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**Report of review of Dr. Lakshmidhar Mishra, Special Rapporteur, NHRC of the measures taken by the State Government of Orissa for implementation of Bonded Labour System (Abolition) Act and Child Labour (Prohibition & Regulation) Act in the KBK region (15.12.2006 to 22.12.2006).**

I undertook a tour of the KBK region in Orissa from 15<sup>th</sup> to 22<sup>nd</sup> December, 2006. The Central objective of this tour was (a) to acquaint myself with the geography, topography and demography of the region, one of the most under developed in the state and establish a positive a co-relation between pace and progress of development works being executed in the region under the revised long term action plan for development of the region (RLTAP) with physical and social infrastructure needs of the region and in particular the impact of the development works on education, health, hygiene, medical care, nutrition, immunization, food security, potable water and sanitation, livelihood, wages/income, indebtedness and bondage (b) to review the pace and progress of implementation of Bonded Labour System (Abolition) Act, 1976 and Child Labour (Prohibition and Regulation) Act, 1986 and the schemes framed thereunder for identification, release and rehabilitation of freed bonded labourers as also that of working children. This was a structured tour with a clear strategy with the following components:-

- I Drafting a comprehensive questionnaire and circulating the same in advance to the State Government and the Collectors/DMs of the eight KBK districts.
- II Making a Presentation on 'Elimination of Bonded Labour System' and that of Child Labour and linking the same with (a) access to full, freely chosen and productive employment for adults (Convention No. 122 of ILO which India has ratified), (b) enforcement of Minimum Wages Act, (c) ensuring payment of full wages substantially in cash in time without deduction of any commission whatsoever for payment to middlemen (d) universal enrolment, universal retention, universal achievement of minimum levels of learning and particularly achievement of proficiency in mother tongue, arithmetic, physical and social sciences and environment for all children in 6-14 age group with emphasis on a

child centred learning through effective teacher's training for fulfilment of the constitutional directive contained in Article 21A of the Constitution of India (e) spread of awareness about basic health and medical care needs and in particular awareness about preventive and corrective measures to deal with malaria, cerebral malaria, jaundice/hepatitis, gastroenteritis, enteric fever, cholera, T.B. etc. (f) strengthening health infrastructure in terms of manning, equipment, orientation and training for sensitization of all health functionaries from the CDMO to the ANM and all health workers (g) spread of awareness about importance of nutrition and linking the same to production and consumption of pulses, cereals, fruits and vegetables according to the recommended dose which will arrest deficiency of Vitamin 'A', calcium, iron, protein and all other nutrients essential for a healthy body and mind (h) preventing malnutrition through a multi-pronged strategy of enhanced per capita availability of food grains, consumption of balanced diet, close monitoring of all norms and parameters of growth such as height, weight, chest, circumference of forehead and enforcing measures like preschool feeding, supplementary nutrition for pregnant mothers and children etc. (i) spread of awareness about importance of sanitation vis-à-vis communicable diseases and going in for a community mobilization for use of sanitary latrines in the households to which people in rural areas generally appear to be averse (j) prevention of infant mortality and maternal mortality through immunization of pregnant mothers and children as per prescribed dosages and intervals (k) creating a credible mechanism for prevention of deaths on account of diarrhoea, jaundice/hepatitis, malaria/cerebral malaria, HIV/AIDs etc.

- III A thorough review of pace and progress of all development works programmes with reference to adequacy of outlay, full expenditure within the prescribed time frame without any leakage and wastage, good quality execution to ensure durability by establishing a proper balance between material and labour component and through proper monitoring, supervision and coordination, display of information at the

work site relating to amount payable towards wages, date of payment, periodicity of payment, name of the person in whose presence wages are to be paid, that wages will not be withheld on any account whatsoever, ascertaining from the workers about the manner of utilization of the amount, possibility of putting a portion of the wage in the corpus of SHGs, if any, formed in the area where the works programme is being executed and mobilizing and motivating the workers to form SHGs, if not already formed and enlarge membership of such SHGs to promote thrift and prevent indebtedness/bondage etc.

With these strategies and broad perspective I started the tour with Sonapur, headquarters of Subarnapur district on 15<sup>th</sup> December, 2006 and proceeded to Balangir (16<sup>th</sup>), Nuapada (16<sup>th</sup>), Kalahandi (17<sup>th</sup>), Nawrangpur (18<sup>th</sup>), Malkangiri (19<sup>th</sup>), Koraput (20<sup>th</sup>) and Rayagada (21<sup>st</sup> and 22<sup>nd</sup>). The visits were preceded by a thorough briefing by Shri G.B. Dhal, Commissioner-cum-Secretary, Panchayatiraj Department and Shri Benudhar Mishra, Commissioner-cum-Secretary, Labour and Employment Department on 13<sup>th</sup> and 14<sup>th</sup> December respectively. Both were found to be very perceptive and sensitive to the need for such a review and had extended the best possible cooperation to make the review possible. Two detailed Presentations – one on bonded labour on 13.12.2006 and the second on 14.12.2006 were made by me for the benefit of senior officials of both Panchayatiraj and Labour and Employment Departments. The field visits also ended with a wrap up meeting on 23<sup>rd</sup> December with both of them in the same manner as it was at the time of initial familiarization.

Of the districts visited, it was possible to meet and interact with Collectors of Subarnapur, Kalahandi, Nawrangpur and Rayagada only. The Collector, Koraput was in the family way and indisposed, while Collector, Malkangiri was also indisposed on account of appendicitis (for which he was going out for surgery) while Collectors of Balangir and Nuapada were away to Bhubaneswar for meeting the Members of Planning Commission – Shri B.N. Yugandhar and Prof. Abhijeet Sen and, therefore, were not available for interaction. In course of this tour I covered a large number of institutions and

programmes – governmental and non governmental and interacted with a number of officials, non officials and beneficiaries as per the table indicated below:-

S.No.	Name of the Institution	Official/Non-official with whom interacted	Beneficiary with whom interacted
1.	GP (Public Distribution Centre)	Sarpanch, Panchayat Secretary	BPL card holders who come to the PDC to lift their quota of essential commodities.
2.	Panchayat Samiti	Chairman, Panchayat Samiti, BDO, Extension Officers, JE (Works)	
3.	Anganwadi Centre	CDPO, Supervisors, Anganwadi workers.	Pregnant mothers, preschool children, old, destitute, infirm and disabled coming for emergency feeding.
4.	Sevashram (upto Class VII)	DWO, Headmaster, other teachers.	Students (both boys and girls).
5.	Primary/Upper Primary School	Headmaster, other teachers.	Students (both boys and girls).
6.	School for the deaf, dumb and blind	NGO In-charge running the institution, other teachers.	Students (both boys and girls).
7.	Orphanage	Orphanage Supdt., teachers.	Students (both boys and girls).
8.	Special Schools under NCLP	Deputy Assistant Labour Commissioner, DLO, Project Director, NCLP, teachers.	Students (both boys and girls).
9.	Primary Health Centre	CDMO, ADMO PHC Incharge, ANM, Field Workers.	Patients (both women and men).
10.	NREG Works	PD, DRDA, BDO, GPEO, Junior Engineer.	Job card holders, ex-bonded labourers.

11.	Swarna Jayanti Swarojgar Yojana	PD DRDA, BDO	BPL card holders, ex-bonded labourers.
12.	Indira Awas Yojana	PD DRDA, BDO, Sarpanch, Pallasabha members, Ward members of the GP.	BPL card holders, ex-bonded labourers.
13.	NGO	NGO office functionaries/organizers, trainers, extension workers.	Members of SHGs under training by the NGO, members of mahila mandals.
14.	SHG	Members of SHG.	Beneficiaries of mid-day meals programme run by SHGs.

Names of the functionaries of departments with whom I had interacted at the State and District levels are contained in Annexure I to Annexure-X.

**Area, population, geographical, topographical and demographic characteristics of the KBK region:-**

The KBK region comprises of eight districts, 14 sub divisions, 37 tahasils, 80 CD blocks, 1437 gram panchayats and 12,104 villages. The geographical area and population of these districts according to 2001 Census are indicated below:-

Name of the district	Geographical area	Population (2001 Census)
1. Sonepur	2284.4 sq. km.	5.41 lakh
2. Balangir	6569 sq. km.	13.37 lakh
3. Nuapada	3408 sq. km.	5.30 lakh
4. Kalahandi	8365 sq. km.	13.30 lakh
5. Nawrangpur	5294 sq. km.	10.18 lakh
6. Malkangiri	6190 sq. km.	4.80 lakh
7. Koraput	8807 sq. km.	11.81 lakh
8. Rayagada	7580 sq. km.	8.31 lakh
<b>Total</b>	<b>48497.4 sq. km.</b>	<b>72.48 lakh</b>

### Geographical and topographical features:-

- Barring the river basins and the command areas of major and medium irrigation projects (Upper Indravati, Upper Kolab, Pateru, Hirakud etc.), of the total area fit for cultivation, major portion belongs to gravelly or redmorrum or sandy/loamy soil with a small percentage being alluvial/black cotton. The landscape and soil characteristics determine the cropping pattern.
- A substantial portion of the land area in the region (Kalahandi, Nuapada, Koraput, Rayagada and Malkangiri) is undulating with extensive soil erosion and limited capacity of soil for retaining rain water. Nawrangpur district appeared to be the only exception. Simple allotment of land (both homestead and agricultural) without properly planned and development with balanced inputs and forward and backward linkages would not yield the desired results.
- On account of planned and concerted afforestation and drought proofing measures further decline of the forest and vegetal cover which was progressively on the decline for years has been prevented. The area covered by dense forests in KBK region, however, as of date is of the order of 5470 sq. kms. Only (this was much more earlier).
- Similarly on account of integrated watershed planning, management and development in a few pockets of the region, there has been perceptible improvement in water table, moisture content, capacity of soil to retain water, biomass etc.

### Demographic features:

- The KBK region is predominantly inhabited by members of SC and ST as would be evident from the following table:-

Name of the District	Total Population	% of SC	% of ST
Sonepur	5.41 lakh	23.6	9.7
Balangir	13.37 lakh	16.9	20.6

Nuapada	5.3 lakh	13.62	34.71
Kalahandi	13.3 lakh	17.7	28.6
Nawrangpur	10.18 lakh	14.1	55.0
Malkangiri	4.8 lakh	21.4	57.4
Koraput	11.81 lakh	13.04	49.26
Rayagada	8.31 lakh	13.9	56.6

The average percentage of SC & ST in KBK region is 38.74%.

**General characteristics of the people:-**

- People are extraordinarily simple, free of guile, warm and hospitable. They are one of the finest specimens of humanity; they sing, dance, rejoice and mourn. There is no trace of bitterness or irritation left in them even when there is delay in disbursement of wages due to some reason. The tribal society is by and large a catholic one where boys and girls, women and men are treated alike, where there is a positive sex ratio, where there is concern about children's health and longevity and where life in general, despite poverty and deprivation is associated with a lot of zest and joy, dignity and decency. Even erstwhile bonded labourers have a lot of excitement and joy when an outsider, say a government functionary approaches them; they do not shy away at the former's sight. Their hutments are immaculately neat and clean which shows their taste for a neat, orderly and happy-go-lucky existence. Some of the disquieting demographic features obtaining in the KBK region are:-

- Rate of Literacy (2001 Census) – 43.36%. Although in percentage terms it is low it has registered good improvement from 29.13% in 1991;
- Pace of urbanization – slow;
- Out migration – severe. While decline in the ratio of poverty in other districts (22) of the State was 12.33%, in KBK region it was 9.37%. Most of the families (70%+) are BPL ones but

amongst the BPL families the percentage of families with per capita income ranging between Rs. 4000/- and below will be quite high.

### Migration

- There is nothing objectionable in migration per se as migration provides an opportunity or outlet for better avenues of employment, better wages and better quality of life. Migration becomes objectionable only in the following contingencies:-
  - People are induced to migrate by middlemen/ recruiting agents with a lot of hopes and promises for a better employment, better working conditions and better future. Such hopes and promises are often belied and people who are recruited land up in a pit of ruthless exploitation from which they cannot easily extricate themselves;
  - Statutory entitlements like journey allowance, displacement allowance and wages during the journey period, residential accommodation and medical care at the worksite are seldom complied with;
  - Work at the destination point is characterized by long hours, untimely or irregular payment of wages, illegal deduction from wages towards commission payable to middlemen, inhuman and oppressive treatment amounting to work under bonded conditions etc.;
  - Recruitment by recruiting agents takes place invariably with payment of advances ranging between Rs. 15000/- to Rs. 20000/-. This leads to certain undesirable consequences such as denial of freedom of movement and denial of release from the worksite in the event of non recovery of advances. The documentary evidence remains with the recruiting agent and the person recruited does not know how much advance was



taken, how much has been adjusted/recouped and how much is outstanding.

At Sonapur (15.12.2006) it was represented to me that 24 persons including women and children of 7 families have been illegally drafted since October, 2006 from Sonapur to Hyderabad. While 3 persons escaped from the clutches of the contractor the remaining are working in a brick kiln in Medak district. In addition to non-payment of journey allowance, displacement allowance, wages during the journey period, they are being treated inhumanely and continue to work under bonded conditions.

Similarly at Nuapada (16.12.2006) it was represented that despite works programmes under National Rural Employment Guarantee Scheme (NREG) migration continues to be a regular phenomenon. People do not migrate of their own but are mostly lured by the advances paid to them by the recruiting agents. The advances range from Rs. 15000/- to Rs. 20000/-. They do not carry any interest but they bind people to a particular employer, particular work place and employment in a particular category (say brick kiln). It is, therefore, a form of forced labour and constitutes a flagrant violation of human rights (Right to Life under Article 21 in particular).

Migration is thus one of the most disquieting demographic features of the region. What is, however, more disquieting is that while on the one hand no official survey has been or is being conducted to assess the magnitude of the problem of migration, there is a general tendency on the part of the officials to be on the defensive and to deny the increasing incidence of migration.

At Nawrangpur while no word of confirmation about prevailing trends in migration was forthcoming from the official circles, an NGO called 'Centre for Good Living' (Registration No. 5580/157 of 1988-89) which has over 15 years track record of service in the health sector has conducted a thorough research study on migration, has identified Blockwise, Gram Panchayat wise and Village wise clear pockets of migration in Tentulikhunti and Papadahandi Blocks of Nawrangpur along with the purpose, duration, destination points

and the various forms of exploitation. Neither the Department of Labour and its officials in the field nor the district administration as a whole has any clear, precise and accurate account of migration as a phenomenon.

