தபட்ச ஊதியம் பெறும் உரிமை ஆகியவற்றை இழந்திருந்தாலோ அது தொடர்பான புகார்களை பொதுமக்கள் மற்றும் சமூக ஆர்வலர்கள் தெரிவிக்கலாம். இலவச தொலைபேசி எண்ணில் புகார் அளிப்பவரின் விவரங்கள் ரகசியமாக வைக்கப்படும். இவ்வாறு தெரிவித்துள்ளார்.

TRAININGS AND WORKSHOPS:-



Zonal Level Workshop conducted at Madurai for Labour and other line department officers.



The Anna Institute of Management in coordination with the Labour Department also conducted Training Programmes for the enforcement officers of Labour and Revenue Department.

COMMITTEES:-

DISTRICT VIGILANCE COMMITTEES:

Each district has a Vigilance Committee headed by the District Collector.

The functions of Vigilance Committee are as follows:-

- a) To advise the District Magistrate or any officer authorized by him as to the efforts made, and action taken, to ensure that the provisions of this Act or of any rule made thereunder are properly implemented;
- b) To provide for the economic and social rehabilitation of the freed bonded labourers;
- c) To co-ordinate the functions of rural banks and co-operative societies with a view to canalizing adequate credit to the freed bonded labourer;
- d) To keep an eye on the number of offences of which cognizance has been taken under this Act;
- e) To make a survey as to whether there is any offence of which cognizance ought to be taken under this Act;
- f) To defend any suit instituted against a freed bonded labourer or a member of his family or any other person dependent on him for the recovery of the whole or part of any bonded debt or any other debt which is claimed by such person to be bonded debt.

A vigilance Committee may authorize one of its members to defend a suit against a freed bonded labourer and the member so authorized shall be deemed, for the purpose of such suit, to be the authorized agent of the freed bonded labourer.

As per section 14 of the Bonded labour system (Abolition) Act, 1976 Government of Tamil Nadu have constituted a high-level monitoring committee at the state level besides District level vigilance committees and Sub Divisional vigilance committees for Abolition of Bonded labour system in Tamil Nadu.



District Level Vigilance Committee conducted by the District Collector

High level Monitoring Committee:

Government have constituted a High-Level Monitoring Committee at state level headed by the Chief Secretary to Government for implementation of Bonded Labour System (Abolition) Act, 1976. Last meeting of the High Level monitoring committee was held on 25/07/2022.



High Level Monitoring Committee on Bonded Labour headed by Chief Secretary to Government

Besides other things the Committee resolved to do the following:-

- A short code Toll Free Number to be assigned for registering complaints under bonded labour.
- Convergence with other line departments should be effectively done and proper relief to the released bonded labourers to be provided so as to prevent them from relapsing into re-bondage.
- Periodical trainings should be imparted to the department officials for effective enforcement of the act.
- Survey should be conducted in remaining 27 districts.
- Government tenders should include an appropriate condition against engaging child labour and bonded labour.



Meeting of the State Level Committee to Study Child Labour / Bonded Labour issues in Tamil Nadu held on 19.12.2022 Chaired by Principal Secretary / Commissioner of Labour.



கொத்தடிமை தொழிலாளர்களுக்கான

மாவட்ட கண்காணிப்பு குழு கூட்டம்

காணொலி காட்சி மூலம் நடந்தது

திருவண்ணாமலை, செப்.30- குழந்தை மற்றும் வளரினம் பருவ தொழிலாளர்களுக்கான மாவட்ட அளவிலான பணிக்குழு, கொத்தடிமை தொழிலாளர்களுக்கான மாவட்ட கண்காணிப்பு குழு மற்றும் இ-ஸ்ரம் மாவட்ட அளவிலான செயல்பாட்டு குழு ஆகியவற்றின் கூட்டங்கள் காணொலி காட்சி மூலம் நடைபெற்றது. கூட்டத்துக்கு கலெக்டர் முருகேஷ் தலைமை தாங்கினார். திருவண்ணாமலை தொழிலாளர் உதவி ஆணையர் (அமலாக்கம்) மீனாட்சி முன்னிலை வகித்தார். கூட்டத்தில் கலெக்டர் முருகேஷ் பேசுகையில், 'திருவண்ணாமலை மாவட்டத்தில் இருவரை 4 லட்சத்து 789 அமைப்பு சாரா தொழிலாளர்கள் பதிவு செய்து உள்ளனர். அனைத்து கிராம அண்ணா மற்றும் லட்சி திட்டம் 2-ன் கீழ் நடைபெற உள்ள இ-ஸ்ரம் முகாமில் அனைத்து அமைப்பு சாரா தொழிலாளர்களும் பதிவு செய்து பயன்பெறலாம். திருவண்ணாமலை மாவட்டத்தில் குழந்தை மற்றும் வளரினம் தொழிலாளர்களை ஒழிக்க ஆய்வுகள் மேற்கொள்ளப்பட வேண்டும். திருவண்ணாமலை மாவட்டத்தை கொத்தடிமை தொழிலாளர்கள் இல்லாத மாவட்டமாக மாற்ற உரிய நடவடிக்கைகள் மற்றும் ஆய்வுகள் மேற்கொள்ளப்பட வேண்டும்' என்றார்.

அதைத்தொடர்ந்து கொத்தடிமை தொழிலாளர்களுக்கான மாவட்ட கண்காணிப்பு குழு கூட்டத்தில் கொத்தடிமை தொழிலாளர்களை கண்டறியும் நேர்வில் ஏற்படும் சிரமங்கள் குறித்து குழு உறுப்பினர்களுடன் கலெக்டர் கலந்து ஆலோசித்தார்.

கூட்டத்தில் தொழிலாளர் துறை சார்ந்த அலுவலர்கள், பிற துறைகளை சார்ந்த அலுவலர்கள், குழு உறுப்பினர்கள் மற்றும் அரசு சாரா தொண்டு நிறுவனங்களை சேர்ந்தவர்கள் கலந்துகொண்டனர்.

SUCCESS STORIES OF THE RESCUED BONDED LABOURERS:-

Brick Kiln To Home Guard !



Suresh, a 23 year old tribal youth and his family were rescued by the Tamil Nadu Government Officials from a brick kiln in Devankudi Village under Papanasam Taluk of Thanjavur District on 16th May 2019. The family was trapped in bondage since 2012, working under exploitative conditions and trying to pay off a debt of Rs.50,000/- which they had received to from a previous owner.

At the time of his rescue, this young Irular boy hailing from Poyyur village in Ariyalur District had only completed his 10th grade. But this did not stop him from dreaming big. Soon after his rescue, Suresh got enrolled into a welding course at the St.Xavier's ITI, Thanjavur and completed his course in 2022 with a first class. He got through a campus interview and landed a job in a Chennai – based JPM Automobile Company. All this while, he continued trying for a job in uniform. He attempted examination and today Suresh is posted as a “Home guard” with the Tamil Nadu Police serving at Ariyalur District.

Suresh's journey demonstrates an excellent example of the Government's commitment to root out bonded labour from the State. It is a fine case of inter-department convergence that helped Suresh to break free from the vicious cycle of bondage.

FROM DOMESTIC WORK TO EDUCATION !



Nagappan and Kasturi, took an advance of Rs.30,000/- and began working in a sugarcane farm in Thanjavur. With poor wages, the family was stuck in a cycle of debt. The owner made them sign a bond sheet that falsely stated that they had taken an advance of Rs.2,00,000/- and abducted their four-year old daughter, Bhuvana.

The little girl was taken to the owner's native village near Pudhukottai where she was forced to do domestic work. In an act of bravery, Nagappan and Kasturi made an escape and reached the village and contacted the Released Bonded Labourer's Association.

