

CHAPTER-5
MANUAL - 4

Formulation of Policy

5.1 Whether there is any provision to seek consultation/Participation of public or its representatives for formulation of policy. If there is, provide details of such policy in the following format.

Sr. No.	Subject/ Topic	Is it mandatory to ensure public participation (Yes/ No)	Arrangements for seeking public participation
	<p>State Policy making body on labour.</p> <p>Minimum Wage Act, 1948.</p> <p>The Contract Labour (Abolition and Regulation) Act, 1970.</p> <p>The Punjab Labour Welfare Fund Act, 1965.</p>	<p>Yes</p> <p>Yes</p> <p>Yes</p> <p>Yes</p>	<p>i) State Labour Advisory Board: This is non-statutory tripartite highest level Board whose major objective is to draft and implement labour policies after consultation with social partners.</p> <p>ii) State Minimum Advisory Board: This is a statutory Board under Minimum Wages Act, 1948 with an objective of fixation/ revision of minimum wages in different scheduled employment.</p> <p>iii) State Advisory Contract Labour Board: This is a statutory Board constituted under Contract Labour (Regulation & Abolition) Act, 1970 to recommend the State Govt. for abolition of contract labour system in any process/ establishment.</p> <p>iv) Punjab Labour Welfare Board: This is a statutory Board constituted under Punjab Labour Welfare</p>

	<p>The Building and Other Construction Workers (Regulation of employment and conditions of service Act, 1970.</p>	<p>Yes</p>	<p>Fund Act, 1965 with an objective to formulated and implement scheme for the welfare of the industrial workers.</p>
	<p>Monitoring of Implementation of awards and orders of Labour Courts/Industrial Tribunal.</p>	<p>Yes</p>	<p>v) The Punjab Building and Other Construction Workers Welfare Board: This is a statutory Board for carrying out the schemes for the welfare of Building & Other Construction Workers.</p>
	<p>Child Labour (Prohibition and Regulation) Act, 1986</p>	<p>yes</p>	<p>vi) State Evaluation & Implementation Committee: This is a non-statutory committee with an objective to ensure the implementation of orders and awards of the Labour Courts/ Industrial Tribunals.</p>
	<p>Equal Remuneration Act, 1976</p>	<p>Yes</p>	<p>vii) State Advisory Committee under Child Labour Act: This is statutory Committee under Child Labour (Prohibition) Act, 1986 with an objective to advise the Govt. to take measure for elimination of child labour.</p>
	<p>Industrial Employment(Standing Orders) Act, 1946</p>		<p>viii) State Advisory Committee on Equal Remuneration: This is statutory Committee under Equal Remuneration Act, 1976 whose basic aim is to ensure the implementation of equal wages for equal work without discrimination of sex.</p>
			<p>ix) Sexual Harassment Committee: This Committees has been</p>

	<p>Prevention of Industrial Accidents</p>		<p>constituted under the orders of Hon'ble Supreme Court of India to deal with complaint of sexual harassment of women workers in the workplaces. The provision has been made in the rules and it has become statutory in nature</p> <p>x) Punjab State Industrial Safety Council: This council has been constituted in the year 1969 on the basis of national safety council. The objective of council is to sensitize workers as well as industries and to disseminate information regarding prevention of industrial accidents.</p> <p>Note 1: For further details regarding these Boards/ Committees see Chapter No.7</p> <p>Note 2: Apart from above Board/ Committees, the apex bodies of employers organization/ workers organization such as PHD CCI, CII, ASSOCHAM, INTUC, AITUC, CITU, BMS etc. are hold interaction with the department from time to time for effective implementation of labour laws.</p> <p>Note 3: The department, in order to form a policy consults social partners i.e. employers and employees through their organizations and Trade Unions. The consultations are made by holding tri-partite meetings of Boards/ Committees – which are statutory as well as non-statutory. The representative of employers and</p>
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			employees which are basically members of the public. Such consultation help in formulation and implementation of policies of the department.
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Implementation of Policy

5.2 Whether there is any provision to seek consultation/ participation of public or its representatives for implementation of policies? If there is, please provide details of provisions in following format.

Sr. No.	Subject/ Topic	Is it mandatory to ensure public participation (Yes/ No)	Arrangements for seeking public participation
	Monitoring of Implementation of State Policy on labour.	Yes	State Labour Advisory Board: This is non-statutory tripartite highest level Board whose major objective is to draft and implement labour policies after consultation with social partners.