Migration under conditions of distress is disturbing but what is most disturbing is a scenario where women and children accompany adult male members of the family to the destination point. This results in dislocation of the even tenor of home and family life. Children who accompany their parents easily become the victims of educational deprivation at the destination point while women at times become victims of sexual harassment at the workplace by contractors/middlemen. Besides, in a situation where the parents are working in bonded conditions the plight and predicament of children will be no better. While initiatives have been taken by the Project Director of Sarva Shikshya Abhiyan in a State like Andhra Pradesh to impart non-formal literacy and education to children from Orissa, Chattisgarh and Maharashtra by procuring text books in those languages, identifying and training teachers in those languages to enable them to impart instructional lessons this cannot be said to be a universal phenomenon obtaining at all the destination points all over the country. The best course of action in such a situation (where even distress migration cannot be prevented, far less being arrested) would be to institutionalize arrangements through centres through which children and their education, health, hygiene, sanitation, immunization, nutrition etc. could be taken care by the functionaries of Sarva Shikshya Abhiyan at the originating point itself. Such a Centre (with the acronym of RCC or Residential Care Centres for children) has been conceptualized by the Project Director, Sarva Shikshya Abhiyan, Balangir and launched in a few pockets prone to migration in Balangir district but this is yet to be accepted and implemented as a matter of policy universally all over the country.

#### **Bonded Labour System in KBK region – origin, contributing factors and measures for elimination**

The origin of the system of debt bondage in Orissa known as 'Gothi' could be traced to early 19<sup>th</sup> Century. It was essentially a form of exploitation of the landless tribal and semi tribal groups who are without any remunerative occupation and who seek credit to meet ceremonial and

consumption needs from the crafty and unscrupulous money lenders. The latter usually come from the plains and settle down in the hill areas.

The first and one of the earliest effective steps taken to put an end to this system was enactment of Orissa Debt Bondage Abolition Regulation, 1948 by which the Gothi agreement and any other agreement of similar nature were held void. There is, however, not enough material/data to validate a substantial impact of this Regulation on eradication of Gothi.

Immediately after Promulgation of Bonded Labour System (Abolition) Ordinance on 24.10.1975 the State Government conferred powers on the District Magistrates of the State (13) to ensure proper implementation of the provisions of the Ordinance in their respective districts. By the same notification, the State Government conferred powers of a Judicial Magistrate, First Class on all the Sub Divisional Officers of the State for trial of offences under the Ordinance. Soon after the Ordinance was replaced by a law in February, 1976, the following additional measures were taken by the State Government for identification, release and rehabilitation of bonded labourers.

- A State Level Committee was set up under the Chairmanship of Addl. Chief Secretary to review the progress of implementation of the law.
- The State Government emphasized the need for undertaking surveys in areas which are prone to the pernicious system of debt bondage.
- Joint drives to identify Bonded Labour System by the field staff of Revenue and Tribal Welfare Department were also emphasized. The work of the field staff was to be overseen by concerned SDOs.
- Judicial Magistrates were asked to release bonded labourers soon after identification, issue a release certificate in favour of the released bonded labourer and to make identification and release simultaneous.
- Vigilance Committees were constituted at all district and sub divisional levels as required u/s 13 of the Act.

- The State Level Committee on bonded labour was also reconstituted and made more broad based.

Despite such planned, coordinated and determined efforts only 349 bonded labourers could be detected and released within a period of five years i.e. 24.10.1975 to 31.10.1980. The position was reviewed and it was found that reasons for such slow progress in identification could be attributed to lack of proper appreciation of the definition of Bonded Labour System as given in Section 2(g) of the Act. All DMs through a set of clear and comprehensive guidelines were advised to follow the conditions as enumerated in (a) to (e) and (i) to (iv) of Section 2 of the Act and also to keep in view the forms of forced labour like 'Barmasia', 'Mulia' and 'Kothia' as given in the Explanation to Section 2(g) of the Act.

A new dimension in the entire approach to the subject of identification of Bonded Labour System was added by the State Level Committee which decided in its meeting held on 29.7.1980 that such identification would be taken up by the agency entrusted with the responsibility to select 10 families in each village who are the poorest of the poor under the programme of Economic Rehabilitation of Rural Poor (ERRP).

It was a much needed progressive step initiated by the State Government then. It accelerated the pace of identification. It provided a direct and positive link between identification and rehabilitation of bonded labourers. The circular discouraged a rigid, legalistic and punitive approach in dealing with release of bonded labourers.

The above initiative produced some positive results. More than 15000 bonded labourers were identified and released after 1980-81 and between 80-81 to 84-85.

Regretfully it was observed at the time of review at the State Capital as also in course of field visits that all this has undergone a sea change. The gusto and tempo with which identification of bonded labour system was being pursued in 80s is not visible as also the urgency and seriousness of concern. This was confirmed by the lukewarm response to the questionnaire circulated

by me. Bonded Labour for all practical purposes has become a non priority issue and has outlived its importance. This would be evident from the following:-

- The last bonded labour survey was conducted in 2001-2002 in 10 districts (Cuttack, Mayurbhanj, Koraput, Rayagada, Phulbani, Kalahandi, Malkangiri, Keonjhar, Bargarh and Sundergarh). Not a single bonded labourer was identified in any district other than Malkangiri.
- No information could be furnished on the following:-
  - What was the composition of the survey team?;
  - What was the orientation, if any, given to members of the survey team prior to conduct of the survey?;
  - What was the questionnaire used?;
  - What type of information/response was elicited?;
  - Who analysed them and who came to the conclusion (on the basis of the response) that they are not bonded labourers?;
  - Have the Vigilance Committee concerned placed the findings of the survey team before the Magistrate appointed by the State Government u/s 21 of the Bonded Labour System (Abolition) Act and vested with judicial powers?

Even in regard to Malkangiri where 707 bonded labourers were identified, it appears that (a) identification has not been done correctly (b) large number of cases which were brought before the SDO and Judicial Magistrate concerned u/s 21 of the Act have been dropped as identification of bonded labour system has not been done correctly. Perusal of 10 cases records in respect of Malkangiri Sadar Sub Division showed the following deficiencies in the process of identification:-

- The bonded labour keeper and bonded labourer are close relations and are staying together;
- There is no element of loan/debt/advance;
- There is no element of coercion/force in extracting service of one by another;
- None of the four alternative consequences as in Section 2 (g) of Bonded Labour System (Abolition) Act has been fulfilled.
- The above analysis goes to show that (a) the survey has not been conducted rationally and scientifically (b) no proper orientation has been imparted to the members of the survey team prior to their proceeding to conduct the survey in question.

This underscores the importance of orientation and training to (a) members of Vigilance Committees (b) field functionaries of Revenue, SC & ST Development and Panchayatiraj Departments. There are a number of institutions at the State and district level which could be used for imparting such training such as:-

- Gopabandhu Academy of Administration and Training;
- State Institute of Rural Development;
- State Labour Institute;
- SC & ST Research and Training Institute;
- Nabakrishna Chaudhury Centre for Research & Advance Studies.

In response to the specific point relating to 'Orientation, familiarization and sensitization of officers of the department and other field functionaries no light could be thrown by the Panchayatiraj Department on the number of such training programmes, content, quality and impact of training, need for retraining wherever the original training was found deficient etc. The State Government has issued notifications constituting Vigilance Committees in all

districts and sub divisions (including KBK region) but there is no mechanism at the state level to review and monitor the performance of these bodies.

The central objective of highlighting these gaps and omissions is to drive home the following:-

- Bonded Labour System is not a one time phenomenon; it can occur and recur at any point of time;
- It is not confined to agriculture;
- It is not confined to the traditional 'gothi' system, a system of unequal exchange relationship between the creditor (Sahukar) and the debtor (gothi, halia, barmasia, mulia, kothia and so on);
- With liberalization, privatization and globalization of the economy and emergence of new market forces which are fiercely aggressive and aggressively acquisitive and exploitative, new forms of bondage have emerged such as:-
  - Recruitment of men, women and children with payment of advance for exploitation of easily available cheap labour in rural areas at the destination point by a set of malfunctional middlemen who are ruthlessly exploitative;
  - Trafficking of girls and women for commercial sexual exploitation;
  - Distress sales of agricultural and other minor forest produce by tribal families to middlemen at un-remunerative prices under economic compulsions.
- It cannot be said with any stretch of imagination that on account of enactment of Bonded Labour System (Abolition) Act the pernicious Bonded Labour System has been abolished lock, stock and barrel.
- It cannot also be said that with Constitution of Vigilance Committees at the district and sub divisional level, appointment of Executive

Magistrates u/s 21 of the Act and vesting them with judicial powers all that was required to be done has been done and nothing more is required to be done.

It is true that with introduction of 7 year Long Term Action Plan (1995-96) and revised Long Term Action Plan for KBK districts (1998-99 onwards) and as brought out by Shri Chaman Lal, ex-Special Rapporteur in course of his successive visits to KBK districts (1998-99 to 2005-2006), there has been a perceptible and qualitative change in a number of areas and in particular in the following:-

- Drought proofing;
- Improvement in drinking water supply;
- Supplementary nutrition programme for children (0-6 age group) and pregnant and lactating mothers;
- Cent percent coverage of certain districts (like Koraput) by ICDS;
- Mid day meals programme for all enrolled children in the primary and upper primary level;
- Emergency feeding programme for the old, infirm and destitutes;
- A sound public distribution system in place;
- Improvement of water table, moisture, capacity of the soil to retain water, biomass, arresting soil erosion, forest and vegetal cover, irrigation potential due to implementation of integrated watershed planning, management and development in a few pockets;
- Provision of all weather connectivity to villages by the Rural Development Department;
- Massive afforestation programmes through plantation and protection of forests through joint forest management committees and transfer



of ownership of trees grown on the land of the grower with initial support and involvement of the department concerned;

- Formation of a number of self help groups and inculcating the culture of thrift amongst the members of SHGs;
- Stringent enforcement of Tribal Land Alienation Regulation, 1956 by (a) making offences cognizable (b) trial of all offences by executive magistrates vested with powers of Judicial Magistrate, First Class & (c) restoring to tribals possession of their land which was illegally alienated in favour of non tribals;
- Sizeable increase in productivity of paddy, ragi, maize, sugarcane etc. per hectare made possible through increase in irrigation potential;
- Increase in coverage under certain social security schemes such as NOAP, SOAP and ODP, introduction of ready to food called 'Orimix' in place of wheat, dal and jaggery with assistance of World Food Programme;
- Decrease in drop-out rate of school children;

These are undoubtedly and illustratively some of the welcome and much needed changes in the arena of physical, infrastructural and social development. There are, however, many grey areas which need attention and analysis. It is well known that bondage is an outcome of indebtedness and indebtedness could be attributed partly to poverty characterized by landlessness and assetlessness and partly to excessive spending disproportionate to ones income as also increasing genuine needs (children's education, medical care and other social obligations) which necessitate incurring loan/debt/advance.

In Orissa according to a BPL Census conducted in 1997 44.94 lakh rural households (out of total 77 lakh households) were estimated to live below poverty line according to this survey. At the rate of 5 members per

family (on an average) about 22 million persons could be estimated to be below poverty line. In percentage terms this will be around 66.23% of the total number of households. In KBK region the percentage will be much higher. (70% +)

The BPL Census is conducted once every 5 years corresponding to the Five Year Plan period. Corresponding to the 10<sup>th</sup> Five Year Plan period (2002-2007) and on the advice of the Ministry of Rural Development as also on the strength of existing guidelines the process of data entry for the survey was commenced on 5.03.2003 and completed on 25.05.2003 (which was revised and eventually fixed on 30.06.2003). The final list, however, could not be published due to a stay granted on 5.05.2003 by the apex court on a miscellaneous petition No. 196 of 2001 filed by the People's Union of Civil Liberties (PUCL). The main prayer in the petition was as under:-

- Central and Centrally Sponsored Schemes should be effectively implemented to prevent starvation death and malnutrition in the calamity affected rural areas and other backward rural areas of the State.

The apex court issued direction on 5.05.2003 to the effect that Government of India will not insist the State Government to remove any person from the existing BPL list till the next date of hearing. Ministry of Rural Development, Government of India has accordingly advised the State Government not to finalize the BPL list prepared on the basis of 2002 survey till the next hearing in the apex court. The BPL list according to 2002 survey is 34.632 lakh. The State Government has decided to continue with the list of BPL families of 1997 BPL Survey and not to act according to the findings of 2002 survey till the petition before the apex court is disposed off.

The break up of BPL families both in terms of number and percentage in KBK districts (8) are as under:-

### BPL families in terms of number and percentage in KBK districts

Name of the KBK district	Total No. of Rural Families	SC	ST	Women	Total No. of BPL Families	% of BPL
Sonepur	110098	28481	8727	4682	80396	73.02
Balangir	329700	51502	49932	9092	201310	61.06
Nuapada	127022	17255	37204	9031	99465	78.31
Kalahandi	307835	46195	65689	11990	193054	62.71
Nawrangpur	215429	37080	81384	-	158684	73.66
Malkangiri	108870	21760	59488	4957	89138	81.88
Koraput	264707	59996	111917	-	221846	83.81
Rayagada	188499	22290	91615	10762	135785	72.03

**KBK average percentage of rural families below poverty line = 586.48/8 or 73.31.**

Poverty is the cumulative product of a number of factors such as geographical and topographical peculiarities (undulating land scape, low water table, gravelly, redmorrums, sandy and loamy soil), agro climatic conditions (scanty rainfall which is not evenly spread, much of the cultivable land being under rainfed conditions and insufficient harnessing of irrigation potential with a lot of under-employment), economic conditions (absence of avenues for stable and durable employment) and social and sociological/anthropological peculiarities (high percentage of ST and SC, pervasive illiteracy, absence of worthwhile collective organizations to bargain for entitlements). There are historical and manmade factors too. The impact of poverty on means of livelihood, income and quality of life gets compounded on account of harsh geography and topography and inhospitable terrain and climate. All these call for a number of interventionist

strategies and many of these strategies have been in place for successive years such as :-

- Generation of employment (NREP and RLEGP in 80s followed by National Rural Employment Guarantee Scheme from February, 2006);
- Provision of Productive assets (Swaranjayanti Swarojgar Yojana since late 90s);
- A drive for enforcement of minimum wage (both time rate and piece rate in agriculture and other schedule employments as a part of the old 20 point programme since 1.7.1975);
- Provision of dwelling units (Indira Awas Yojana since 80s);
- Mobilization and training of women (DWCRA) (since 80s);
- Provision of clean potable water and sanitation (since launching of a National Mission for potable water in mid 80s);
- Launching campaigns for total literacy in KBK region (80s & 90s) under the auspices of National Literacy Mission for which the literacy percentage went up from 29.13 in 1991 to 43.36 in 2001.
- Spread of awareness about communicable diseases;
- Preventive measures for preventing deadly killers (malaria, jaundice/hepatitis, cholera, typhoid, respiratory diseases like bronchial asthma, bronchitis, pleurosy, T.B. etc.) (launching of National Rural Health Mission in 2004-2005);
- Easy and affordable access to and treatment in dispensaries/hospitals for the poor and members of their families;
- Promoting thrift/saving (formation of SHGs) (since 90s);

- Prevention of indebtedness (through easy access to credit, constitution of a revolving fund for making available loans for personal consumption purpose etc.);
- Ensuring education, immunization and nutrition of children through ICDS launched since 1975.