The Released Bonded Labourer's Association worked with the district administration and a local NGO, and with the help of local police rescued Bhuvana in May 2016. As they returned to their village, the family connected with different partners in the community for basic supplies, food, and other necessities to get them back on their feet. Bhuvana was enrolled in a private school shortly after her rescue and continues her education till date. The parents are back in the village working as daily wage labourers and visit Bhuvana at high school twice a month. She is currently in her class seven and is an outstanding student in school. Her favourite subject is English and her teacher says that her diction and vocabulary is exceptional. Her dream is to become a firefighter and hopes to save lives.

From Brick Kiln to Bright life !



Kasturi and her family worked in a brick kiln from morning 2.00 a.m to 7.00 p.m and they were paid just about Rs.500/- weekly as wages. After almost 4 years of enduring suppression and threats, the day that the family longed for finally came. Government officials conducted an inquiry on 2nd March 2018 at the brick kiln. Kasthuri and her family were rescued and issued Release Certificates by the Vellore district administration canceling their debts. Kasthuri now leads a Self Help Group (SHG) and saves money. Kasthuri convenes regular meetings and maintains a register of savings. After finishing her household chores, Kasthuri supports the family financially by working at a brick kiln as a daily wager. Venkatesan started tree/wood cutting work and earns close to Rs.600/- per day. Their son Shakhivel is enrolled in school and is now pursuing his class 11. The family recently received a concrete house through the Government's housing scheme.

WAY AHEAD:-

Government of Tamil Nadu is committed to eliminate the menace of bonded labour from the State by 2030. A multi pronged strategy involving various government departments and other stakeholders is already yielding good results. The incidence of bonded labour has been coming down in the State. The Universal Public Distribution System, 100% enrolment of children in schools and a plethora of welfare schemes being launched / run by the government along with strict legal action against the employers / agents of bonded labourers will help achieve this goal of a bonded labour free Tamil Nadu by 2030.

RELEVANT G.O's:



ABSTRACT

Labour and Employment Department- Bonded Labour- State Action Plan for Bonded Labour – State Action Plan for Release, Rescue and Rehabilitation of Bonded Labour and implementation of Bonded Labour System (Abolition) Act, 1976- Approved.

Labour and Employment (U1) Department

G.O.(Ms).No.163

Dated:21.09.2017

ஹெவிளம்பி, புரட்டாசி 5,
திருவள்ளூர் ஆண்டு 2048.

Read:

1. From the Deputy Secretary to Government of India, Ministry of Labour and Employment, New Delhi, letter No.F.No.S-11012/01/2015-BL, Dated 18.05.2016.
2. Orders of Hon'ble High Court of Madras, in W.P.No.32091/2016, Dated 19.12.2016.
3. G.O.(Ms).No.44, Labour and Employment (U1) Department, Dated 10.03.2017.
4. From the Commissioner of Labour, Chennai-6, letter No.T1/ 7113/2017, Dated 10.04.2017.

ORDER:-

In the letter 1st read above, the Government of India has approved the revamped Central Sector Scheme for Rehabilitation of Bonded Labourer, 2016 with effective from 17.05.2016.

2. In the order 2nd read above, the Hon'ble High Court of Madras has passed the following orders, in W.P.No.32091/2016 filed by Tmt. Roseann Rajan in respect of issue of bonded labour:-

XXX

XXX

XXX

"On these two aspects nothing has been mentioned and we are, thus, of the view that the State Level Officer should be nominated within a period of four weeks from today. The State Action Plan be also structured and published within a period of three months from today".

3. In the Government order 3rd read above, in order to implement the above directions, the Government have posted the Additional Secretary to Government, Labour and Employment Department, as Ex-Officio Additional Commissioner of Labour to deal with subject of 'Bonded Labour' who is also designated as State Level Officer for the said subject in addition to heading the Child Labour Cell.

4. In the letter 4th read above, the Commissioner of Labour has stated that a workshop was conducted by him on 03.03.2017 and the views of the participants were considered for drafting action plan for eradication of Bonded Labour System in Tamil Nadu. Based on the suggestions of Labour, Director of Industrial Safety and Health, Home, Prohibition and Excise Department, Revenue and Disaster Management Department, Adi Dravidar and Tribal Welfare Department, School Education Department Rural Development and Panchayati Raj Department, the Commissioner of Labour has sent a draft State Action Plan for eradication of Bonded Labour to the Government for approval.

5. In order to implement the orders of High Court of Madras, the Government have examine the proposal of Commissioner of Labour carefully and approve the State Action Plan for Bonded Labour annexed to this Government order.

6. The State Action Plan for Bonded Labour will be implemented through all District Collectors and monitored by the Commissioner of Labour. The Departments noted in the address entry are requested to implement the action plan immediately and extend the fullest co-operation to the Collectors and the Commissioner of Labour for the successful implementation of these State Action Plan. The District Collectors who play a vital role in achieving convergence of services of all Governmental and non-Governmental agencies, are requested to implement the State Action Plan effectively.

7. As per the revised Central Sector Scheme for Rehabilitation of Bonded Labour, 2016, expecting the reimbursement of Government of India the amount for survey, awareness creation, immediate cash assistance for rescued Bonded Labourers and evaluatory studies etc may be met from State fund through the District National Child Labour Project Societies.

8. The State Government of Tamil Nadu is sanctioning a sum of Rs.125 lakh for Rehabilitation of Bonded Labours every year.

9. The progress of implementation of the State Action Plan shall be monitored by the Commissioner of Labour and a report shall be sent to Government every month.

10. This order issues with the concurrence of Finance Department, vide its U.O. No. 49344/L&E/2017, Dated 21.09.2017.

(By Order of the Governor)

Mangat Ram Sharma,
Principal Secretary to Government (FAC)

To

All Secretaries to Government, Chennai-600 009.
The Commissioner of Labour, Chennai-600 006.
The State Level Officer (Bonded Labour) /Additional Secretary to Government,
Labour and Employment Department, Chennai-600 009.
The Director of Industrial Safety and Health, Chennai-600 032.



ABSTRACT

Labour and Employment Department - Appointment of State Level Officer for Bonded Labour - Orders issued.

LABOUR AND EMPLOYMENT (U1) DEPARTMENT

G.O.(Ms) No.51

Dated:25.04.2018.

விளம்பி, சித்திரை 12
திருவள்ளூர் ஆண்டு 2049

Read:

G.O.(Ms) No.44, Labour and Employment (U1) .
Department, dated 10.03.2017.

ORDER :

The Government hereby appoint the Commissioner of Labour as State Level Officer for Bonded Labour with Immediate effect.

(BY ORDER OF THE GOVERNOR)

**MANGAT RAM SHARMA
PRINCIPAL SECRETARY TO GOVERNMENT**

To

The Commissioner of Labour, Chennai -6.

All Additional Chief Secretaries /Principal Secretaries/
Secretaries to Government, Secretariat, Chennai -9.

All Departments of Secretariat, Chennai - 9.

All District Collectors.

All Heads of Departments.

The Director of Industrial Safety Health, Chennai -14.

The Senior Private Secretary to Chief Secretary to
Government, Chennai -9.

All Special /Senior Personal Assistants to Ministers, Chennai -9.

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ABSTRACT

Labour and Employment Department - Bonded Labour- Standard Operating Procedure for Identification, Release, Rescue and Rehabilitation of Bonded Labour and implementation of Bonded Labour System (Abolition) Act, 1976 – Approved - orders issued.

Labour and Employment (U1) Department

G.O.(Ms).No.35

Dated 08.03.2019

விளம்பி வருடம், மார்ச் 24

திருவள்ளூர் ஆண்டு 2050

Read:

1. From the Government of India, Ministry of Labour and Employment, Central Sector Scheme for Rehabilitation of Bonded Labourer-2016, Letter F.No.S-11012/01/2015-BL, dated 18.05.2016 and 23.06.2017.
2. From the Government of India, Ministry of Labour and Employment, Letter F.No.S-11012/01/2015-BL(Pt), dated 17.08.2017.
3. G.O.(Ms).No.163, Labour and Employment (U1) Department, dated 21.09.2017.
4. From the Commissioner of Labour, Chennai-6, letter No.T2/39824/2018, dated 23.02.2018 and 12.11.2018.

