

MANGAT RAM SHARMA, I.A.S.,  
PRINCIPAL SECRETARY TO  
GOVERNMENT.



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Labour and Employment  
Department,  
Secretariat, Chennai-9.

D.O. letter No. 22639 /U1/2017-1, Dated 24.11.2017

Dear Sir / Madam,

Sub: 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.

Ref:1. GO.(Ms).No.163, Labour and Employment (U1) Department, Dated 21.09.2017.

2. From the Commissioner of Labour, Chennai, letter No.T1/7113/2017-1, Dated 04.11.2017.

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I am to invite your attention to the references cited and to state that the State Action Plan for Bonded Labour was communicated to you through the Commissioner of Labour in the reference 2<sup>nd</sup> cited.

2. The elimination of Bonded Labour from our State has now become one of the most important concerns and to tackle the issues of identification, release and rehabilitation of the victims and to take legal action against the perpetrators. In order to implement the orders of High Court of Madras the Government have to make use of Labour Department Official, since the subject has been transferred to this department. We have also approved the State Action Plan for Bonded Labour in the Government Order 1<sup>st</sup> cited and it will be implemented through all District Collectors with the fullest co-operation and monitored by the Commissioner of Labour.

3. The District Collectors who play a vital role in achieving convergence of services of all Governmental and non-Governmental agencies. To address the issue an 'Action Plan' will provide a framework for those enforcing the law, and will promote the implementation of uniform procedures and to ensure clarity of understanding on the subject great awareness, proper analysis combined with the basic objective of assisting the District Collectors and his team in realizing the goal of abolition of Bonded Labour system.

I request you to hold a special meeting with all the concerned districts heads to impress upon the priority given by the Government and rope in the concerned line departments. Minutes of this meeting may be sent to the COL/Secretary, Labour and Employment Department for records. We propose to have a meeting with Chief Secretary next month in which we need to confirm that all the Collectors have understood the importance of the State Action Plan and charted out their own district plans in line with State Action Plan.

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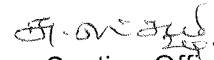
4. I am therefore, to request you to bestow your personal attention in this matter and to implement the State Action Plan in your District and send the compliance report to the Government / Commissioner of Labour on or before 15.12.2017. The action points of the State Plan annexed to this letter should be implemented immediately and effective manner.

Yours sincerely,  
Sd/-

To  
All District Collectors.

Copy to:-  
The Commissioner of Labour,  
Chennai-6.(we)

//True Copy//

  
25.11.19  
Section Officer.

**ANNEXURE**

**D.O. letter No. 22639 /U1/2017-1, Labour and Employment Department,**

**Dated 24.11.2017**

- Effective implementation and enforcement of the Bonded Labour System (Abolition) Act, 1976 and the other related laws.
- Reconstitute the District and Sub-Divisional Vigilance Committees and to submit minutes of the meeting.
- Conduct monthly review meeting with line Department officials (Revenue, RD Home, Social Welfare, School Education, Adi Dravidar, Public Departments etc..) and send the feedback.
- To create awareness among the industries and trade unions to create a positive climate for abolition and awareness programmes will be organized to educate vulnerable communities on their legal rights under various labour laws and send the feedback with simple questionnaire and documentation.
- To create a toll-free helpline for community members to contact District Officials and Police to report bonded labour complaints. The helpline shall operate in multi lingual centers.
- District wise survey to be conducted to know the prevalence of bonded labour including migrant labourers in your Districts and report the same.
- Increase the coordination between line Departments and to map out their roles and responsibilities in combating bonded labour system.
- All Districts to maintain the Database for effective implementation.
- To guide the officials towards effective implementation of State Action Plan in your District.
- The RDO's along with his team of officials may enter into any premises where bonded labour system is believed to exist and to ensure all rights of the bonded labour, release them with release certificate, immediate cash assistance of Rs.20,000/- to the freed bonded labourer.
- To extend and ensure all the benefits under various schemes that are provided to SC&ST and BC&MBC.
- Encourage the Non Governmental Organisations, Community Based Organisations, Employer, Employee and Trade Unions for active participation.
- To conduct training/seminar/work shop to the Revenue / Labour / Vigilance Committee members/Police officials for effective implementation of State Action Plan for Bonded Labour in your District.

Mangat Ram Sharma  
Principal Secretary to Government.

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24/11/17  
Section Officer.