Many of these interventionist measures have produced the much needed desired results. To illustrate, all the KBK districts have been covered by NREG works since February, 2006. In all 19 districts (out of 30) in Orissa have been covered. Clear guidelines have been issued about material and wage component in NREG works, execution of roads vs. other projects (irrigation works), wage rates and their revision w.e.f. 25.11.2006, involvement of line departments, manner of calculation of volume of work and payment of wages, involvement of Gram Panchayats at village and block levels, transparency and accountability in execution of works, issue of job card to all persons intending to enrol themselves and work in NREG works etc.

All these measures notwithstanding, there are serious problems in terms of delivery which need to be enumerated as under:-

- A proper co-relation between employment, minimum wage, linking minimum wage with PDS, inculcating thrift/saving through formation of SHGs at every conceivable point where works programmes are under execution, removal of indebtedness and resultant bondage can eventually be established only if the functionaries in charge of execution of works programmes are able to perceive and internalize the need for and importance of such co-relation.
- Such a co-relation needs to be fragmented, perceived, internalized and actually established through the following subcomponents of works programmes like NREG:-
  - No. of people who have applied for job cards;

- No. of people who have been issued job cards;
- No. of people who have been provided with jobs;
- Ensuring that the names mentioned in the muster roll are actually the names of card holders and not fictitious ones;
- Ensuring that notices are displayed on a board in close proximity of the work site to indicate (a) quantum of wages payable (b) date when payment will be made (c) there will be no deduction whatsoever (d) there will be a spread over after 8 hrs. of work and (e) wages for full 7 days will be paid for 6 days of work (weekly off), (f) on no account wages will be withheld and (g) wage slips will be issued to every worker.

What came out, however, in course of my field visits was clearly a total negation of the spirit of the above principle. This may be elaborated as under:-

- Transparency is wanting in issue of BPL cards, job cards, old age pension, assistance under the IAY.
- A large number of people who genuinely deserve to be issued such cards have been left out;
- There are a number of distortions and imbalances in making the assistance available under IAY. It was represented to me personally in course of my field visits in Rayagada district that (a) all such decisions are unilateral and arbitrary (while on the surface the decisions are taken in the meetings of Pallisabha under chairmanship of a ward member) (b) the genuinely poor, economically deprived and disadvantaged are being excluded from the purview of such assistance while the better off, powerful and influential are invariably being favoured (c) no reasons are assigned for inclusion or exclusion of certain categories;

- There is no mechanism for ventilation or redressal of grievances at any level by the aggrieved. The Department of Panchayatiraj had nil response to this point covered in my questionnaire circulated to them sufficiently in advance.

My field visits to the KBK region also brought out the peculiar mind sets on the part of executing departments and, in particular, functionaries of development departments as would be evident from the following:-

- The officers of Agriculture Department feel and believe that their mandate is to ensure that the targeted coverage under paddy or maize or ragi or sugarcane or cotton is fulfilled. They are not much concerned with (a) what is the nutritive and cash value of what is being produced (b) whether the desired level of nutrition is being ensured through consumption of a portion of what is being produced by the grower (c) whether the grower gets a remunerative price for the product or not (d) what needs to be done if the grower is deprived of certain nutrients and becomes a victim of vitamin A, iron and calcium deficiencies as a result of not consuming certain fruits and vegetable or cereals and pulses which are produced by him or which are otherwise needed by him;
- The officers of the horticulture department appeared to be having more or less the same mindsets. They are distributing certain saplings under the National Horticulture Mission according to a prescribed scale of subsidies without bothering much about (a) the nutritive value of the usufructs of the species being grown (b) the relative income potential of the usufructs and (c) the extent by which the poor, deprived and disadvantaged sections of the society (share croppers, landless agricultural labourers etc.) will stand to gain by the manner in which the schemes of the department are being implemented;
- The officers of Animal Husbandry and Veterinary Department are not much bothered about (a) distance of the dispensaries and LI from the households of the beneficiaries (b) what needs to be done to inform

them about common ailments afflicting the productive assets as also the usual remedies, how they can travel all the way to the hospital/dispensary/LI for treatment of the productive asset without loss of wages for the day (c) what needs to be done about poor yield of the milch animals, lack of medicines and concentrates, extra cost involved due to maintenance of the productive asset without any income during dry period, lack of insurance cover etc. and what needs to be done to convert the beneficiaries into barefoot doctors and so on;

- Similar lack of social conscience was observed on the part of line departments executing departmental works programmes when it was found that they are not much concerned about (a) what is the average earning of a labourer engaged in their works programmes per day (b) whether he is receiving the wage in time and in full without any deduction whatsoever, (c) whether he utilizes the amount paid to him productively through consumption of nutritious food for self and children or he fritters it away in country liquor and other unproductive purposes (d) whether some initiative can be taken by him for formation of SHGs and making the workers as members so that a portion of their earning can be put in the corpus of SHGs and a stitch in time can save nine;
- Social conscience is to be backed by a process of social communication and language is the primary vehicle of such communication. There are serious hurdles in making such social communication a reality as people of the region speak dialects (didari, qui, gondi) which do not have any script and which can be transmitted only through generations of oral literacy which are not easily intelligible while functionaries of all social engineering departments (education, health, hygiene, water supply and sanitation, food, immunization and nutrition) speak a language which the indigenous people of the region do not understand. This calls for designing series of IEC materials and transmitting them to the target groups of development in a manner intelligible to them. The functionaries of



social engineering departments neither have the time nor the energy nor the patience to undertake such a laborious venture. It is on account of such mindsets and lack of capacity to perceive and internalize the importance of co-relation between employment, livelihood, income, quality of life (including a decent, dignified and autonomous existence) that the fruits and benefits of development, howsoever well designed and well intentioned, do not reach the people for whom they are intended. In the absence of a mechanism for grievance ventilation and redressal some of the deprived tend to reconcile to their lot (treating it as preordained) while others are driven to desperation.

Such desperation partly results in induced migration and partly in human trafficking. Both are worst forms of violation of human rights. It is precisely keeping in view that induced migration could end up in a situation of bondage that an explanation was added to Section 2(g) of the Bonded Labour System (Abolition) Act which implied that inter-state migrant workmen could also be treated as bonded labourers if they conformed to the requirements of Section 2(g) of the Act.

My field visits to KBK region backed by the reports of Labour Commissioner, Orissa confirmed that there are certain established pockets within the State of such out migration (Balangir, Titlagarh, Kantabanji, Sonapur, Nuapada, Kalahandi, Nawrangpur and Rayagada) as also certain established regions/states where they migrate (Andhra Pradesh, Karnataka, Tamil Nadu, Maharashtra, Kerala etc.). Some of the facts forthcoming from these visits and reports of the Labour Commissioner are quite revealing:-

Both 'pull factor' and 'push factor' are responsible for out migration. The 'pull factor' is characterized by better wage employment and regular employment for at least 5-6 months in the year. The 'push factor' which forces labourers to migrate within Orissa or outside is characterized by non availability of sufficient

employment opportunities during October-May every year.

- Such migration can also be categorized as (1) suo moto migration or voluntary migration and (2) migration through recruiting agents.
- It is only the second category of migration which comes within the purview of 'Interstate Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979. This is also largely a case of distress migration.
- The workers take advance from the agents and migrate in thousands outside for work mostly in brick kilns.
- When they take advance from agents and migrate the following consequences ensue:
  - No journey allowance, displacement allowance and wages during journey period are paid;
  - Work at the destination point is characterized by long hours of work without any spread over, without any overtime and without any weekly off;
  - Substantial amount is deducted towards Bhatia (food) the quality of which leaves much to be desired;
  - There is discrimination between clerks and security personnel on the one hand and between them and the labourers on the other in terms of accommodation and food;
  - The exploitation is manifold i.e. by the contractors, by the agents and by the principal employers;
  - No safety appliances are provided even where the occupation/process is fraught with occupational risks/hazards (as in brick kilns, stone quarries);

- There is no provision for potable water, for conservancy facilities, for washing and bathing facilities, first aid and medical treatment;
- Accidents are not reported; workmen's compensation is not deposited;
- The quality of accommodation provided is much lower than the scales prescribed by law and is virtually a black hole;
- The scale and quality of health and medical care also leave much to be desired;
- The intensity of exploitation acquires a new form or dimension on account of (a) pervasive ignorance of law and procedure established by law (b) absence of any semblance of a mechanism for ventilation and redressal of grievances (c) absence of any organization worth the name to bargain/fight for the legal entitlements and (d) absence of any worthwhile legal aid service.

Even though induced migration and human trafficking are associated with horrors of exploitation and most of those who migrate or who are being trafficked would fully come in the category of forced/bonded labour, not a single case has been treated as such. Similarly no mechanism for conducting joint visits or joint raids on establishments of recruiting agents/contractors/principal employers has yet been devised so that (a) visits could be undertaken at such intervals as may be necessary (b) complaints regarding non payment or delayed payment or short payment of wages or payment of any other dues payable under law could be ventilated and redressed (c) migrant bonded labourers can be rescued, repatriated and rehabilitated at the destination or originating point as the case may be.

Rehabilitation of freed bonded labourers is like conversion of a non being into a full being and resuscitating him from the morass of poverty, deprivation and destitution to the level of a decent, dignified and autonomous existence. This is not an easy process and it requires constant care and attention, vigilance and surveillance so that on account of inadequate

rehabilitation and insufficient means of livelihood, the person sought to be rehabilitated does not lapse back to bondage once again. It is also difficult on account of the fact that the freed bonded labour beneficiary due to pervasive ignorance and illiteracy is often unable to exercise the correct option and discretion as to what will be in his best interest. The functionaries of development departments ought to exercise this option and discretion on behalf of the beneficiary and suggest a package which will be in the best interest of the latter. This however, is easier said than done.

This is what came out strikingly in course of my field visits. To illustrate, in course of a visit to and interaction with two ex- bonded labourers who have been rehabilitated in Dumunguda in Koraput district on 20<sup>th</sup> December, 2006 the following aspects of rehabilitation struck me most:-

- The beneficiaries are mostly landless (either homestead or agricultural); no land is available for allotment;
- In the absence of a homestead land, it is not possible to provide any assistance under IAY;
- Land is locally available in shape of what is known as 'patra jungle' but unless it is de-reserved and recategorized it cannot be allotted to the landless;
- Most of the productive assets distributed to the beneficiary in 1997-98 have perished; there is no other ostensible means of livelihood for the beneficiary other than working in somebody else's land;
- Minimum wages in the decentralized informal sector are not enforced; the average earnings range from Rs. 30/- to Rs. 35/-;
- The BPL card distributed on the basis of 1997 survey can fetch the beneficiaries 16 kgs. of rice each @ Rs. 6.30/- per kg. This together with old age pension or availing of emergency feeding at the nearby feeding centre is the only wherewithal at the disposal of the beneficiaries to ensure their biological survival.

Visit to Badguribhata in Khaprakhhol Gram Panchayat in Balangir district and interaction with 17 freed and rehabilitated bonded labourers on 16<sup>th</sup> December, 2006 (AN) brought out the following striking aspects of their rehabilitation:-

- They were rehabilitated under ERRP in 1980-81 under a non land based programme;
- All the beneficiaries have become quite old (65 to 70+ years);
- Most of the productive assets supplied to them have perished; no income generating asset has been left now;
- Some are in receipt of old age pension @ Rs. 200/- per month while the old, infirm and disabled are attending the emergency feeding programme;
- Some of them are too old and infirm (70+) to work and, therefore, cannot get the benefit under NREGS;
- There are a large number of people in the waiting list for old age pension.

Similar was the experience in course of a visit to village Debjharan in Matigaon Gram Panchayat in Junagarh Block in Kalahandi district on 17<sup>th</sup> December, 2006(AN). In this village, in addition to the fact that productive assets have perished houses built under Indira Awas Yojana have also collapsed due to heavy rain. Earnings on the part of those who are old, infirm and disabled have substantially come down and, therefore, they are finding it extremely difficult to keep their body and soul together.

The experience after visiting Simliguda hamlet of Rasguda in Khairput Block in Malkangiri district was still worse as would be evident from the following:-

- Bonded labourers have been rehabilitated under land based schemes in 2004-2005 by supply of plough and plough bullock;

- Those who have got their own land are cultivating them. The yield per acre of land is about 10 bags or 750 kg. This is set apart mostly for self consumption;
- The beneficiaries do not have the faintest idea as to how much they will get out of 10 bags of paddy if they take it for sale (they are unaware of the minimum support price i.e. Rs. 650/- per quintal of paddy);
- Within the limited space of the mud hut (which has a thick coat of cow dung as a cleaning agent and which makes it immaculately clean, women, men and children are all huddled together as also the kitchen, the storage space for storing grains) the inmates breathe an air of simplicity and guilelessness. They do not get overtaken by the presence of strangers;
- All the beneficiaries are illiterate and non numerate even though a campaign for total literacy was launched in most of the districts of KBK region a few years ago;
- Another freed bonded labour beneficiary was allotted a plot of land but the same is under forced occupation of another freed bonded labourer. The latter was also allotted a plot of land but he found his land inferior and, therefore, preferred to encroach on the land of the other bonded labourer. The district administration has not taken any measures so far to get the encroachment vacated;
- Visit to all forced bonded labour households brought out one thing strikingly common i.e. they do not grow green leafy vegetables, they do not consume them and are not aware of the value of green/leafy vegetables in terms of nutrition.