ORDER:-

In the letter first read above, the Government of India, Ministry of Labour and Employment have launched a revamped Central Sector Scheme for Rehabilitation of Bonded Labourer-2016 with effect from 17.05.2016.

2. In the letter second read above, the Government of India, Ministry of Labour and Employment have released the Standard Operating Procedure of Identification and Rescue of Bonded Labourer and Prosecution of offenders.

3. In the Government order third read above, the Government of Tamil Nadu have released a State Action Plan for Release, Rescue and Rehabilitation of Bonded Labourer and implementation of Bonded Labour System (Abolition) Act, 1976.

4. Accordingly, the Commissioner of Labour has sent a draft Standard Operating Procedure in the brief handout containing an uniform procedure for identification, release, rescue and rehabilitation of Bonded Labour to guide the implementing agencies of the Bonded Labour System (Abolition) Act, 1976 and the Central Sector Scheme for Rehabilitation of Bonded Labourer-2016 along with suggestions of line departments like State Project Director for Sarva Shiksha Abhiyan, Director of Industrial Safety and Health, Director of Employment and Training, Commissioner & Director of Industries and Commerce, Director of Public Health and Preventive Medicine etc., to the Government for approval.

5. The Government have examined the proposal of Commissioner of Labour carefully and approve the Standard Operating Procedure for Identification, Release, Rescue and Rehabilitation for Bonded Labourers, annexed to this Government order.

6. The Standard Operating Procedure will be followed by the concerned officials with fullest co-operation and will promote the implementation of uniform procedure and to ensure the clarification of understanding on the subject awareness & proper analysis combined with the basic objective of assisting the District Collectors and their team to achieve the goal of abolition of Bonded Labour System in our State.

7. The progress details, datas of rescued Bonded Labourers, online updation, release of immediate assistance etc., shall be monitored by the Commissioner of Labour and a report shall be sent to Government every month.

(BY ORDER OF THE GOVERNOR)

SUNIL PALIWAL,
PRINCIPAL SECRETARY TO GOVERNMENT.

To

All Secretaries to Government, Chennai-9.
The Commissioner of Labour, Chennai-600 006.
The State Level Officer (Bonded Labour), Chennai-600 006.
The Commissioner of Employment and Training, Chennai-600 032.
The Director of Industrial Safety and Health, Chennai-600 032.
The concerned Heads of the Departments and all Collectors
(through Commissioner of Labour.)

Copy to:

The Special Personal Assistant to Minister for Labour, Chennai-600 009.
The Private Secretary to Principal Secretary to Government,
Labour and Employment Department, Chennai-600 009.
Stock file / Spare copies

//FORWARDED BY ORDER //

சு. ப. சுவாமிநாதன்
12/12/19
SECTION OFFICER.
6.9
12/6/19



ABSTRACT

Labour Welfare and Skill Development Department – Bonded Labour – Standard Operating Procedure – Consideration of some points to be modified in the Standard Operating Procedure of Bonded Labours – Approved.

LABOUR WELFARE AND SKILL DEVELOPMENT (U1) DEPARTMENT

G.O.(Ms) No. 138

Dated 28.09.2021

பிலவ வுருடம், புரட்டாசி 12
திருவள்ளூர் ஆண்டு 2052

Read:

1. G.O.(Ms) No 35, Labour and Employment (U1) Department, dated 08.03 2019.
2. From Ms.D.Rachel Prasannah, Government Relations Manager, International Justice Mission, Chennai-8. Letter dated: 10.12 2019.
3. From the Commissioner of Labour, Letter No. T2/39824/2017, dated 21.09.2020 and 27.07 2021

ORDER:

In the Government Order first read above, the Government of Tamil Nadu have approved Standard Operating Procedure for Identification, Release, Rescue and Rehabilitation of Bonded Labour and implementation of Bonded Labour System (Abolition) Act, 1976.

2. In the letter second read above, Government Relations Manager, International Justice Mission (I.J.M), Chennai in her representation, dated 10.12.2019 suggested some points for modification in the Standard Operating Procedure, based on some gaps and practical challenges on the field.

3. Accordingly, in the letters third read above the Commissioner of Labour has sent necessary proposals for amendment / inclusion / modification in the Standard Operating Procedure issued vide G.O. (Ms) No. 35, Labour and Employment (U1) Department, dated 08.03.2019 to the Government for approval.

4. The Government have examined the proposal of the Commissioner of Labour carefully and accept the amendments/ inclusions / modifications in the Standard Operating Procedure and issue necessary amendments to the Standard Operating Procedure issued vide G.O.(Ms) No.35, Labour and Employment (U1) Department, Dated: 08.03.2019, as annexed to this Government Order.

(BY ORDER OF THE GOVERNOR)

R. KIRLOSH KUMAR,
SECRETARY TO GOVERNMENT.


To

All Additional Chief Secretary's / Principle Secretary's /
Secretary's to Government, Chennai - 600 009.
The Principle Secretary / Commissioner of Labour, Chennai - 600 006.
The State Level Officer (Bonded Labour), Chennai - 600 006
The Director of Industrial Safety and Health, Chennai - 600 032.
The Director of Employment and Training, Chennai - 600 032.
The concerned Heads of the Departments and all Collectors,
through the Commissioner of Labour.

Copy to:

The Senior Personal Assistant to the Hon'ble Minister
(Labour Welfare and Skill Development), Chennai - 600 009.
The Senior Private Secretary to Secretary to Government,
Labour Welfare and Skill Development Department, Chennai - 600 009.
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28.9.2021
SECTION OFFICER

ANNEXURE

Amendment to the Standard Operating Procedure

(G.O.Ms.No. 138 Labour Welfare and Skill Development (U1) Department,

Dated:28.09.2021)

Sl. No	Para No	Details in the Standard Operating Procedure (Vide G.O.(Ms) No.35, Labour and Employment (U1) Department, dated 8.3.2019)	Amendment
1	3.2(a)	One representative of the District Collector having jurisdiction not below the rank of Tahsildar to enable him to perform such duties as provided under Bonded Labour System (Abolition) Act, 1976 and Central Sector Scheme for Rehabilitation of Bonded Labourers- 2016;	For the word "Tashildhar" the word "Revenue Divisional Officer" shall be substituted
2.	3.2(h)	Members of a civil society organization or social workers for rescued labourers support including counseling and other roles.	Before the term "Members of a civil society organization" the term "District and Sub-Divisional Vigilance Committee members" shall be added.
3.	3.2 (i)	Any other necessary person nominated by District Collector.	This shall be modified as under: Any member of one stop crisis team authorized by the District Legal Services Authority shall provide adequate legal assistance to the victims throughout the process from identification to trial and implement the witness protection scheme. In addition to Vigilance Committee, District Legal Services Authority wherever needed may be included.
4.	3.2(j)	(Addition)	In Para 3.2 the additional clause 3.2 (j) shall be added as under: 3.2 (j) The District Child Protection Units to assess

			whether the child/children are exploited sexually or any other child related abuse like physical assault , confinement and take action to ensure protection appropriately
5.	3.5	The authorities concerned shall ask brief questions to the labourer in the absence of the offender and in the presence of a member of a Civil Society Organization or a social worker to determine whether there are indications of bonded labour. Such brief questions should include questions regarding nature of the advance or other obligation, payment of minimum wages of rights, freedom to travel as per rule of Bonded Labour Act, such document as wages and ability of the labourer to leave or work elsewhere.	<p>This shall be modified as under:-</p> <p>The authorities concerned shall ask brief questions to the labourer in the absence of the offender and in the presence of Vigilance Committee members/ Members of a Civil Society Organization / Social Worker to determine whether there are indications of bonded labour. Such brief questions should include questions regarding nature of advance, debt, payment less than minimum wages or other obligation with any one of the rights i.e.,</p> <ul style="list-style-type: none"> a) Freedom of Employment b) Right to move freely throughout India c) Right to receive the legal Minimum Wage d) Right to appropriate or sell at Market Value any of his product <p>forfeited under the Bonded Labour System (Abolition) Act, 1976.</p> <p>The proceedings may be audio/video recorded to ensure fair proceeding.</p>
6.	3.6	The authorities concerned shall ensure that all the relevant evidences if any available of the employer / offender, such as phone books	The word "Videographed" may be added after the word "Photographed".

		(directories with the number of other traffickers or accomplices), mobile phones, travel tickets and documents, accommodation receipts, bank statements, wage receipts/slips and registers, muster rolls, ledger books, bond agreement, notebooks, cash, weapons, locks, ownership documents, lease, license are photographed and seized by the police, and the offender is arrested as per the Code of Criminal Procedure, 1973 ("CrPC").	
7.	3.7	The authorities concerned shall ensure that the police prepare a "Magajar" seizure list and rescue memo detailing the identities of the rescued labourer and his contact details, and cause it to be signed by two independent and local witnesses. (Annexure-II and III) from the same of any other locality.	The word " <u>of</u> " may be read as " <u>or</u> ".
8.	4.3	The authorities concerned shall within 24 hours, issue a release certificate in the format prescribed in the Central Sector Scheme to each rescued bonded labourer, including children, found to be bonded labourer even if they are accompanied by families.	For the term "found to be bonded labourer even if they are accompanied by families" the term "If the children found to be working along with their families are also bonded labourers" shall be substituted.
9	4.5	The authorities concerned shall take necessary action for the medical examination of the victim by a registered medical practitioner for the purpose of age, injury or disease incidental to the exploitation and occupational health hazards.	This shall be modified as under:- The authorities concerned shall within 24 hours of the rescue, shall take necessary action for the medical examination of the victim by a Medical Officer not below the rank of Assistant Surgeon for the purpose of age, injury or disease incidental to the exploitation and occupational health hazards before sending them to native.
10.	5(A)	(Addition)	After Para 5 the following para shall be added: 5(A) Launching of Prosecution

			<p>(1) While filing a First Information Report, the State Legal Services Authorities (SLSA) / District Legal Services Authorities (DLSA) shall provide necessary legal assistance to the prosecuting officers under the Act, wherever applicable till the conviction of the offender.</p> <p>(2) The Tamil Nadu State Legal Services Authority shall take all effective steps to provide free and competent legal services to the rescued Bonded Labour when the case comes up for trial by the para legal volunteers.</p>
11.	5.3	<p>Upon a complaint being made to the Police, the authorities concerned shall ensure that all relevant documents in their custody including the Inquiry Form, Release Certificate, Executive Releasing order, Acquaintance of Initial Rehabilitation amount, Sub Divisional Magistrate's Report to District Magistrates and other relevant documents (W.P. No.32091 of 2016) and Medical Examination Reports are furnished to the police at the earliest for effective investigation.</p>	<p>Before the term "Release Certificate" the term "attested copy of the" shall be added. The term "Community certificates and any other related documents" shall be added after the term "Report to District Magistrates".</p>
12.	5.4	<p>The authorities concerned shall ensure that the police completes all the necessary procedure under the CrPC, the Bonded Labour System (Abolition) Act, 1976 in relation to the labourer, as soon as possible, such as taking of statements under Section 161 CrPC, if applicable, before the labourers are repatriated / moved beyond the jurisdiction of the said police.</p>	<p>After the term "before the labourers are repatriated / moved beyond the jurisdiction of the said police" the following shall be added:</p> <p>"the District Legal Services Authority may provide necessary assistance to the victims while recording of 161 statement by police".</p>
13.	5.5	<p>The Police shall take all effective steps to file FIR within 24 hours of the rescue and proceed under the Bonded Labour System (Abolition) Act, 1976, Scheduled Caste and Scheduled Tribe (Prevention of Atrocities) Act.</p>	<p>This shall be modified as follows:-</p> <p>The Police shall take all effective steps to Register/</p>

		1986 or under Section 370 of Indian Penal Code against the employer for having engaged in Human Trafficking, employing Bonded and forced labour. The charge sheet shall be accompanied with all the relevant documents for a fair trial.	Lodge FIR within 24 hours of the rescue and proceed under the Bonded Labour System (Abolition) Act, 1976, Child and Adolescent Labour (Prevention and Regulation) Act, 1986, Juvenile Justice (Care and Protection of Children) Act, 2015, Protection of Children from Sexual Offences (POCSO) Act, 2012, Scheduled Caste and Scheduled Tribe (Prevention of Atrocities) Act, 1986 or under Section 370 of Indian Penal Code against the employer for having engaged in Human Trafficking, employing Bonded and forced labour. The charge sheet shall be accompanied with all the relevant documents for a fair trial. The Police after completion of investigation will register the final report/charge sheet before Judicial Magistrate.
14.	5.6	(Addition)	After Para 5.5, the following para shall be incorporated 5.6 The Police shall complete the investigation and file the final report/charge sheet before Judicial Magistrate within 60 days from the date of the FIR.
15.	5.7	(Addition)	After Para 5.6, the following para shall be incorporated 5.7 The concerned investigating officer shall produce a copy of the charge sheet and other documents to the concerned District Legal Service Authority in order to enable the District Legal Services Authority to assist the victims during trial.

16.	6.1	<p>The Police after completion of investigation will file the final report before local Judicial Magistrate.</p> <p>The District Collector in Co-ordination with other line departments shall ensure to provide various benefits such as benefits under the Central or State Schemes including issuance of the following to the rescued labourer. The Rescued release certificate shall be considered as identity proof for the labourer.</p>	<p>The words "The Police after completion of investigation will file the final report before local Judicial Magistrate" shall be deleted, since the same has been already included in clause 5.5.</p>
17.	6.1(h)	<p>(h) Registration in the relevant welfare board and provide assistance under various schemes of Welfare Board like Marriage Assistance / Maternity Assistance / Educational Assistance / Old Age Pension.</p>	<p>This shall be modified as follows:-</p> <p>(i) Registration in the relevant welfare boards and provide assistance under various schemes of Welfare Board like Marriage Assistance/Maternity Assistance /Educational Assistance/Old Age Pension/Family Pension/ Disability Pension and assistance which is applied in any other welfare schemes.</p> <p>(ii) Pschy –Social care or trauma care to be provided by Health Department.</p>
18	6.2	<p>Assistant Commissioners of Labour (Enforcement) being the Nodal Officer shall co-ordinate with the district administration officials of Directorate of Industrial Safety and Health, District lead Bank Manager, Directorate of Employment and Training, Rural Development and Panchayat Raj Department, Health and Family Welfare Department, Department of School Education, Adi Dravidar and Tribal Welfare Department, Backward Class, Most Backward and Minorities Welfare Department, etc., and Trade Unions and Non-Government Organizations in the process of rehabilitation.</p>	<p>After the term "Most Backward and Minorities Welfare Department" and before the term " and Trade Unions" the following shall be inserted:-</p> <p>"Social Welfare and Nutritious Meal Programme Department, Vigilance Committee members, District Legal Services Authority One stop crisis team."</p>

19.	6.2(a)	(Addition)	<p>After Para 6.2 the following Para shall be added:</p> <p>Vigilance Committee members to monitor the welfare assistance has reached or provided to the victims at the time of rescue and also to ensure that they get the various other entitlements for the Bonded Labourer.</p>
20.	6.4	The Assistant Commissioners of Labour (Enforcement) / Official of Directorate of Industrial Safety and Health shall take necessary action to provide the above schemes to the eligible rescued bonded labourer.	<p>After the term "to the eligible rescued bonded laborer" the word "residing in their jurisdiction District within the State of Tamil Nadu" shall be added.</p>
21.	6.6	Assistant Commissioners of Labour (Enforcement) shall upload all relevant data's, in the Bonded Labour Management System software developed by the Labour Department.	<p>The word "maintain" shall be added after the word upload. Further the following words shall be added:</p> <p>"The Assistant Commissioners of Labour may collect the details of non-cash benefits and conviction cases and upload the same in the portal".</p>
22.	9.2(a)	a) fooding, shelter, transport and protection,	<p>In Para 9.2(a) for the word "fooding" the word "food" may be substituted.</p>

R. KIRLOSH KUMAR,
SECRETARY TO GOVERNMENT.

//TRUE COPY//

[Signature]
22/9/2024
SECTION OFFICER.