The other observations and impressions which emanated from discussion with senior officials of Panchayatiraj Department at Bhubaneswar and Collectors/PD DRDAs in the field are as under:-

- Between 2001 and 2006 a number of notifications constituting or reconstituting Vigilance Committees (wherever due) at the district and sub divisional level have been issued;
- A perusal of these notifications showed that they have been issued in conformity with the provisions of the law (Section 13 of Bonded Labour System (Abolition) Act;
- Interaction with some of the non-official members of these Committees at the district level, however, showed that they are not clear about (a) provisions of the law (b) their mandate as given in the statute and (c) the role to be played by them as members of such a Statutory Committee;
- There has been no planning to impart them any orientation and training with a view to familiarizing them with their duties and responsibilities as members of the Vigilance Committee;
- Panchayatiraj department which is responsible for training of members of Panchayatiraj bodies (Sarpanch, ward members, Panchayat Secretary), should also simultaneously shoulder and discharge this responsibility of organizing training programmes for members of Vigilance Committees;
- The training curriculum should comprise of
  - Provisions of Bonded Labour System (Abolition) Act;
  - Methodology for conducting survey in areas prone to bonded labour system, keeping the methodology prescribed by Shri S.R. Shankaran, IAS (retd.), former Secretary, Rural Development, Government of India (1990-1992) as a model;
  - Compilation and analysis of the findings of the survey, making out a case and placing the same before the Executive

Magistrate appointed u/s 21 of the Act for release of the bonded labourer and simultaneous issue of release certificate;

- Physical, economic and psychological rehabilitation of freed bonded labourers under land based, non-land based and art/craft/skill based programmes;
  - Preventing occurrence and recurrence of bonded labour system through formulation, adoption and implementation of a long term perspective plan;
  - Special problems of migrant bonded labourers and child bonded labourers;
- The general impression is that while the State Government has constituted and reconstituted Vigilance Committees, wherever due, in right earnest, it has not shown the same interest in making them function with a sense of urgency and seriousness of concern;
  - No State level or district level workshop of Collectors and DMs, SDOs, functionaries of Revenue, Panchayatiraj, Rural Development, Women and Child Development, Education, Health, Forest, Fisheries, Animal Husbandry and Veterinary Departments vitally concerned with rehabilitation of freed bonded labourers has yet been planned even though a number of State level training institutions are available for this purpose.
  - There is no State Level Committee (as was constituted in 70s and 80s) to monitor the performance of Vigilance Committees at the district and sub divisional level to monitor the performance of Executive Magistrates vested with powers of a Judicial Magistrate and to monitor the quality of rehabilitation in terms of its impact on employment, livelihood, income and quality of life;
  - The district level reviews indicated that while details of bonded labourers (village and Gram Panchayat wise) identified, released and



rehabilitated as also the patterns of assistance are available, the following informations are not forthcoming:-

- Impact of the rehabilitation assistance in terms of avenues of employment generated, income generated, linkage with public distribution system and quality of life (to what extent the beneficiary is leading an autonomous existence) etc.;
  - Need for and possibility of a second dose of rehabilitation assistance;
  - Number of bonded labourers who might have lapsed back to bondage.
- The whole issue of simultaneous release, simultaneous rehabilitation and maintaining close vigilance or surveillance over the employment, livelihood, income and quality of life of the freed bonded labour beneficiary has been viewed in a casual or non serious manner. To illustrate, in course of evaluation of content and quality of rehabilitation in Rayagada Block (Japakhal village in Halua Gram Panchayat) it transpired that the condition of a few labourers who were rehabilitated in 1986 has improved while a number of them have left the village and their whereabouts are not known. This is notwithstanding the statutory requirement (Rule 7 of Bonded Labour System (Abolition) Rules) of keeping vigil over the actual working and living condition of a bonded labourer through a register containing his full details backed by maintaining a close link with him through field visits.
  - Yet another issue of concern which came to notice in course of field visits and review was that identification of bonded labour system has been done through block level functionaries of Revenue, SC and ST Development Department, PRI bodies and through the NGOs without (a) any orientation and training and (b) without keeping the Vigilance Committees involved in the process. Identification of bonded labour system is primarily the responsibility of the Vigilance Committees constituted u/s 13 of the Act. The said Committees may enlist the

involvement and support of other agencies and functionaries for this purpose but it will be violative of the provisions of the law as also of the spirit of the judgements of the Supreme Court to exclude the Vigilance Committees from the purview of identification while entrusting it to bodies which do not have the statutory sanction.

- One of the ways of ascertaining the correct status of a person coming in the category of a bonded labour or not is (a) to correlate the name of the person in the BPL list (b) to correlate his name in the list of job card holders under NREG works and (c) to correlate the average daily earnings with the size of the household, total number of persons dependent on the wage earner, adequacy of the amount to meet all the household obligations, vis-à-vis financial implications of those obligations, possibility of incurring loan/advance from any other source to meet these obligations if they exceed the average earnings, conditions under which loan/advance is incurred and possibility of repayment thereof. Establishing such a correlation will invariably lead to the conclusion that the person whose average earnings fall far below the financial implications of the family obligations could be a potential bonded labourer. There has not been any attempt to establish such a correlation nor any guidelines have been issued to this effect;
- In 70s and 80s there was a well established mechanism and procedure for ascertaining the preferences, felt needs and interests of the freed bonded labour beneficiary before going in for selection of a particular pattern of assistance. No feedback was forthcoming from the Panchayatiraj Department in response to the questionnaire circulated by me on (a) how rehabilitation proposals are being formulated (b) whether they are being scrutinized by a screening committee (c) where does this screening committee exist i.e. at the state or district level (d) whether the content, process and impact of rehabilitation schemes are being evaluated by any Institute of Social Science and Research (e) what are the findings thereof and (f) what corrective action has been taken on the findings. The feedback at the

district level was that rehabilitation proposals are formulated and implemented at the district level without there being any screening committee. Since there is no State Level High Powered Committee to oversee the entire process of identification, release and rehabilitation of bonded labourers there is apparently no check on the accuracy and transparency of the entire process being implemented at the district level.

- Occurrence and recurrence of bonded labour system can be prevented through a few preemptive measures such as
  - access to micro-credit through SHGs;
  - implementation of land reforms;
  - access to full, freely chosen and productive employment;
  - enforcement of the law on minimum wages;
  - strengthening the public distribution system;
  - access to skill training for both skill formation and upgradation;
  - minimizing the incidence of distress migration.

As of now, there is no perspective plan either for the whole State or for a few dry, drought prone and migration prone districts or for districts which are prone to bonded labour system like the eight districts of KBK region. The State Government needs to devote some thought in this direction.

### Child Labour

#### Magnitude of the problem:

According to the decennial Census of 2001 the total number of working children in the State is 3,77,594. Out of the same, 1,83,270 are male and 1,94,324 are female children. The decennial Census does not, however, indicate any break up of children engaged in hazardous and non-hazardous occupations.

While the above represents the most credible and acceptable information about the number of working children the data presented by

Sarva Shikshya Abhiyan go to show that 603290 children in 6-14 age group are out of school as on 1.10.2005 (Orissa Child Census 2005). Disaggregated data relating to name, age, sex, religion, mother tongue and educational status of each out of school child are available under Orissa Child Census, 2005.

Even though the two sets of data pertain to different time streams and Project 'Arohana' which is the implementing agency of Sarva Shikshya Abhiyan recognizes that every out of school child is a potential child worker the gap between the two sets of figures is high (2,25,696) and needs to be reconciled. This is particularly on account of the fact that (a) 18 NCLPs have been sanctioned in respect of 18 districts of the State out of which 14 NCLPs are operational (b) 74,266 children have already completed the three year schooling cycle in NCLPs and have been mainstreamed into formal schools and (c) 32,388 children have been released from work (both hazardous and non hazardous) and have been enrolled into the special schools of NCLPs (14). This makes a total of 106,654 number of children who are in school and who have ceased to be working children. If this figure is excluded from the number of working children according to decennial Census 2001, the number of working children left would be 2,70,940. This is much lower than the number of children who according to Project 'Arohana', implementing agency of Sarva Shikshya Abhiyan are out of school (603290) in 6-14 age group.

The only plausible way to explain this huge gap could be:-

- Children who are out of school may be sitting idle at home or taking care of siblings or discharging household chores but may not be doing any paid work. They may not, therefore, come within the definition of working children;
- They may be accompanying migrant parents to out stations but may not be engaged in any paid employment. They are also not available for computation for statistical purpose in the State to which they belong.

In either case, it represents a colossal waste of the most precious human resource. The above confusion gets worse confounded when we are told that only 2,15,222 working children in both hazardous and non-hazardous occupations and processes were found in course of the survey conducted in January – May, 1997 on account of the directions of the Supreme Court contained in the judgement dated 10.12.1996 arising out of Civil Writ Application No. 465 in M.C. Mehta vs. State of Tamil Nadu and others (1986). Even assuming that there is a growth of child labour population by 20% over a 10 year period the number would not be more than 2,50,000 by 2005. Our anxiety and concern over such a large number of children being out of school (603290) are on account of the following:-

- Access to free, compulsory and universal pre-primary, primary and elementary education is a matter of fundamental right of every child in 6-14 age group (Article 21A and 45 of the Constitution of India);
- Denial of this right would result in educational deprivation of a large number of children in 6-14 age group;
- Educational deprivation results in colossal waste of most precious human resource;
- This loss which is also the loss of childhood-the most tender, formative and impressionable stage of human development can never be recouped;
- As working children cross the threshold of childhood and enter adulthood they, without much elanvital left in them cannot be the same productive, responsible and responsive adults as otherwise expected.

It is necessary and desirable, therefore, that:-

- A second round of survey (both household and establishment wise) be conducted to arrive at a clear and precise enumeration of working children;

- A state-wise vigilance and surveillance be kept to prevent children in 6-14 age group to get into the status of out of school children or working children;
- A State wise vigilance be also kept over children accompanying migrant parents to destination State and left in the process as victims of educational deprivation;
- Conditions be created around which will be conducive to universal enrolment, universal retention, universal participation and universal achievement of the minimum levels of learning (in mother tongue, arithmetic, general and social sciences and environment).

Elimination of child labour and access to free, compulsory and universal pre-primary, primary and elementary education should go together for which the above three broad strategies will have to be adopted.

**Administrative infrastructure:**

Labour and Employment Department is responsible for overall planning, implementation and monitoring of Child Labour (Prohibition & Regulation) Act. The following initiatives have been taken by the Department and State Government as a whole for ensuring proper implementation of statutory provisions:-

- A State Level Task Force on Child Labour has been constituted on 3.10.2006 with Padmasree Tulsi Munda as Chairperson and LC(O) as member-convener.
- A State Level Coordination Committee on elimination of child labour has been constituted in 1997 headed by Addl. Chief Secretary with LC(O) as Member Secretary and Secretaries to Government in School and Mass Education, Panchayatiraj, Welfare, Finance, Home and Health Department as other members of the Committee. The

Committee has held three meetings on 7.11.1998, 17.8.2000 and 23.11.2004.

- In the wake of issue of Notification No. SO 1029(E) dated 10.7.2006, Chief Minister, Orissa conducted a high level meeting on 16.10.2006 to devise firm measures to deal with the emerging trends in Child Labour and facilitate its elimination. After deliberations, the following important decisions have been taken:-
  - A State High Level Committee with Chief Minister as Chairman and Secretaries of concerned departments as members has been constituted;
  - Secretaries of concerned departments shall prepare an action plan on their own for elimination of Child Labour;
  - Secretaries of three departments (school and mass education, labour, women and child development) shall visit Maharashtra, Karnataka, Tamil Nadu and Delhi where programmes for elimination of Child Labour are said to have been successfully implemented;
  - All out of school children including the drop outs may be taken as reference points for survey;
  - Transmit Homes will be established at Cuttack, Puri, Bhubaneswar, Balasore, Berhampur, Sambalpur, Rourkela, Balangir and Koraput for keeping children released from work till they get admitted to some school;
  - During the period of stay of the released working children, Collectors shall arrange to have their health checked up, issue age certificate, wherever necessary, and provide proper counselling to both children and parents;
  - Government of India were to be moved for sanctioning additional 12 NCLPs for the remaining 12 districts, an additional

amount of Rs. 2 Crore for identification and release of children, setting up of transmit homes and increase the number of special schools in the existing NCLPs for rehabilitation of all released working children.

All these are positive and welcome steps in the right direction and would, when fully implemented, provide a fillip to the process of substantial, if not total elimination of Child Labour in Orissa. The Commissioner-cum-Secretary, Labour & Employment Department appeared to have correctly perceived and internalized the need for drawing up an action plan for elimination of child labour. He is in the process of drawing up such a plan which would have the following components:-

- identification of child labour prone pockets;
- survey for identification and enumeration;
- release from work;
- rehabilitation through education, nutrition, check up of health and vocational skill training.

Multiplicity of Committees make the task of proper planning, supervision and coordination unwieldy. Since a high level committee with Chief Minister as Chairman has been constituted there is apparently no need for another State Level Coordination Committee with Addl. Chief Secretary as member. This Committee may, therefore, be wound up. Besides, the High Level Committee with the Chief Minister as the Chairperson on elimination of Child Labour might as well co-ordinate all items of work relating to identification, release and rehabilitation of bonded labourers. This, however, is a matter for the State Government to decide.

### **Problems and Constraints**

Formulation of an action plan is a step in the right direction but its implementation would require substantial strengthening of the Department as well as the Directorate. The latter suffers from the following major constraints:-



- There are 32 Labour Districts in the State and each district is required to be manned by a District Labour Officer with requisite supporting staff;
- In districts like Sonepur, Nuapada, Balangir, Talcher, Deogarh, there is at present no ALO to assist the DLO;
- There are 314 Blocks in the State. In 1975-76 as part of a strategy for intensive enforcement of minimum wage for agricultural labour (which was a part of the old 20 point programme announced to the nation by the ex-PM on 1.7.1975) a Rural Labour Cell was created in the Directorate with 65 posts of Rural Labour Inspectors with a view to eventually covering each Block by atleast one Inspector. Over the years new legislations like (Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 have been added to the Statute Book. There has been increase in number of plan schemes (rehabilitation of working children) and a number of new directions of the apex court have come in for implementation. The number of Rural Labour Inspectors has, however, come down from 65 to 30. This has made matters extremely difficult for enforcement of Labour Laws (Minimum Wages Act, Beedi and Cigar Workers (Conditions of Employment and Service Act etc.), Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, Building and Other Construction Workers Act);
- Over a period of time and progressively the number of such Inspectors should be increased so that there is at least one Rural Labour Inspector for each of the 314 Blocks;
- Most of the field offices are running without any non gazetted staff. Once the staff attain the age of superannuation and retire, the posts are not allowed to be filled up. This is not a healthy trend and needs to be reversed;

- Even the two posts of ALOs – one for Titlagarh in Balangir district meant to deal with problems of migrant labour and another for Baliguda (which is a remote and interior tribal pocket) in Boudh-Kondhmal district which are absolutely essential have been abolished;
- There are serious mobility constraints in as much as none of the DLOs has been provided with any vehicle. Even Zonal offices like Balasore and Bhawanipatna have no vehicle at all. Wherever there are vehicles (as with DYLCs) the same are 15 to 20 years old, hardly serviceable and economically unviable. The allotments on account of POL and maintenance are totally inadequate;
- Neither the Zonal nor the district level offices have been equipped with modern communication gadgets (computer, fax).