ABSTRACT

Labour and Employment Department - Bonded Labour - Creation of permanent Corpus Fund under Central Sector Scheme for Rehabilitation of Bonded Labourer - 2016 in all districts of Tamil Nadu – Orders – Issued.

LABOUR AND EMPLOYMENT (U1) DEPARTMENT

G.O.(Ms).No.108

Dated 09.07.2019

லிகாரி வருடம், ஆனி 24

திருவள்ளூர் ஆண்டு 2050

Read:

1. From the Deputy Secretary to Government of India in Ministry of Labour and Employment, New Delhi Letter.F.No.S-11012/01/2015-BL, dated 18.05.2016, 23.06.2017.
2. From the Under Secretary to Government of India in Ministry of Labour and Employment, New Delhi, dated 14.07.2017.
3. From the Commissioner of Labour, Chennai-6, Letter.No.T5/15707/2017, dated 08.12.2017, 20.08.2018 and 07.02.2019.

ORDER:

In the letter 1st & 2nd read above, the Central Government have revamped the centrally sponsored plan scheme for rehabilitation of Bonded Labourers with effect from 17.05.2016. In this regard, the Government of India has requested to create a Bonded Labour Rehabilitation Fund with a permanent corpus of at least Rs.10 lakh for release of immediate assistance to the released Bonded Labourers in all districts at the disposal of the District Magistrate/District Collectors. As per modalities of the 2016 Scheme, such fund at the District Level is to be created by the respective State Government.

2. In the letter 3rd read above, the Commissioner of Labour has stated that the State Government have earmarked Rs.1 crore and 25 lakh every year for the rehabilitation of rescued Bonded Labour and allotted a sum of Rs.62.50 lakh to the Commissionerate of Labour for the first two quarters of the Financial Year 2017-2018 as allocation to the District Collectors. Out of the above amount a sum of Rs.56 lakh has been apportioned and allotted to all the District Collectors for payment of immediate relief of Rs.20,000/- to each rescued Bonded Labour. This amount is being drawn by the District Collectors by presenting bills to the district treasuries on need basis. Out of the above amount a sum of Rs.5,08,000/- has been incurred towards payment of immediate relief to the rescued Bonded Labour. Moreover it is felt that the allotment of at least Rs.10 lakh permanent corpus fund to each district as envisaged by the Central Sector Scheme may not be required to all the districts.

P.T.O

-2-

3. The Commissioner of Labour has requested the Government to sanction a sum of Rs.1,21,00,000/- for creation of permanent corpus fund to all the districts and has furnished a statement for the permanent corpus fund to each district on need basis as follows:-

Sl. No.	Name of the District	Amount of corpus fund required (in Lakh)	Sl. No.	Name of the District	Amount of corpus fund required (in Lakh)
1.	Ariyalur	3.00	17.	Ramanathapuram	3.00
2.	Chennai	2.00	18.	Sivagangai	2.00
3.	Coimbatore	2.00	19.	Salem	5.00
4.	Cuddalore	2.00	20.	Thanjavur	3.00
5.	Dharmapuri	5.00	21.	The Nilgiris	2.00
6.	Dindigul	3.00	22.	Theni	2.00
7.	Erode	3.00	23.	Thiruvavarur	3.00
8.	Kancheepuram	10.00	24.	Thoothukudi	2.00
9.	Kanyakumari	2.00	25.	Tiruchirappalli	3.00
10.	Karur	2.00	26.	Tiruvannamalai	10.00
11.	Krishnagiri	5.00	27.	Tirunelveli	3.00
12.	Madurai	2.00	28.	Thiruvallur	10.00
13.	Nagapattinam	2.00	29.	Villupuram	5.00
14.	Namakkal	5.00	30.	Tiruppur	2.00
15.	Perambalur	3.00	31.	Vellore	10.00
16.	Pudukottai	3.00	32.	Virudhunagar	2.00
				Total	121.00

(The total required amount is Rs.1 crore 21 lakh)

4. After careful examination, the Government have decided to accept the proposal of the Commissioner of Labour at para 3 above and to sanction a sum of Rs.1,21,00,000/- (Rupees one crore and twenty one lakh only) for creation of permanent corpus fund to all the Districts.

5. The amount sanctioned in para 4 above should be debited to the following head of account:-

2235 – Social Security and Welfare 02 – Social Welfare 200 –
Other programmes – State's Expenditures JI – Rehabilitation
of Bonded Labourers 310 – Contributions 01 Contribution to
Specific Fund.

(DPC 2235 02 200 JI 31001)

6. Necessary additional funds of Rs.1,21,00,000/- will be provided in RE/FMA 2019-2020. However, this expenditure shall be brought to the notice of the Legislature by specific inclusion in the supplementary estimates 2019-2020. Pending provision of such funds, the Commissioner of Labour is authorized to incur the expenditure sanctioned in para 4 above, the Commissioner of Labour is directed to include this item of expenditure while sending the budget proposal for RE/FMA 2019-2020 and also send necessary draft explanatory note for inclusion of this expenditure in the supplementary estimates 2019-2020 to Government in Finance (L&E/B.G-1) Department at the appropriate time without fail.

7. The Commissioner of Labour is instructed to direct the District Collectors to draw the entire allotted amount by presentation of bills in the District treasuries and deposit the same in the Bonded Labour Rehabilitation Fund Account for payment of initial relief of Rs.20,000/- to the rescued bonded labourers and the entire penalties recovered from the perpetrators of the bonded labour upon conviction, may be deposited in the special fund account and the accumulated interest amount from the savings account should be credited into the Government account periodically.

8. This order issues with concurrence of Finance Department vide its U.O.No.28455/L&E/2019, dated 04.07.2019 and ASL No. 617 (Six hundred and Seventeen).

(BY ORDER OF THE GOVERNOR)

SUNIL PALIWAL,
PRINCIPAL SECRETARY TO GOVERNMENT.

To
The Commissioner of Labour, Chennai-6.
The Director of Industrial Safety and Health, Chennai -32.
All District Collectors (Through the Commissioner of Labour, Chennai-6).



ABSTRACT

Labour and Employment Department – Abolition of Bonded Labour System –
Observance of “Bonded Labour System Abolition Day” – Orders – Issued.

LABOUR AND EMPLOYMENT (U1) DEPARTMENT

G.O.(1D).No.448

Dated: 23.09.2020.

சார்வரி வருடம், புரட்டாசி 7.

திருவள்ளூர் ஆண்டு 2051.

Read:

From the Commissioner of Labour Letter No.T2/31773/2019,
dated: 19.09.2019 and 18.02.2020.

ORDER:

In the letters read above, the Commissioner of Labour has stated that the rights against exploitation contained in Article 23-24 of the Constitution of India lays certain provisions to prevent exploitation of the weaker sections of the society by individuals or the State. Article 23 prohibits human trafficking and forced labour or any act of compelling a person to work without wages where he/she was legally entitled not to work or to receive remuneration for it. Any contravention leads to an offence. The Parliament has enacted the Bonded Labour System (Abolition) Act, 1976, to provide for the abolition of Bonded Labour System with a view to prevent the economic and physical exploitation of the weaker sections of the people and for matters connected therewith or incidental thereto. The Bonded Labour Rehabilitation Scheme provide for economic and social rehabilitation of the rescued bonded labourers including their skill and capacity building. The Government of Tamil Nadu have also formulated and introduced a State Action Plan and Standard Operating Procedure to abolish Bonded Labour System. However, there is a lack of general awareness among the public, especially the vulnerable community about Bonded Labour System and the laws and provisions available to combat the bonded labour system. To focus public attention on the subject, a wide spread awareness generation has to be created regarding Abolition of Bonded Labour System.