I met the State Labour Minister and late the State Finance Minister – Shri P.C. Ghadei along with the State Labour Secretary to make out a strong case for (a) filling in vacancies of sanctioned posts (b) for sanction of additional posts purely keeping in view the exigencies of public interest and (c) for creation of a rural labour cell with a proper complement of staff at all district headquarters under the charge of an Addl. Labour Commissioner or Jt. Labour Commissioner as may be expedient. The Finance Minister appeared to be appreciative of the genuineness of the need but explained the difficulties in acceding to these requests on account of severe restrictions imposed by Government of India for creation of new posts under non plan. It was suggested by him that NHRC could bring these issues in order of priority to the notice of the Ministry of Labour and request Ministry of Labour to take up the matter on priority with the Central Planning Commission and Ministry of Finance.

### Determination of the age of children:

The birth of each child in the State is required to be registered under the Registration of Births and Deaths Act, 1969. The responsibility for implementing this has been entrusted to anganwadi centres under ICDS which is looked after by the Women and Child Development Department. The number of children in different age groups according to information from WCD Department are as under:-

- Children in 0-6 age group	-	43,52,479
- Children in 6-14 age group	-	61,11,183
- Children enrolled in formal school system	-	55,07,992
- Children in 0-6 age group enrolled in supplementary nutrition programme in the anganwadis	-	25,51,962

The State Government, by virtue of powers exercised u/s 10 of Child Labour (Prohibition & Regulation) Act read with Rule 5(2) of State Child Labour (Prohibition & Regulation) Rules, 1994 have notified that government medical officers not below the rank of Asstt. Civil Surgeon of a district or regular medical officer of equivalent rank employed in ESI hospitals/dispensaries shall be competent to determine the age of working children in the event of dispute.

Determination of age of working children in KBK districts is fraught with severe limitations on account of the following:-

- Despite measures taken to check malnutrition and infant mortality rate through a series of programmes (MDM, SNP) and a large number of children being covered by these programmes (33,86,545) a very large number of children still continue to be victims of malnutrition;
- Such malnutrition results in stunted growth and early ageing;

- Even though green leafy vegetables are grown in the region (the extent may vary from district to district) consumption of these vegetables is much less than what is necessary and desirable (could be attributed to cultural factors). This results in Vitamin A deficiency, calcium and iron deficiency.
- It is imperative, therefore, that this problem of chronic malnutrition of a very large number of school going children cannot be brushed aside any longer. Instead, it will be most appropriate to launch a region wide mass educational campaign to promote nutrition through series of measures such as:-
  - Formation of grain banks in each of the 12,104 villages;
  - Inculcating the habit of consumption of high calorie and balanced food (including leafy vegetables);
  - Intensive growth monitoring of height, chest, weight etc. through anganwadis.
  - The ANN, Health worker and the Anganwadi worker thinking, planning and acting together.

Most of the children do not remember their age. Invariably it becomes difficult to get a natural and spontaneous response from a child to ones query about his/her age. The ignorance of parents of this is as pervasive as that of children. A lot more efforts are needed on the part of teachers of all primary and elementary schools as also special schools of NCLPs to generate an awareness in parents as well as children about (a) the correct age of a child (b) how to determine the age (c) age for going to school and (d) age for work. Such an awareness generation process should be built into the educational process at the earliest.

**Compliance with directions of the Supreme Court contained in its judgement dated 10.12.96 arising out of civil writ application No. 465 of 1986**

A Child Labour Cell was created by notification No. 3492 dated 21.3.1997 to supervise, coordinate and monitor implementation of the directions issued by the apex court in its above judgement. No exclusive senior position was sanctioned to man the multifarious responsibilities entrusted to the Cell. Proposals have been made from time to time for sanctioning posts like one JLC/DLC, one ALC/DLO, one data entry operator and other non gazetted posts and equipments. In the absence of any formal sanction the existing officers and staff of Labour and Employment Department are manning the Cell in addition to their own multifarious and arduous duties as a result of which compliance with the directions has suffered. This would be evident from the following:-

- Pursuant to the direction, a survey was conducted and 2,15,222 working children engaged in both hazardous and non hazardous occupations and processes were found;
- While 23,761 children were withdrawn from hazardous work and all of them were to be enrolled into the formal school system, only 2460 children have so far been enrolled; no explanation was forthcoming as to why all 23,761 children could not be enrolled into the formal school system;
- According to the direction of the apex court, a sum of Rs. 4,75,22,0000/- should have been collected as punitive fine from the offending employers who were found responsible for having employed children in hazardous work. As against this only Rs. 1,20,000/- @ Rs. 20,000/- has been collected from six offending employers. No plausible explanation is forthcoming as to why the amount recovered is such a small fraction of what was actually recoverable;
- The Welfare-cum-Rehabilitation Fund to be created at the district level into which the above punitive amount was to be credited was meant

for welfare of poor parents and children. The Fund has been created in two districts (Jagatsinghpur and Rayagada) but with such an incredibly low amount (Rs. 1,20,000/-) credited to the Fund the entire exercise appears to be infructuous;

- With regard to children who have been permitted by the apex court to continue working in non hazardous occupations and processes, they were to work for 4-6 hours a day while receiving non formal education for 2 hours in the evening. The cost of such non formal education was to be borne by the employer. No indication was forthcoming from the Department or the Directorate as to how many of such non formal education centres have been opened and how many children have been enrolled into these centres;
- The Labour and Employment Department which is the nodal department for the purpose of coordinating and monitoring follow up action on the various directions of the apex court should satisfy itself on the following counts:-
  - Number and nature of responses to the show cause notices received;
  - Legality and justifiability of the stand taken by the employer(s) concerned;
  - Counter reply to the said response;
  - Recourse to legal action;
  - Recovery of punitive fine amount (Rs. 4,75,22,0000/-) by taking recourse to the Provisions of relevant Public Demands Recovery Act applicable to the State of Orissa.

**National Child Labour Projects – Special Schools opened under the aegis of NCLPs – Management thereof – expected outcome and actual outcome:-**

In all 18 NCLPs have been sanctioned for 18 districts of which 14 have been operational and 4 are yet to be operational (Malkangiri, Sambalpur, Bargarh

and Balasore). As a matter of fact, Malkangiri NCLP was operational for about six years when evidence of gross financial irregularities/misappropriation was found in January, 2004 and 40 Special Schools under the NCLP have been discontinued w.e.f. 12.7.2005. The ex-Project Director, Accountant and 2 field officers have been placed under suspension and disciplinary action has been initiated against them. A special audit of the NCLP accounts has also been conducted by the auditors of Labour and Employment Department during January – February, 2005. The audit report revealed huge amount of misappropriation. The State Vigilance Department has lodged five cases under Prevention of Corruption Act bearing case No. 20/2004, 16/2005, 22/2005, 23/2005 and 06/2006 and has since submitted charge sheets against the ex-Project Director and ex-Accountant. The above is a glaring example of the following:-

- Selection of persons as Project Director and Accountant who do not possess basic character and integrity so crucial to the functioning of NCLPs;
- Lack of vigilance and surveillance over activities of NCLP by the officers of the department by inspection, supervision and periodic reporting of performance of NCLPs to the State Government;
- Absence of audit of accounts from time to time;
- Inability of the Collector and Chairman of the Society to devote as much time and attention to the activities of the society as necessary;
- Operationalising a Project (as NCLP Malkangiri) without a proper survey, without identifying children engaged in hazardous work, withdrawing such children from work and enrolling them in special schools under the NCLP.

Similar complaints of misappropriation of the stipend amount (Rs.100/- per student) were made in course of my visit to Special School, Maidapur in Papadahandi Block of Nawrangpur district on 18.12.2006 (forenoon). It was represented that the stipend amount is not being fully and regularly credited

into the pass books which are to be jointly opened and operated in the name of the child and parents. On being questioned by me it was explained by the Project Director NCLP that full amount of stipend has been deposited upto September, 2006 in Post office, KCC Bank and Utkal Gramya Bank. Secretary, Labour and Employment Department should organize a special audit of the accounts of NCLP, Nawrangpur with reference to the specific allegations of misappropriation of the stipend amount made at the time of my visit.

### **Impressions at the time of visit to NCLP Special Schools in the KBK region:**

#### **Accommodation:**

The buildings which are being used for Special Schools under a NCLP are either departmental or private ones. There are wide variations in terms of –

- Adequacy of space;
- Lighting and ventilation;
- Condition of the building (free from seepage, cracks etc.);
- Kitchen garden;
- Conservancy facilities (toilet with flushing arrangement);
- Playground.

#### **Quality of the teachers as a valuable human resource:**

Considering the low level of literacy and education in the KBK region sincere efforts have been made by the District Child Labour Project Society to recruit teachers within the best possible resources available within the district and in the area. There is, however, urgent and imperative need for proper training and retraining of teachers to improve their general proficiency in teaching and in particular, proficiency in the following areas:-

- Ability to give dictation with proper pause;
- Ability to correctly pronounce the words;



- Ability to write clearly, legibly and in straight lines on the blackboard;
- Ability to continuously engage students in drills and exercises, dialogue, discussion, story telling/singing in a chorus, reflecting and unraveling the mysteries of the universe, developing a sense of wonder and inquisitiveness and ability to improve handwriting of students;
- Ability to carry out correction of mistakes in the exercise books of students neatly and legibly in red ink with signature and date and simultaneously provide guidance so that the mistakes are not repeated;
- Ability to teach numeracy (the science of numbers) in an imaginative and innovative manner.

**Proficiency of Learners in mother tongue, arithmetic, social sciences, general/earth sciences, environment etc.:**

- The proficiency of the learners in all the areas listed above is of a very low order;
- They are generally not attending to the drills and exercises at the end of every lesson. Neither the teacher is asking them to attend nor they are doing it of their own.
- The exercise books are too small, plain, not rolled ones and do not leave any space for the teacher to carry out corrections; their maintenance is also untidy;
- Children are not able to pronounce words correctly, read sentences with proper pause and correct emphasis;
- They are not able to take dictations and record the dictated passage neatly and legibly;

- When they start reading they fragment a word into alphabets and read those alphabets one by one;
- They are not able to write in straight lines. As they write, they are using large and small letters even for a word which gives a peculiar shape to it;
- The ability of learners to comprehend what is being written on the blackboard, what is being dictated and what is being read by the teachers or by themselves is too poor;
- On the whole, the pace and progress of learning is extremely slow and unsatisfactory;
- Even though the students are in the middle of the year teachers have not been able to finish even 1/3<sup>rd</sup> of the text;
- The teachers are not giving any home tasks nor any home task is being attended to by the students of their own at home;
- Without achievement of the minimum levels of learning there will be no empowerment of boys and girls as productive human resources of the future and no worthwhile progress can be thought of.

My visits to lower and upper primary classes in the formal school system, to sevashrams, ashram schools and ashram high schools, to orphanages and schools managed by these orphanages did not evoke any better response. Even my interaction with students who have passed out from special schools of NCLP, who have been mainstreamed into the formal school system and many of whom are pursuing higher education in colleges produced poor specimens in terms of (a) receptivity (b) retentivity (c) practical application of what has been learnt (d) cognitive skills (e) affective skills (f) psychomotor skills and (g) general and social awareness.

Right of access to health, hygiene, sanitation, food and nutrition is as important as the right of access to free, compulsory and universal education. As a matter of fact, both go together and a balanced combination of both is

necessary in the making of a complete man or woman. In the KBK region this combination is sadly lacking. It was observed by me in course of my whirlwind tour in the region that many children wear a hungry look, many of them on being asked reported that both the parents go out for work early morning, there is nothing to eat at home at that early hour and, therefore, they come to the school hungry. Since mid day meal is being provided in the formal schools as also in the special schools of the NCLP around 1 PM, the gap will be too long if children are not given any snacks at all (biscuits, upama, chuda etc.). This is likely to cause acidity in the student. The per capita allocation for one mid day meal is Rs. 5/-. It should be possible to carve out a small portion of this (between Rs.1/- to Rs. 1.50/- or even Rs.2/-) to serve snacks. This should be universally implemented as otherwise a long gap of 6 to 7 hours would cause acidity which will be very difficult to correct later.

Malaria (including Cerebral Malaria) is a deadly killer; it has come back with a vengeance. The malarial parasites today are largely immune to repellants. Malaria has, therefore, got to be prevented at any cost. Many children in class rooms of special schools of NCLP reported to me that they had fever at home; some even reported that fever is persisting while they are sitting in the classroom. There are two ways by which malaria can be prevented. One is consumption of Cloroquin tablets according to prescribed dosages and second is use of mosquito nets. As far as the first is concerned Cloroquin in sufficient quantities is being distributed to households through anganwadi centres. Anganwadis workers at many AWCs confirmed this. What, however, was not confirmed by them was whether people are consuming them, if so, in what quantity and at what intervals and whether any one is checking this. As far as the second is concerned mosquito nets are coming in sizeable quantities from Government of India. These are being impregnated with DDT and supplied to the BPL households free of cost. I, however, did not see any evidence of the households making use of these nets. This could be on account of the fact that (a) they are used to sleeping in the open and may be finding it rather odd or inconvenient to use the nets (b) nets impregnated with DDT may be repulsive to them and (c) mud huts

do not have any hooks where nets can be fixed. The first two are primarily questions of spread of awareness through health education while the third is a question of supplying hooks and making poor households used to the technique of firmly fixing nets on these hooks for preventing mosquito bite.

The Central message around preservation of health needs to be disseminated in simple, colloquial and easily intelligible language or admixture of language and local dialect. Such a package in professional communication is called IEC or Information, Education and Communication. The message that health is associated with preservation of life of human beings and their children will have to be inculcated into the psyche of parents. It should be told and retold till the desired effect has been created. The message that children in a hungry stomach cannot absorb or assimilate the basic tenets of instructional lessons which are imparted in a class room and, therefore, they should be properly fed before being sent to the school will have to be similarly instilled into their minds.

Alike easy and even access to education and health, nutrition is vital for survival of all human beings. Nutrition is primarily a function of food; it is also closely associated with water, sanitation, hygiene and culture. Culturally people have certain taboos against sanitation (installing toilets within residential premises) and eating green and leafy vegetables. It was observed in Nawrangpur district that even if people are growing vegetables, kandul, sugarcane and manufacturing khand sari (gur) they are selling most of them and are not used to consuming them. This results in Vitamin A, iron, calcium and protein deficiencies. The harmful effect of these deficiencies will have to be told and retold to people through skits, nukkad nataks, role plays, simulation exercises etc. Similar exercise will have to be carried out for protecting animal health, to improve production of milk and milk products (for calcium and protein) and so on.

In course of the entire KBK tour 2 institutions and 2 individuals struck me most. The institutions are (a) anganwadi centre (b) SHG.

## I Anganwadi Centre:

Every anganwadi is a focal point of integration of health, pre-school education and nutrition while every anganwadi worker can be an effective ambassador between Government and people in terms of spread of a number of central messages relating to health, education and nutrition as also an effective change agent to transform the lives of people from fads, make beliefs and obscurantist ideas to a rational, secular and scientific temper. She can be as much a crusader against money lending, poverty, indebtedness, male addiction to alcohol, caste based untouchability, discrimination and bondage as against malaria, jaundice, hepatitis, cholera, enteric fever and T.B. She can be an effective medium to instil in the minds of people right attitudes and approaches to life based on the principles of moderation, tolerance, harmony and integration.

## II SHGs:

If an anganwadi worker can mobilize and organize people against excessive spending and in favour of thrift, SHGs constitute the mechanism for such mobilization and organization. SHGs are formed on the principle of 'United we stand and divided we fall'. SHGs are grass root organizations which can bring a perceptible difference to the lives of the poor, the deprived and disadvantaged through –

- putting an end to money lending, indebtedness and bondage;
- promoting thrift, moderation and an autonomous existence;
- putting an end to the culture of silence and dependence;
- enabling and facilitating vibrant participation of people in their own activities and making them open up and articulate their concerns;
- installing a number of relevant and worthwhile economic activities (rice huller, marketing of agricultural produce (vegetable and crop production), transportation of other products and social activities (immunization, family planning, female literacy, anti-liquor campaign etc.).

The two individuals who struck me most in course of my KBK tour are:-

1. Shri Pradeep Kumar Naik,  
Project Director, Sarva Shikshya Abhiyan, Balangir.
2. Dr. P.K. Nanda, ADMO, Nawrangpur.

1. Shri Naik has brought out a set of 5 teacher's guides captioned 'Prayas' as under:-

1. Teacher's guide on mother tongue;
2. Teacher's guide on Arithmetic and Environment;
3. Teacher's guide on Arithmetic, Science, Social Science and English;
4. Teacher's guide on language, Arithmetic, Science, Social Science and English;
5. Teacher's guide on language, Arithmetic, Science, Social Science and English.

The five teacher's guides are meant for imparting the basic teaching skills and ensuring acquisition of the minimum levels of proficiency in mother tongue, arithmetic, general and earth sciences, social science and environment by the students from Class I to Class V. The guides have been exceedingly well visualized and well illustrated. The theme, duration, ambit of proficiency, class room related proficiency and what is expected of the learner etc. have all been brought out in simple Oriya language with total clarity, precision and comprehension.

Even though the geographical, topographical, agro climatic and socio-cultural conditions as also the teaching learning environment varies from district to district within the State and within the KBK region, 'Prayas' is an excellent initiative and aid in identifying the minimum levels of proficiency for every learner pertaining to a particular class (I, II, III, IV or V) and using the same as minimum milestones or goals for every teacher.

Even though 'Prayas' is a collective effort of a number of creative forces, and energies it bears the indelible stamp of educational innovation of Shri Naik: Prayas deserves to be made use of by all educational and training institutions in the State as an excellent teacher's manual.

Importance of spread of health awareness through a set of creative and innovative methods has been emphasized earlier. Dr. P.K. Nanda, ADMO, Nawrangpur has rightly perceived and internalized some of the central messages in health education and has designed an excellent package for both preventive and curative health services which are being administered through PHC (10) at Block Headquarters, new PHCs (37) and Sub Centres (222). There may not be something very new in the preventive and curative measures which he has adopted to deal with malaria (indoor residual spray, medication of bed nets, biological vector control, early detection and prompt treatment), control of other water borne diseases, National Leprosy Eradication Programme (NLEP) under which the disease has almost been eliminated by achieving prevalence rate 0.6 per 10,000 population etc. but there is a passionate involvement with commitment as also adoption of a systematically planned, coordinated and concerted way of dealing with certain deadly killers (like malaria and cerebral malaria). This involvement and commitment came out very clearly and convincingly in course of my district level review at Nawrangpur on 18.12.2006.

The Institution (NGO) which impressed me most was the Koraput (Baipariguda being the precise location) branch of Centre for Youth and Social Development (CYSD). Some of the outstanding features of their work and contribution are:-

- The NGO has a perfect understanding of the geography, topography and demography of the region. This understanding was clearly articulated by the Project staff at the time of my visit to the Project on 20<sup>th</sup> December, 2006;

- Over the years the NGO with a team of experienced and dedicated professionals has been able to develop professional expertise in the following areas:-
  - Project formulation and implementation with special reference to integrated watershed planning, management and development, horticulture, fisheries, agricultural extension, agro-forestry, animal husbandry and veterinary, sustainable livelihood for survival of poor households, management of community, grain banks, training members of SHGs etc.;
  - Participative governance through (a) facilitating formation and capacity building of gram sangathan in each village (b) ensuring adequate representation of women in the gram sangathan (c) organizing women under SHGs in each village and strengthening them through networking (d) sensitizing PRI representatives (e) encouraging community participation in Pallisabha and Gram Sabha etc.

The achievements over the last 10 years (1996-2006) of rigorous planning have been impressive. This could be seen from the following:-

- 160 gram sangathans are at work in 160 villages;
- Village planning has been undertaken in 72 villages;
- 3 gram panchayats witnessed Panchayat level acceptance of plans;
- 2 PRCs are working as information support points for Sarpanches and other PRI/CBO functionaries;
- 135 CBO/SHG/PRI leaders are under stewardship of 4 gram sangathan federations and are following up issues on RTI, NREGs in their GPs.

I watched with great interest for over an hour how Palli Sabha/Gram Sabha women members and members of SHGs who are members of ST



community through training imparted at PRAYAS have been able to articulate their concerns as also ideas with complete freedom and spontaneity, with strength, courage and self confidence.

In the ultimate analysis the problems of KBK region are combined problems of regional economic disparity and regional backwardness. There are certain components of this disparity and backwardness which are partly manmade and partly contributed by Nature. For dealing with both, a long term package approach is needed to deal with the problems of physical and social infrastructure (with emphasis on education, health and nutrition) to create avenues of stable and durable employment, to eliminate middlemen, to minimize the incidence of migration, to put a stop to human trafficking across state borders and to create avenues of a decent and dignified livelihood for the poor, deprived and disadvantaged while protecting and conserving environment (including ecological balance). Problems of the region which are the outcomes of cumulative neglect for years cannot be addressed overnight; they need to be addressed with grit, courage, determination and patience on the one hand and empathy and sensitivity on the other.

**Summary of observations, conclusions and recommendations:**

**KBK region – geographical, topographical and demographic features:-**

- The region comprises of eight districts, 14 sub divisions, 37 Tahasils, 80 CD Blocks, 1437 Gram Panchayats and 12,104 villages;
- It has a total area of 48497.4 sq.km and a population of 72.48 lakh;
- The region is characterized by gravelly, redmorrum or sandy/loamy soil with a small percentage of alluvial/black cotton soil;
- The region (barring Nawrangpur) is substantially undulating with extensive soil erosion and limited capacity of soil to retain rain water;
- Planned and concerted afforestation and drought proofing measures have made some difference on the forest and vegetal cover in the region which was on the decline;

- Similar measures for integrated watershed planning, management and development in some parts of the region have made substantial difference to improvement of water table, moisture content, biomass, capacity of soil to retain water;
- Demographically speaking the region accounts for a sizeable percentage of the total population as members of SC & ST (38.74%);
- The average rate of literacy has improved from 29.13% in 1991 to 43.36 in 2001;
- The BPL families in KBK region account for 73.31% of the total number of families which is higher than the state average of 66.23%;
- There are certain established pockets within the state from which people migrate (Balangir, Titlagarh, Kantabanji, Sonapur, Nuapada, Kalahandi, Nawrangpur and Rayagada) and certain established regions/states where they migrate (Andhra Pradesh, Karnataka, Tamil Nadu, Maharashtra and Kerala);
- Both pull and push factors are responsible for out migration from the KBK region;
- Migration is also partly suo moto or voluntary but largely migration through recruiting agents;
- Both are associated with exploitation and denial of basic human rights such as (a) denial of statutory benefits like journey and displacement allowance (b) long working hours (c) deduction of commission from wages for payment to middlemen (d) absence of safety/appliances (e) non reporting of accidents (f) non deposit of workmen's compensation (g) poor quality of accommodation (h) denial of health and medical care according to scales prescribed;
- Women and children accompanying adult male members in a family are the worst sufferers in the process of migration;

- While children become victims of educational deprivation women are victims of sexual harassment at the work place. There is attendant dislocation of the even tenor of home/family life;
- A good beginning has been made by the Project Director, Sarva Shiksha Abhiyan, Balangir to provide 'Residential Care Centres (RCC)' for children. This is an imaginative and innovative experiment which will prevent children from accompanying the adult parents;
- Such an experiment needs to be universally replicated all over the State so that lives of children are spared, childhood is protected and children's right to education is protected.

### **Bonded Labour System**

#### **State Profile:**

- Orissa had one of the earliest Regulations relating to debt bondage namely 'Orissa Debt Bondage Abolition Regulation, 1948 which prohibited 'Gothi', a form of bonded labour system but its impact even after decades of operation was minimal;
- Series of bold and imaginative measures were launched by the Government of Orissa after promulgation of Bonded Labour System (Abolition) Ordinance 24.10.1975;
- Impact of such measures was, however, minimal in as much as between 24.10.1975 to 31.10.1980 barely 350 bonded labourers could be identified and freed;
- Introduction of a new programme called, 'Economic Rehabilitation of Rural Poor' in 1980 brought about a sea change in the scenario in as much as between 1980-81 to 1984-85, over 15000 bonded labourers were identified and released;
- A State Level Committee under Chairmanship of Addl. Chief Secretary was constituted to plan, monitor, coordinate and supervise

implementation of programmes relating to identification, release and rehabilitation of bonded labourers on the ground;

- This Committee is no longer in existence now. The urgency and seriousness of concern with which the issue of elimination of bonded labour system was viewed in 70s and 80s are no longer visible;
- No fresh survey has been undertaken after 2001-2002 even though financial assistance from the Ministry of Labour, Government of India @ Rs. 2 lakh per district once in 3 years is available for this purpose;
- No precise information is available on the methodology which was adopted for the survey in 2001-2002;
- A sample study of 10 case records in Malkangiri Sub division confirmed that identification of bonded labour system even through NGOs has not been conducted properly resulting in dropping of many cases by the SDO Malkangiri and competent authority u/s 21 of Bonded Labour System(Abolition) Act for this purpose;
- There is urgent and imperative need for imparting orientation and training to the following personnel:-
  - Chairperson and members of all Vigilance Committees;
  - SDOs and all other Executive Magistrates appointed u/s 21 of Bonded Labour System(Abolition) Act;
  - All district and sub divisional level functionaries whose services are enlisted for identification, release and rehabilitation of bonded labourers.
- The State Government has issued notifications constituting Vigilance Committees in all districts and sub divisions (including 8 KBK districts) but there is no mechanism at the State level to review and monitor the performance of these bodies;

- This underscores the need for restoration of the State level committee which was in existence in 80s to monitor, coordinate and oversee implementation of the law and schemes on the ground.

### Bonded Labour:

### KBK Profile:

- There has been a perceptible and qualitative change in a number of areas with implementation of the revised Long Term Action Plan for KBK districts (1998-99 onwards) as brought out by Shri Chaman Lal, ex-Special Rapporteur, NHRC in his successive reports.
- Debt bondage, however, is the outcome of
  - Landlessness;
  - Assetlessness;
  - Lack of avenues of stable and durable employment;
  - Non payment of a living wage/remuneration;
  - Ceremonial and personal consumption needs for which expenditure which is in excess of the income leads to indebtedness which in turn leads to bondage.
- Harsh geography and topography (undulating landscape, low water table, poor quality of soil), harsh agro climatic conditions (rainfall not evenly spread, low capacity of soil to retain water, extensive waste land, insufficient harnessing of irrigation potential), successive cycles of flood and drought, decline of forest and vegetal cover due to drought for successive years, decline of productive assets (milch animals) and increasing malnourishment are some of the well known features of poverty of KBK region;
- A number of interventionist strategies and measures have been in place for successive years (70s, 80s and 90s) to deal with the harsh geography, topography, demography and agro climatic conditions

obtaining in KBK region; they have produced many desired results too;

- There are, however, serious problems of delivery;
- There is pervasive landlessness in KBK region. Majority of the bonded labourers are landless (both homestead and agricultural land);
- Wherever they have land (a very small area) no extension effort is forthcoming from the officers of agriculture department to provide orientation and guidance to them on (a) suitability of the soil for particular species to be grown (b) how to maximize output by making available all possible inputs and with forward and backward linkage and (c) the economics of growing certain species vis-à-vis their nutritive value;
- There is no extension support from officers of horticulture department either about the species i.e. of fruits and vegetables which can be grown on the homestead land, which can be remunerative as also nutritive;
- With a little initiative and interest on the part of officers of line departments (RD, PWD, Irrigation, Water Supply and Sanitation etc.) executing works programmes in KBK region, wage labourers can be mobilized and organized to form Self Help Groups (SHGs) and can be persuaded to part with a portion of their earnings to be put in the corpus of the SHG. This will promote thrift, minimize indebtedness and prevent bondage;
- Such initiative regretfully was not forthcoming from the officers of these departments;
- The animal husbandry and veterinary department did not feel sufficiently involved with production, productivity, upkeep and maintenance of productive assets (milch animals). The involvement seemed to be over with distribution of assets. It did not matter to them

as to (a) how the beneficiaries will travel such long distances (over 10 to 12 Kms.) with the productive assets for their treatment at LI point/dispensary with loss of wages for the whole day (b) how they will support themselves and the assets during a dry period and (c) how they can afford the cost of cattle feed, insurance premium for insurance of the assets and cost of medicine/concentrate etc.;

- The delivery mechanism which is effete is also rife with permissiveness and licentiousness. It came out very clearly in course of visit to Kutuli Gram Panchayat in Rayagada how the genuinely poor, economically deprived and disadvantaged were being excluded from the purview of assistance under IAY while the better off were invariably being favoured for considerations which are best known to the decision makers in IAY;
- On the whole while employment, wages, livelihood, access to public distribution system, promotion of thrift and an autonomous existence (exactly opposite of bonded existence) were inextricably intertwined, no planned, coordinated and concerted efforts have been made to establish and sustain this linkage;
- Similar linkage needs to be established between
  - poverty;
  - low intake of food and nutrients;
  - under nutrition/malnutrition;
  - repeated assaults from nutrition related diseases and infections;
  - stunted development of children;
  - small body size of adults;
  - impaired productivity;
  - low earning capacity;
- Nowhere such a nexus was more relevant than the KBK region which underscores the importance of launching a massive campaign or movement for promotion of nutrition;

- This is relevant for victims of bonded labour system as
  - most of them are victims of malnutrition;
  - malnutrition reduces work capacity and productivity;
  - it enhances mortality and morbidity amongst children.
  