2. The Commissioner of Labour has further stated that the Government is having a vision to eradicate Bonded Labour System in Tamil Nadu and make Tamil Nadu a bonded labour free State. In order to make this vision possible, it is necessary to commemorate one day as a Bonded Labour System Abolition Day. Further, it would be more appropriate to observe “Bonded Labour System Abolition Day” on February 9, since the Bonded Labour System (Abolition) Act received the assent of the Hon’ble President of India on 09.02.1976. The Commissioner of Labour has

p.t.o.,

suggested that every year of February 9th may be observed as "Bonded Labour System Abolition Day" in Tamil Nadu. On that day, the following awareness programme may be conducted at the state level and district level:-

- ❖ taking pledges in the Government offices for abolition of Bonded Labour System
- ❖ conducting awareness programmes through rallies, bit notices, banners, folk dances, street plays etc.
- ❖ nominating awards for proactive enforcement officers.

3. The Government after careful consideration accepts the proposal of Commissioner of Labour and directs that the 9th February of every year be observed as "Bonded Labour System Abolition Day".

(BY ORDER OF THE GOVERNOR)

**Md. NASIMUDDIN,
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT.**

To:

All Additional Chief Secretary/Principal Secretary/Secretary to Government, Secretariat, Chennai-600 009.
The Commissioner of Labour, Chennai - 600 006.
The Director of Industrial Safety and Health, Guindy, Chennai - 600 032.
All Departments of Secretariat, Chennai - 600 009.
All District Collectors.
All Public Sector Undertakings / Universities /Autonomous Bodies / Local Bodies/ Courts

Copy to:

The Hon'ble Chief Minister's Office, Secretariat, Chennai - 600 009.
The Hon'ble Deputy Chief Minister's Office, Secretariat, Chennai - 600 009.
The Special Personal Assistant to Hon'ble Minister(Labour), Secretariat, Chennai - 600 009.
The Principal Private Secretary to Chief Secretary to Government, Secretariat, Chennai - 600 009.
The Senior Private Secretary to Additional Chief Secretary to Government, Labour and Employment Department, Secretariat, Chennai-600 009.
The Personal Assistant to Joint Secretary to Government, Labour and Employment Department, Secretariat, Chennai - 600 009.
The Labour and Employment (OPII-2) Department, Secretariat, Chennai-600 009.(2 copies)
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SECTION OFFICER.
23.9.2020
23-09-2020



ABSTRACT

Bonded Labourers – Release and Rehabilitation – Reconstitution of High Level Monitoring Committee headed by Chief Secretary and District Level Committee – Orders - Issued.

LABOUR WELFARE AND SKILL DEVELOPMENT (U1) DEPARTMENT

G.O.(Ms) No.132

Dated: 12.10.2022

சுபகிருது வருடம் – புரட்டாசி 25,

திருவள்ளூர் ஆண்டு 2053

Read:

1. G.O(Ms) No.79, Adi Dravidar and Tribal Welfare Department, Dated 17.09.2002.
2. G.O.(Ms) No.131, Labour and Employment Department, dated 29.07.2019.
3. Minutes of the High Level Monitoring Committee meeting held on 25.07.2022.
4. From the Principal Secretary / Commissioner of Labour, Letter No.T2/32322/2022, dated 07.09.2022.

ORDER:

In the Government Order 1st read above, the Government have constituted a High Level Monitoring Committee headed by Chief Secretary and District Level Committee for Release and Rehabilitation of Bonded Labourers and eradication of bonded labour in the State under the Bonded Labour System (Abolition) Act, 1976.

2. In the Government Order 2nd read above, Government have reconstituted a High Level Monitoring Committee and District Level Committee for Release and Rehabilitation of Bonded Labourers and eradication of bonded labour in the State under the Bonded Labour System (Abolition) Act, 1976.

3. In the meeting of High Level Monitoring Committee for Bonded Labour held on 25.07.2022, it has been decided to incorporate the officials of some Departments as members in the High Level Monitoring Committee for Bonded Labour.

4. In the letter 4th read above, based on the minutes of the meeting, the Principal Secretary / Commissioner of Labour has requested the Government to incorporate the officials of following Departments as members in the High Level Monitoring Committee for Bonded Labour:-

- i. Micro, Small and Medium Enterprises Department.
- ii Industries, Investment Promotion and Commerce Department.

P.T.O.,

- iii Agriculture and Farmers Welfare Department.
- iv Animal Husbandry, Dairying, Fisheries and Fishermen welfare Department.
- v Handloom, Handicrafts, Textiles and Khadi Department.

5. After careful examination, Government have accepted the proposal of the Principal Secretary / Commissioner of Labour and proposed to reconstitute the High Level Monitoring committee for Bonded Labour with the following members as follows:-

Sl.No	Members of the Committee	Position
1.	The Chief Secretary to Government, Government of Tamil Nadu, Chennai-9.	Chairman
2.	The Additional Chief Secretary to Government, Home, Prohibition and Excise Department, Chennai-9.	Member
3.	The Principal Secretary to Government, Revenue and Disaster Management Department, Chennai-9.	Member
4.	The Principal Secretary to Government, Rural Development and Panchayat Raj Department, Chennai-9.	Member
5.	The Additional Chief Secretary to Government, Planning, Development and Special Initiatives Department, Chennai-9.	Member
6.	The Additional Chief Secretary to Government, Adi Dravidar and Tribal Welfare Department, Chennai-9.	Member
7.	The Principal Secretary to Government, Animal Husbandry, Dairying, Fisheries and Fishermen welfare Department	Member
8.	The Additional Chief Secretary to Government, Industries, Investment Promotion and Commerce Department	Member
9.	The Additional Chief Secretary to Government, Labour Welfare & Skill Development Department, Chennai-9.	Member
10.	The Secretary to Government, Public Department, Chennai-9.	Member
11.	The Additional Chief Secretary to Government, Social Welfare and Women Empowerment Department, Chennai-9.	Member
12.	The Principal Secretary to Government, School Education Department, Chennai-9.	Member

13.	The Principal Secretary to Government, Handloom, Handicrafts, Textiles and Khadi Department.	Member
14.	The Principal Secretary to Government, Health and Family Welfare Department, Chennai-9.	Member
15.	The Agriculture and Production Commissioner & Secretary to Government, Agriculture and Farmers Welfare Department	Member
16.	The Secretary to Government, Micro, Small and Medium Enterprises Department	Member
17.	The Commissioner of Labour/State Level Officer (Bonded Labour), DMS Campus, Teynampet, Chennai-6.	Member – Secretary/Convenor
18.	The Commissioner, Adi Dravidar and Tribal Welfare, Chepauk, Chennai-5.	Member
19.	The Director, Industrial Safety and Health, Guindy, Chennai-32.	Member
20.	The Collectors (2 District Collectors on rotation basis)	Member
21.	One Representative from National Human Rights Commission, New Delhi.	Special Invitee

6. The High Level Monitoring Committee will review on the progress of the following issues:-

- i. Identification, Release, Rescue and Rehabilitation of Bonded Labour.
- ii. To provide immediate assistance to the released bonded labourers and to provide welfare assistance to the rescued Bonded Labourers.
- iii. To impart education to the children of released Bonded Labourers.
- iv. To provide necessary medical facilities.
- v. To review the procedure in cases of released / displaced Migrant Bonded Labourers opting to return to their Native Place.
- vi. To create awareness generation through uniformly developed Information Education Communication materials and innovative strategies.
- vii. To provide legal assistance and services in legal matters to those released.
- viii. To initiate legal action against those who kept the labourers under bondage and to review the progress of the trial.