- Occurrence and recurrence of bonded labour system can be prevented by adoption of a long term perspective plan with the following components:-
  - access to micro credit through SHGs;
  - implementation of land reforms;
  - access to full, freely chosen and productive employment;
  - enforcement of the law on minimum wages to pave the way for a living wage;
  - strengthening the public distribution system;
  - access to skill training (for both skill formation & upgradation);
  - minimizing the incidence of distress migration.
  - Promoting and reinforcing all the social indicators of development such as early childhood education, primary and elementary education, primary health care, immunization and nutrition, hygiene and sanitation etc.
  
- The State Government would do well to conceptualize and progressively implement in phases such a perspective plan;

### Child Labour

#### Magnitude of the problem

- There are 3 sets of figures obtaining in Orissa in regard to number of working children. These are:-
  - 3,77,594 – according to 2001 decennial census;
  - 2,15,222 – according to survey conducted by the State Government;
  - 6,03,290 (potential working children) – according to the findings of the survey conducted by Sarva Shikshya Abhiyan.



- These need to be reconciled on the basis of a thorough scientific analysis. One of the ways to do so is to conduct a fresh and second round of household and establishment wise survey in a discrete manner by (a) constituting required number of survey teams (b) providing orientation and training to the members of the team (c) collection, compilation and analysis of the data to arrive at correct conclusions.

### **Administrative Infrastructure**

- The Labour and Employment Department is the administrative department looking after elimination of Child Labour.
- The Department is being assisted by (a) a State Level Task Force on Child Labour (b) a State Level Coordination Committee on elimination of Child Labour (c) a State High Level Committee with Chief Minister as Chairman and Secretaries of concerned departments as members;
- The political will, commitment and determination of the State Government towards elimination of child labour is clearly pronounced with involvement of the Chief Minister in the entire process;
- Sincere leadership and directions for elimination of child labour would be clearly forthcoming from this State Level Committee with Chief Minister as Chairman, there is apparently no need to continue another State Level Coordination Committee with Addl. Chief Secretary as Chairman;
- There is, however, more urgent and imperative need for strengthening the Labour department in the Secretariat, Labour Directorate both at headquarters and in the field by the following:-
  - In pursuance of the directions of the apex court a cell is required to be opened in the department to oversee the status of

compliance with the directions of the court. The cell should be manned by either a JLC or DLC;

- The Rural Labour Cell is the Directorate with 65 posts of rural labour inspectors should be restored to its original strength (of 65 posts only 30 are in position);
- Over a period of time and progressively, there should be at least one rural labour inspector for each of 314 Blocks;
- All DLOs must be provided with atleast one ALO and required non gazetted staff;
- All old and unserviceable vehicles must be replaced by new ones;
- Mobility being extremely important for inspection and inspection being crucial to secure compliance with statutory obligations, required number of vehicles should be placed at the disposal of zonal and district level officers;
- For a better, quicker and more effective interface with the outside world all zonal and district level officers should be equipped with modern communication gadgets.

**Determination of the age of children:**

- This is crucial for determining the magnitude of the problem of child labour and proper enforcement of Child Labour (Prohibition & Regulation) Act;
- The birth of each child in the State must be registered under the Births and Deaths Act, 1969;
- In view of chronic malnutrition in KBK region and the impact of such malnutrition on stunted growth and early ageing a region wide mass

educational campaign to promote nutrition should be launched through:-

- Formation of community grain banks through NGOs/Voluntary Action Groups/SHGs in each of the 12,104 villages;
- Inculcating the habit of consumption of high caloric and balanced food (including consumption of leafy vegetables);
- Intensive growth monitoring of height, chest, weight etc. of all children through anganwadis in ICDS.

#### **Compliance with directions of the Supreme Court**

- 23,761 children were withdrawn from hazardous work but only 2460 were enrolled into formal system of education. No explanation was forthcoming as to why all of them could not be enrolled into the formal school system;
- As against Rs. 4,75,22,000/-, a meager amount of Rs. 1,20,000/- has been collected from six offending employers only. No plausible explanation is forthcoming as to why the full amount could not be recovered from the offending employers @ Rs. 20,000/- per working child;
- The track record of compliance with the other directions is very unsatisfactory. This needs a thorough review by the Development Commissioner or the Chief Secretary.

#### **Management of NCLP:**

- In all out of 30 districts, 18 have been covered by 18 NCLPs. Of the 18, 3 are non operational (Sambalpur, Bargah and Balasore) and the operations in NCLP, Malkangiri stand suspended due to gross financial irregularities and misappropriation found in January, 2004;

- Similar complaints of non deposit of the full amount of stipend (Rs. 100/- per child) in parts of Nawrangpur district need to be promptly investigated;
- The quality of teachers, quality of teaching learning process and levels of proficiency of students in mother tongue, arithmetic, social sciences, environment etc. leave much to be desired. These need urgent and serious attention;
- One of the ways to deal with the poor levels and the poor quality of the total teaching learning process is to provide a strong dose of teacher's training through DIET/DRU/SCERT /other training institutions at the state and district level and go on repeating the training till the desired objective has been fulfilled;
- Such training apart from dealing with cognitive, affective and psychomotor skills should also comprehensively cover the areas such as:-
  - access to health and hygiene;
  - access to sanitation;
  - access to food and nutrition.
- Some earnest and sincere initiative in most of the KBK region have been taken to mobilize and organize the rural poor into Self Help Groups with laudable activities. If promoted and institutionalized on a larger scale this could pave the way for a decent, dignified and autonomous existence for a large number of people living below the poverty line who are most vulnerable to bondage;
- Similarly through anganwadis and anganwadi workers under the ICDS (the world's single largest programme) in the KBK region a lot of sincere efforts have been made to create a band of social workers who can be true ambassadors between Government and the people in the field of early childhood education, nutrition through pre school

feeding, check up of health, immunization, prevention of malaria and cerebral malaria and recreation;

- The inspiring work and contribution of PRAYAS, an outfit of Centre for Youth and Social Development, a Bhubaneswar based NGO (CYSD) could be documented and disseminated to other NGOs in KBK region and other parts of the state so that these examples can be replicated.

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**Annexure-I****Names and designation of officers who attended the State Level Review Meeting at Bhubaneswar on 13.12.2006**

S.No.	Name and Designation
1.	Dr. L. Mishra, IAS(REtd.), Special Rapporteur, NHRC.
2.	Shri G.K. Dhal, IAS, Commissioner-cum-Secretary, P.R. Department.
3.	Sri Saswat Mishra, IAS, Director (Special Projects) PR Department.
4.	Sri B. Baral, OAS (SB), Joint Secretary, PR Department.
5.	Smt. Usha Padhee, IAS, Director (Social Welfare) Women & Child Development Department.
6.	Shri B.K. Nanda, Special Secretary, Home Department.
7.	Sri R.P. Das, Addl. Secetary, S&ME Department.
8.	Sri R.N. Rout, Addl. Secretary, Revenue and D.M. Department.
9.	Sri Biswajit Mishra, Joint Secretary, SC & ST Development Department.
10.	Dr. P.C. Das, Director, State Labour Institute, Bhubaneswar.
11.	Dr. A.B. Ota, SCSTRTI, Bhubaneswar.
12.	Sri K.N. Jena, PD, DRDA, Dhenkanal.

13.	Sri S.C. Samantray, Addl. Project Director, DRDA, Puri.
14.	Sri K.C. Patajoshi, Under Secretary, Home Department.
15.	Sri P.K. Mohanty, District Labour Officer, Cuttack.
16.	Smt. Das, Assistant Director, Directorate of Family Welfare.
17.	Smt. Geetanjali Pati, District Labour Officer, Khurda.
18.	E. Mohanty, SIRD, Bhubaneswar.
19.	A. Patra, Faculty, SIRD, Bhubaneswar.
20.	Sri J.K. Patnaik, Faculty, SIRD, Bhubaneswar.
21.	Sri S.C. Das, Instructor, SIRD, Bhubaneswar.
22.	Sri S. Chkrabarti, Instructor, SIRD, Bhubaneswar.

**Annexure-II****Names and designation of officers who attended the State Level Review Meeting at Bhubaneswar on 14.12.2006**

S.No.	Name and Designation
1.	Dr. L. Mishra, IAS(REtd.), Special Rapporteur, NHRC.
2.	Shri G.K. Dhal, IAS, Commissioner-cum-Secretary, P.R. Department.
3.	Sri Saswat Mishra, Director, Special Projects, P.R. Department.
4.	Sri B. Biswal, OAS (SB), Joint Secretary, P.R. Department.



## Annexure-III

Names and designation of officers who attended the District Level Review Meeting at Sonepur on 15.12.2006

S. No.	Name and Designation
1.	Paramananda, ADM.
2.	Nirmal Chandra Satapathy, Sub Collector, Birmaharajpur.
3.	Mihir Chand Mallick, Sub Collector, Subarnapur.
4.	Jyoti Kumar Lakra, BDO, Dunguripali.
5.	Paramananda Behera, BDO, Tarava.
6.	Gupta Chandra Bisoi, BDO, Binka.
7.	Dr. Pramod Kumar Panda, DI of Schools, Subarnapur.
8.	Dhaneswar Somesti, DWO, Subarnapur.
9.	Sahadev Jal, APD Trg. DRDA Subarnapur.
10.	S. Pattnaik, ADF-cum-CEO, FFDA, Subarnapur.
11.	Jayadev Pati-Distt. Planning Officer, Subarnapur.
12.	Prasanna Ku. Jena, ASCO, Subarnapur.
13.	Baisnab, DAO, Subarnapur.
14.	P.C. Subahu Singh, ARCS, Subarnapur.
15.	K.K. Patra, Tahasildar, Binka.
16.	S.P. Patnaik, SBI, Subarnapur.
17.	Tularam, CSO, Subarnapur.
18.	Padma Charam Patra, Jr. Horticulture Officer C/o Horticulturist, Subarnapur.
19.	A. Mohanty, Addl. Tahasildar, Birmaharajpur.
20.	Tribikram Kumura, OAS, Addl. Tehsildar, Ullunda.

21.	S. N. Pradhan, Dy. Collector, Emergency.
22.	Ganeswar Kanhar, OAS, Tehsildar, Subarnapur.
23.	Snihari, DFO, Subarnapur.
24.	B.D. Sahoo, BDO, Birmaharajpur.
25.	Sabitri Nayak, DSWO, Subarnapur.
26.	Manoja Devi APO (Adm.), DRDA.
27.	Ramesh Ch. Bag, ABDO, Subarnapur.
28.	Chitrasen Pasayat, BDO, Subarnapur.
29.	S. Choudhury, CE, DSMS cum Addl. PD(SE), DRDA, Subarnapur.
30.	Dr. (Mrs.) S. Mohanty, CDMO, Subarnapur.
31.	Madhu Chhanda Sahu, Dy. Collector(Estt.), Subarnapur.
32.	Panchanan Mahamana, WEO, Subarnapur.
33.	Narayan Chandra Sethi, DPRO, Subarnapur.
34.	Upendra Kumar Debata, Supervisor O/o ADT, Subarnapur.
35.	Santosh Kumar Senapati, Dy. Collector (Mizarat), Subarnapur.
36.	Bijaya Kumar Kanhar, BDO, Ullunda.
37.	Sri J.N. Goud, ABDO, Ullunda.
38.	Pradeep Kumar Nayak, Tahasildar, Birmaharajpur.
39.	Benudhar Pradhan, Distt. Reporter.
40.	Aurobindo Pujahari, Distt. Correspondent, AIR and DD.
41.	Brajabandhu Behra, WEO, Dunguripali.
42.	Nabin Kishor Nanda, WEO, Binka.
43.	Horilal, Field Officer, NCLP, Subarnapur.

44.	Mahendra Mahananda, District Vigilance Committee Member.
45.	Umakanta Jena, DLO & PD, NCLP, Subarnapur.
46.	Jayachandra Panda, DI of Schools, Birmaharajpur.
47.	Rajani Kanta Panda, Journalist, Orissa Times.
48.	Dhirendra Dani, Reporter, Orissa T.V.
49.	Mr. Panda, Reporter.

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**Annexure-IV**

**Names and Designation of officers who attended the District Level Review Meeting at Bolangir on 16.12.2006**

Sl. No.	Name and Designation
1.	Manmohan, ADM, Bolangir.
2.	H.P. Nag, PDDRDA, Bolangir.
3.	Pradeep K. Bhoi, Distt. Labour Officer, Bolangir.
4.	Pradeep Kumar Nair, DPC SSA I/c, PD NCLP.
5.	Arun Kumar, ACF O/o DFO, Bolangir (East) Division.
6.	Niladri Behera, ACF, Bolangir (East) Division.
7.	Chandrakanta Nayak, DIPRO, Bolangir.
8.	D. Sahu, Inspector of Schools, Bolangir.
9.	Smt. Sakuntala Bhoi, DSWO, Bolangir.
10.	Miss M. Behera, CYM, DIC, Bolangir.
11.	Paleswar Kumbhar, Distt. Panchayat Officer.
12.	Nabin Kumar Dash, District Welfare Officer.
13.	Dr. R.P. Mishra, CDVO, Bolangir.
14.	Mayadhare Parida, CSO, Bolangir.
15.	Sitaram Pradhan, BDO, Punitales.
16.	Subhash Chandra Dash, BDO, Khaprahal.
17.	Bishnu Gyanik, WEO, Khaprahal Block.
18.	Srinibas Nayak, APD, Water Sheds.
19.	B.C. Sahoo, SMS (Cotton), Bolangir.
20.	B.K. Mohanty, FMS O/o DDA, Bolangir.
21.	K.K. Mahaling, AHO Representative of DDH, Bolangir.