- ix. To review progress on the implementation of rehabilitation measures.
- x. To take concrete steps to prevent released workers to go back to bondage.
- xi. Hearing the complaints and grievances received from National Human Rights Commission and to review the progress action taken.
- xii. To review the functioning of District and Sub-Divisional Vigilance Committees.
- xiii. To review the implementation of State Action Plan for Release, Rescue and Rehabilitation of Bonded Labour.
- xiv. To review the action taken in Identification, Release, Rescue and Rehabilitation of Bonded Labour by the Convergence Departments.

7. The above Committee will meet once in a year to discuss and to decide the various rehabilitation measures implemented by the various departments for the released bonded Labourers.

8. The member-Secretary is directed to make necessary arrangements to convene the above meeting once in a year and to prepare the agenda and minutes of the meeting.

(BY ORDER OF THE GOVERNOR)

Md.NASIMUDDIN
ADDITIONAL CHIEF SECRETARY TO GOVERNMENT

To
The Chief Secretary to Government, Government of Tamil Nadu, Chennai-9.
The Additional Chief Secretary to Government, Home, Prohibition and Excise
Department, Chennai-9.
The Principal Secretary to Government, Revenue and Disaster Management
Department, Chennai-9.
The Principal Secretary to Government, Rural Development and Panchayat Raj
Department, Chennai-9.
The Additional Chief Secretary to Government, Planning, Development and Special
Initiatives Department, Chennai-9.
The Additional Chief Secretary to Government, Adi Dravidar and Tribal Welfare
Department, Chennai-9.
The Additional Chief Secretary to Government, Labour Welfare and Skill Development
Department, Chennai-9.

The Secretary to Government, Public Department, Chennai-9.
 The Additional Chief Secretary to Government, Social Welfare and Women Empowerment Department, Chennai-9.
 The Principal Secretary to Government, School Education Department, Chennai-9.
 The Principal Secretary to Government, Health and Family Welfare Department, Chennai-9.
 The Secretary to Government, Micro, Small Medium Enterprises Department, Chennai-9.
 The Additional Chief Secretary to Government, Industries, Investment Promotion and Commerce Department, Chennai-9.
 The Agriculture and Production Commissioner & Secretary to Government, Agriculture and Farmers Welfare Department Chennai-9.
 The Principal Secretary to Government, Animal Husbandry, Dairying, Fisheries and Fishermen Welfare Department, Chennai-9.
 The Principal Secretary to Government, Handloom Handicrafts, Textiles and Khadi Department, Chennai-9.
 The State Level Officer for Bonded Labour, DMS Campus, Teynampet, Chennai-6.
 The Commissioner, Adi Dravidar and Tribal Welfare, Chepauk, Chennai-5.
 The Director, Industrial Safety and Health, Guindy, Chennai-32.
 One Representative from National Human Rights Commission,
 Manav Adhikar Bhawan, C Block, GPO Complex, INA,
 New Delhi-110023.

Copy to:

The Senior Private Secretary to Chief Secretary to Government, Chennai-9.
 The Senior Private Secretary to Additional Chief Secretary to Government,
 Labour Welfare and Skill Development Department, Chennai-9.

(C.No.16186/U1/2022)
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Cum
 12-10-22
 SECTION OFFICER.

SP
 12/10/2022



ABSTRACT

Bonded Labour System (Abolition) Act, 1976 –State Award to District Collectors for abolition of Bonded Labour system and rehabilitation – Orders –Issued.

LABOUR WELFARE AND SKILL DEVELOPMENT (U1) DEPARTMENT

G.O.(Ms) No.150

Dated: 15.11.2022

சுபகிருது வருடம் – ஜப்பசி 29,

திருவள்ளூர் ஆண்டு 2053

Read:

1. G.O.(Ms) No.163, Labour and Employment Department, dated 21.09.2017.
2. Minutes of High Level Monitoring Committee on Bonded Labour held on 25.07.2022.
3. From the Principal Secretary / Commissioner of Labour, Letter No.T2/28478/2022, dated 13.09.2022.

ORDER:

Government of Tamil Nadu has adopted abolition of Bonded Labour as one of its top priorities for making Tamil Nadu a bonded labour free State by 2030. In order to achieve this objective, a State Action Plan for release, rescue and rehabilitation of Bonded Labour and implementation of Bonded Labour System (Abolition) Act, 1976 has been approved by Government vide Government Order first read above.

2. The action plan requires convergence of activities of number of Government Departments and Non-Government Organisations. Such co-ordination has to be provided at the District Level by the District Collectors. In order to encourage and motivate the District Collectors in their action towards abolition of bonded labour, an annual Award to the District Collector has been suggested in the High Level Monitoring Committee meeting on Bonded Labour held by the Chief Secretary to Government on 25.07.2022.

3. The Government after careful consideration accept the recommendation of Commissioner of Labour and accordingly order that a State Award in the form of a Shield shall be given every year to the Collector of the District with the best achievement in abolition of Bonded Labour system and rehabilitation of Bonded Labour. The award will be presented during the Annual Collector's Conference. The selection shall be made after considering the following points:-

- i. Number of Inspections/ special drive conducted in bonded labour prone areas.
- ii. Number of Bonded Labour rescued and rehabilitated.
- iii. Total amount of immediate assistance given.
- iv. Number of Bonded Labour Charge sheet filed with victim witness in Bonded Labourer cases.
- v. Number of cases ended in conviction.
- vi. Number of cases in which final cash assistance disbursed.

vii. Details of rehabilitative measures provided to the rescued Bonded Labourers along with list of persons benefited:-

- Aadhar Card / Community Certificate/ Ration Card.
- Allotment of House site patta.
- Agricultural land.
- Provision of low cost dwelling units.
- Animal Husbandry, Dairy, Poultry, Piggery.
- Supply of essential commodities under targeted public distribution system.
- Bank loans.
- Employment of rescued Bonded labourers.
- Education for children and any other welfare scheme of State/Central Government.
- Number of Self Help Group formed.

viii. Details of Vigilance Committee meeting conducted along with minutes.

xi. Details of Awareness Generation activities conducted.

x. Number of training programme organised to the rescued Bonded Labourers.

xi. Number of training programmes organised to line departments on Bonded Labour issues.

xii. Number of released bonded labourers registered in all welfare boards and benefits given to them.

4. The Commissioner of Labour is permitted to utilize an amount of Rs.5,000/- (Rupees Five thousand only) from the Grants in aid specific scheme (2235 200 JI 30903) towards the award.

5. The Commissioner of Labour is requested to send necessary proposals for sanction of funds for the purchase of the shield every year for the above purpose.

(BY ORDER OF THE GOVERNOR)

Md.NASIMUDDIN

ADDITIONAL CHIEF SECRETARY TO GOVERNMENT

To

The Principal Secretary / Commissioner of Labour, Chennai-6.

Copy to

The Senior Private Secretary to Additional Chief Secretary to Government,

Labour Welfare and Skill Development Department, Chennai-9.

The Finance (RD/BG-II/W&M-I) Department, Chennai-9.

Labour Welfare and Skill Development (OP II) Department, Chennai-9.

Stock file/ Spare copy.

Clean copy to file (C.No.16408/U1/2022)

//FORWARDED BY ORDER//

SECTION OFFICER.

16/11/2022

Minutes of the High Level Monitoring Committee on Bonded Labour meeting held under the Chairmanship of the Chief Secretary to Government on 25.07.2022 at 5.00 p.m.

At the outset the Additional Chief Secretary to Government, Labour Welfare and Skill Development Department welcomed the Chief Secretary to Government/ chairman of the committee and other members.

Thereafter the agenda of the meeting was taken up for discussion as follows:

Agenda No. 1

The minutes of the High Level Monitoring Committee meeting for Release and Rehabilitation of Bonded Labour held on 11.11.2019 placed for confirmation of the Committee.

The minutes of the meeting held on 11.11.2019 were confirmed.

Agenda No. 2

Action taken report on the minutes of the High Level Monitoring Committee meeting for Release and Rehabilitation of Bonded Labour held on 11.11.2019 placed for the acceptance of the Committee.

The Item-wise action taken report was discussed as follows:

1. Formation of District Vigilance committees and Sub-Divisional Vigilance committees

The Principal Secretary/Commissioner of Labour informed that District Vigilance Committees and Sub-Divisional Vigilance committees have been constituted in all 38 Districts and are also meeting periodically.

2. Standard Operating Procedure:

The Additional Chief Secretary to Government, Labour welfare and Skill Development department informed that the Standard Operating Procedure is a detailed document in which detailed procedure right from identification to rehabilitation is described.

The Chief Secretary instructed that, all the enforcement officers should be upto date on the Standard Operating Procedure and necessary training must be given to them. Sensitisation Programmes on Standard Operating Procedures to be undertaken.

3 & 4. Pending reimbursement from Government of India:

The Additional Chief Secretary to Government, Labour Welfare and Skill Development Department informed that Government of India reimbursed the funds utilised for Survey, Awareness Generation and immediate cash assistance and the

5. Registration of released bonded labourers in the Unorganised workers welfare Board

The Additional Chief Secretary to Government, Labour Welfare and Skill Development informed that as of now instructions have been issued to the Secretaries of Tamil Nadu Manual Workers Social Security and welfare Board, Construction Workers Welfare Board to register the released Bonded Labourers in their respective Boards and suggested that the released bonded labourers may be registered in other Departments' welfare Board also.

The Chief Secretary agreed to this and instructed to take necessary action for registration in other welfare Boards also.

6. Amendment in Standard Operating Procedure

It was informed to the committee that the role of Tamil Nadu State Legal Service Authority has been included in the amended Standard Operating Procedure and placed for the perusal of the committee.

7. Pending cases in Courts:

The detailed list of pending bonded labour cases in courts is also placed before the committee for information.

8. Inclusion of all line Departments in Vigilance committees:

It was informed to the Committee that as per the instructions given by the Chief Secretary in the previous meeting all line Departments have been included in the District Vigilance committee.

Agenda No. 3

Action to implement the State Action Plan

3.1 Appointment of Nodal Officers

The details of State Nodal officers and District Nodal officers are placed before the committee.

3.2 District Vigilance Committee

Regarding formation of District Vigilance Committee and Sub-Divisional Vigilance committees, the Chief Secretary observed that even though District Vigilance Committee and Sub-Divisional Vigilance committees have been formed in all the Districts, meetings of the District Vigilance Committee and Sub-Divisional Vigilance committees have not been conducted periodically. He advised that District Vigilance Committee meetings and Sub-Divisional Vigilance Committees be conducted once in 3 months and instructed to issue necessary instructions to the District collectors.

The Chief Secretary also instructed the Principal Secretary/Commissioner of Labour to evolve a suitable Action Plan for conducting meetings of the Vigilance Committees and issue suitable instructions to the District Nodal Officers/Assistant Commissioners of Labour to initiate necessary action to conduct the meetings effectively.

3.4 High Level Monitoring Committee

The Chief Secretary instructed that High Level Monitoring Committee meeting must be conducted once in a year to discuss the various rehabilitation measures implemented by the line Department to the rescued bonded labourers.

3.5 Toll Free Helpline

The Additional Chief Secretary to Government, Social Welfare and Women Empowerment Department stated that the toll free number is too long to remember and a Three Digit Number along with the existing child line 1098 may be assigned.

3.6 Convergence

The Chief Secretary has instructed that Convergence with other line Departments should be effectively done and proper relief to the released bonded labourers provided so as to prevent them from relapsing into re-bondage. The Chief secretary also instructed to provide details of rescued bonded labourers to the concerned line Departments for providing various welfare measures on priority basis.

The Additional Chief Secretary to Government, Finance Department suggested that Self Help Groups may be started for the released bonded labourers for facilitating long term assistance to the families of the bonded labourers.

3.7 Training

On the above subject, The Chief Secretary instructed that Periodical trainings should be imparted to the Department officials for effective enforcement of the Act.

3.8 Standard Operating Procedure

The Chief Secretary instructed that every field officer need to be made aware of the various provisions of the Standard Operating Procedure. Frequently asked questions and Quiz relating to the Standard Operating Procedure may be posted in the Labour Department portal for easy understanding of the Standard Operating Procedure.

Agenda No. 4

Survey in the Bonded Labour Prone Districts:

On the above subject, the Additional Chief Secretary to Government, Labour Welfare and Skill Development Department informed that survey process has been completed in 11 bonded labour prone districts and 2137 bonded labourers have been tentatively identified.

The Additional Chief Secretary to Government, Finance Department suggested that survey should be conducted in the remaining 27 districts also. With regard to the identified bonded labourers the District collectors should be addressed to take necessary action for rescue and rehabilitation wherever required.

While discussing on the recommendations and action points suggested by the Labour Department, the Chief Secretary instructed to ensure that Brick kilns are registered with the District Industries Centre.

The Additional Chief Secretary to Government, Finance Department agreed to the recommendation that Government tenders should include an appropriate condition against engaging child labour and bonded labour.

The Chief Secretary also instructed that the Bonded Labour System (Abolition) Act, 1976 topic may be included in the training programme for new recruit IAS officers during their training period at Anna Institute of Management.

The Additional Chief Secretary to Government, Labour Welfare and Skill Development Department suggested that based on occupation and sector, the following Departments may be included in the High Level Monitoring Committee to provide necessary advisory to the committee and the same was agreed to.

- Micro, small and medium Enterprises Department
- Industries Department
- Agriculture and Farmers Welfare Department
- Animal Husbandry, Dairying, Fisheries and Fishermen welfare Department
- Handloom, Handicrafts, Textiles and Khadi Department

He also suggested that a single Helpline for bonded labour and child labour related calls may be created at State Level.

Agenda No. 5

Enforcement Details of Bonded Labourers Identified

The Chief Secretary instructed that enforcement machinery need to be geared up to conduct inspections periodically in Tiruppur, Tiruvallur & Kanchipuram Districts which are prone to bonded labour.

5.1 Bonded Labour Pending cases:

While discussing the bonded labour pending cases, the Additional Director General of Police (Women and Child Welfare) informed that conviction rate is below average. He assured to take all necessary measures to improve the conviction rate.

Agenda No. 6, 7 and 8

Central Sector scheme, Pending payment details of immediate financial Assistance and providing non cash assistance.

The Principal Secretary/Commissioner of Labour presented the details of Revamped Central Sector scheme and the details of payment of Immediate Financial Assistance to the rescued bonded Labourers, the details of final cash assistance paid to the rescued bonded labourers and the status of re-imbursement of claims from the union Government.

Regarding pending payment of financial assistance to the rescued bonded labourers, the Chief Secretary instructed to speed up the process. He also instructed to impress upon the District collectors to develop a holistic rehabilitation package for the rescued bonded labour families.

Agenda No 9

Way Forward

Regarding pending immediate assistance to the bonded labourers rescued prior to 1/04/2017, Commissioner, Adi-Dravida Welfare Department informed that necessary details will be furnished shortly. Chief Secretary asked her to do so within a week.

Concluding the meeting Chief Secretary advised to institute a Best Collector award to encourage collectors to fully involve the district administration in the elimination of Bonded Labour.

V. IRAI ANBU
CHIEF SECRETARY TO GOVERNMENT

//TRUE COPY//

[Signature]
4-8-2022
SECTION OFFICER

[Signature]
3/8/22