22.	R.N. Mallick, BDO, Bolangir.
23.	S.K. Dora, WEO, Loisingha Block.
24.	N.B. Patnaik, BDO, Loisingha.
25.	D. Suna, ABDO, Patnagah.
26.	M.K. Purohit, WEO,
27.	Tapinam Majhi, BDO, Deogaon.
28.	Shankarsan Behera, BDO, Saintala.
29.	B.N. Mishra, Sub Collector, Patnagah.
30.	A.K. Bag, Sub Collector, Titilagarh.
31.	N.K. Mund, Sub Collector, Bolangir.
32.	Dr. C.S. Panigrahi, ADMO, FW/Immunization, Bolangir.
33.	B.Ch. Bain, BDO, Titilagarh.
34.	Ananda Ch. Mishra, ABDO, Tureikela.
35.	Jugal Kishor Behera, WEO.
36.	Ranjit Kumar Dey, Inspector of Mines.
37.	Paravat Kumar Ojha, Mining Officer.
38.	Bhiktabadhu Sahu, ARCS, Bolangir.
39.	Ranjan Kumar Behera – Asstt. Labour Commissioner, Bhawanipatna.
40.	A. Kumar Padhan, DI of Schools, Patnagesh.
41.	Sarbeswar Tripathi, DI of Schools, Bolangir.
42.	Durga Prasanna Biswa, SDFO, Bolangir.
43.	Prasanta Kumar Mishra, ADF, Bolangir.
44.	Sarat Ch. Sahu, Salem, BDO, Belpara.
45.	Sri Diptomanto Bhoi, WEO, Gudvela Block.
46.	Jaya Kumar Mish, BDO, Agalpur.
47.	P.K. Nayak, WEO, Agalpur.

**Annexure-V****Names and designation of officers who attended the District Level Review Meeting at Nuapada on 16.12.2006**

S. No.	Name and Designation
1.	Sri A.K. Ratha, ADM, Nuapada.
2.	Sri S.K. Mohapatra, Supdt. of Police, Nuapada.
3.	Sri B.C. Sethi, Project Director, DRDA, Nuapada.
4.	Sri J.K. Ratha, Deputy Labour Commissioner, Bhawanipatna.
5.	Sri R.K. Behera, Asstt. Labour Commissioner, Bhawanipatna.
6.	Sri D.R. Pandey, Sub Collector, Nuapada.
7.	Sri P.K. Bhoi, ABDO, Sinapali.
8.	Sri D.K. Seth, Asstt. Engineer, RWSS, Nuapada.
9.	Sri D.B. Murni, MIM, Nuapada.
10.	Sri Prasanta Kumar Shranghi, ABDO, Keena.
11.	Sri A. Mandal, ADAO, Nuapada.
12.	B.K. Pradhan, Asstt. Agriculture Officer, Nuapada.
13.	Sri Krupa Sindhu Behera, DWO, Nuapada.
14.	Dr. Paramananda Naik, VAS, Nuapada.
15.	Sri Pramod Kumar Das, Dy. Collector (Development), Nuapada.
16.	Sri P.D.M. Khosla, CSO, Nuapada.
17.	Sri S.K. Ratha, APD (Watershed), Nuapada.
18.	Dr. S.C. Behera, Project Director, Watershed, Nuapada.
19.	Sri B.N. Pradhan, D.I. & PHO, Nuapada.

20.	Dr. B.K. Swain, CDMO, Nuapada.
21.	Smt. Baracia Kullu, L.S. Khariar.
22.	Sri Trilochan Singh, BDO, Bodon.
23.	Sri F.R. Marandi, BDO, Nuapada.
24.	Sri R.B. Mangraj, ABDO, Nuapada.
25.	Sri Udayanath Sau, DSWO, Nuapada.
26.	Smt. Mita Naik, CDPO, Nuapada.
27.	Smt. Prema Manjari Sahu, CDPO, Komna.
28.	Smt. Draupadi Kanhar, CDPO, Bodon.
29.	Smt. Kuntala Kumari Naik, CDPO, Sinapali.
30.	Sri Susil Kumar Behera, A.E., Nuapada Irrigation Divn.
31.	Sri Prasant Kumar Panda, E.E., R.W. Divn., Nuapada.
32.	Sri Laxmidhar Ratha, District Labour Officer, Nuapada.
33.	Sri Akshaya Kumar Parida, DPC, DPEP, Nuapada.
34.	Sri Ashok Kumar Joshi, D.I. of Schools, Nuapada.

**Annexure-VI****Names and designation of officers who attended the District Level Review Meeting at Bhawanipatna, Kalahandi district on 17.12.2006**

<b>S. No.</b>	<b>Name and Designation</b>
1.	Sri N.B.S. Rajput, IAS, Collector, Kalahandi.
2.	D. Satapathy, PD DRDA.
3.	C.S. Sarangi, PD (NCLP).
4.	Keshana, C.I. of Schools, Kalahandi.
5.	Dharanidhar Patra, DDH K/R, Bhawanipatna.
6.	Dr. R.C. Behera, CDVO, Kalahandi.
7.	G.K. Behera, SCO, Bhawanipatna.
8.	S. Subrahmanyam, AE, RW Division, Bhawanipatna.
9.	D. Sathy, District Labour Officer, Kalahandi.
10.	M.D. Soreng, Sub Collector, Dharamgarh.
11.	K. Bishi, Project Administrator, ITDA, Bhawanipatna.
12.	Jugal Kishore Rath, Dy. Labour Commissioner, Jeypore.
13.	Lingaraj Rath, DPC, SSA.
14.	Subhash, DSWO, Kalahandi.
15.	Chandra Kanta Majhi, DWO, Kalahandi.
16.	Amarendra, DEO, Kalahandi.
17.	Bikram Majhi, ACSO, Kalahandi.
18.	Dilip Kumar Panda, DSF.
19.	Pradeep Kumar Nas, D.I. of Schools, Bhawanipatna.
20.	Bhagabata Jera, Addl. BDO, Narlo.
21.	Ashray Dungdung, ADWO, Bhawanipatna.
22.	Dr. D. Meher, BDO, Bhawanipatna.
23.	Shri A.K. Patra, DIPRO, Kalahandi.



24.	A.P. Mund, S.I. of Schools.
25.	Ranjan Kumar Behera, Asstt. Labour Commissioner, Bhawanipatna.
26.	A.K. Barpanda, Ex. Engineer, Kalahandi (R&B) Divn.
27.	Jitastne Mohanty, DFO, Kalahandi(North), Forest Division.
28.	Gyanendranath Mohanty, DDA, Kalahandi Range.
29.	Dr. Srinivas Nayak, CDMO, Kalahandi.
30.	R.K. Nayak, Ex. Engineer, Rural Works Division, Bhawanipatna.
31.	L.K.P. Pradhan, BDO, Jaipatna.
32.	B.C. Behera, BDO, Junagarh.
33.	S.K. Nayak, BDO, Karlamunda.
34.	B.B. Mallick, ABDO, Lanjigah.
35.	M.B. Sethi, BDO, Dharamgah.
36.	I. Sethy, ARCs, Bhawanipatna.
37.	S.D. Mahali, SDO, NH, Bhawanipatna.
38.	Tapan Behera, Project Coordinator, DWSM.
39.	Dr. Bijayananda Sethy, Dy. Collector (Nizarat), Kalahandi.
40.	James Ekka, BDO, Thuamal Rampur.
41.	B.K. Oddu, BDO, Koksara.
42.	B.K. Majhi, ADM, Kalahandi.
43.	J.N. Sarangi, BDO, Kesinga.
44.	S.K. Khotu, PD, Watershed.
45.	B.N. Rath, BDO, Golamunda.
46.	B.N. Joshi, Estimator C/o RWSS Division.
47.	Sridhar Das, JE, PHD, Bhawanipatna.

**Annexure-VII****Names and designation of officers who attended the District Level Review Meeting at Nawrangpur on 18.12.2006**

<b>S. No.</b>	<b>Name and Designation</b>
1.	S.P. Mishra, Collector.
2.	Upendra Nath Jena, ADM.
3.	Narendra Pradhan, PD, DRDA.
4.	Laxmidhar Sethi, PA, ITDA.
5.	Bhima Manseth, Sub Collector, Nawrangpur.
6.	Surendranath Sahoo, District Project Coordinator, DPEP.
7.	Ramesh Chandra Sahoo, P.D, NCLP.
8.	Purnachandra, Horticulturist.
9.	DFO (KL) Nawrangpur.
10.	Sunil Kumar, CDVO, Nawrangpur.
11.	S.K. Ray, DWO, Nabrangpur.
12.	Manoranjan Nayak, DWO, Nabrangpur.
13.	Jugal Koshore Rathi, Dy. Labour Commissioner, Jeypore.
14.	P.C. Mohapatra, Asstt. Engineer, M.I. Sub Division, Nawrangpur.
15.	Raghunath Misra, Asstt. Engineer, M.I. Sub Division, Umerkote.
16.	Ghasiram Tudu, DLO, Nabrangpur.
17.	Balmukund Bhuyan, BDO, Papadahandi.
18.	Chittaranjan Swain, Distt. Sanitation Mission.
19.	DSWO

20.	Bimbadhar Sethi, ADDC (MIS)
21.	I.C. Majhi, AKCS(M).
22.	C. C. Majhi, ARCS.
23.	S.K. Nath, CSO, Nawrangpur.
24.	S. Routroy, ASCO (Asstt. Soil Conservation Officer), Nawrangpur.
25.	V. Kullu, GMDIC(N).
26.	Sri R.K. Khosla, D.I. of Schools, Nawrangpur.
27.	Sri B.K. Panda, DFO, Nawrangpur.
28.	Nalini R. Sabar, AE(R&B), Nawrangpur.
29.	Sibabrata Das, RCDC (an NGO), Nawrangpur.
30.	Braja Kishore Behera, Addl. Agricultural Officer, Nawrangpur.
31.	Fakir Mohan Das, DAO, Nawrangpur.
32.	Srikanta Mohanty, Centre for Good Living (NGO).
33.	Dr. Kailash Chandra Patro, ADRO.
34.	S.N. Sahu, AE, RWSS.
35.	Dr. P.K. Nanda, ADMO.

**Annexure-VIII****Names and designation of officers who attended the District Level Review Meeting at Bhawanipatna, Malkangiri district on 19.12.2006**

S. No.	Name and Designation
1.	Shri Bana Bihari Mohanty, Addl. DM
2.	Shri Gobinda Chandra Sethy, P.D. DRDA
3.	Shri P.K. Mahananda, Dy. Collector
4.	Shri Antarjyami Jena, Executive Engineer(Electrical), South CO, Malkangiri.
5.	Dr. Ch. Pravakar, Incharge ADMO, Malkangiri.
6.	Mr. Mir Golam Rasul, BDO, K. Gumma
7.	Ms. Padma Ranjan Dash, SEO, K. Gumma
8.	Shri Nrusingh Charan Sethy, BDO, Korukonda
9.	Mukunda Disan, BDO, Podia
10.	Shri Madhu Sudan Behera, D.I. of Schools, Malkangiri --II.
11.	Shri Manas Kumar Jena, D.I. of Schools, Malkangiri --I.
12.	Shri Damodar Khuntia, Spl. Officer, ITDA, Malkangiri.
13.	Shri Dharendra Kumar Sahoo, CSO, Malkangiri.
14.	Shri Ramakrishna Gond, DWO, Malkangiri.
15.	Ms. Kamala Kanta Sabar, ARCS, Malkangiri.
16.	Shri Rama Krishna Behera, JE, PHD.
17.	Dr. Mahendra Mishra, Principal, Govt. Junior Science College, Malkangiri.
18.	Mr. Muzaffar Hussain, EE(RD), Malkangiri
19.	Shri S.N. Samal, EE(R&B), Malkangiri.

20.	Shri Santosh Kumar Sahu, Tahasildar, Motu
21.	Shri Lalit Soreng, Dy. Collector
22.	Shri Prahlad Sethy, BDO, Malkangiri.
23.	Shri Dayanidhi Sahoo, BDO, Mathili.
24.	Shri Dukhishyam Naik, BDO, Khairput.
25.	Shri Anakar Thakur, Revenue Officer, Sub Collector's Office, Malkangiri.
26.	Shri Abhiram Naik, DFO, Malkangiri.
27.	Shubhranshu Mishra, OIC, NCLP.
28.	Shri Hara Prasad Bhoi, Dy. Collector.
29.	Shri Pratap Ekka, ADFO, Malkangiri.
30.	Shri Bidyullata Patra, DSWO, Malkangiri.
31.	Kopra Majhi, CDPO, Malkangiri.
32.	Smt. Sabina Lakra, CDPO, Khairput.
33.	Ms. Sakuntala Majhi, CDPO, Korukonda.
34.	Bijaya Kumari Pattanaik, CDPO, Mathili.
35.	Ms. Supriti Sahu, CDPO, Kalimela.
36.	Ms. Runubala Sahu, Incharge, CDPO, Podia.
37.	Ms. Sangeeta Padhi, Incharge, CDPO, K. Gumma.
38.	Shri K.P. Tonon, JHO, Malkangiri.
39.	Shri Dibya Niranjana Antiya, GPEO, Malkangiri.
40.	Shri Trinath Pattnaik, EO, Malkangiri NAC.
41.	Shri Swapan Kumar Sarkar, GM, DIC F/C.
42.	Shri Pravakar Swain, Asstt. Engineer, RWSS
43.	Shri Soraj Kumar Ranjito, Distt. Labour Officer.

44.	Shri Basudev Pothal, DM OAIC, Malkangiri.
45.	Shri Madan Mohan Das, Incharge, DAO, Malkangiri.
46.	Shri Magiram Sahu, Incharge, Soil Conservation Officer, Malkangiri.
47.	Dr. Priya Ranjan Das, VAS, Malkangiri.
48.	Shri Mahendra Panda, Addl. Tahasildar, Malkangiri.
49.	Shri Sarat Kumar Padhi, Addl. Tahasildar, Malkangiri.
50.	Ms. Laxmi Kanta Tripathy, AEE, MI Divn., Malkangiri.
51.	Shri Jugal Kishore Rath, Dy. Labour Commissioner, Jaypura.

**Annexure-IX****Names and designation of officers who attended the District Level Review Meeting at Koraput on 20.12.2006**

<b>S. No.</b>	<b>Name and Designation</b>
1.	H.K. Behera, ADM, Koraput.
2.	Dr. Mrinalini Darswal, PA, ITDA, Koraput.
3.	Probhakar Pradhan, P.D. DRDA, Koraput.
4.	Dr. Pitambar Sahu, Rep. CDMO, Koraput.
5.	A.K. Behera, DFO, Koraput.
6.	Jugal Kishore Rath, Deputy Labour Commissioner, Jeypore.
7.	P.K. Mall, Asstt. Labour Commissioner, Jeypore.
8.	G.C. Mandal, Horticulturist, Jeypore.
9.	J.K. Khyali, Horitculturist, Koraput.
10.	P.K. Nayak, SCO, Koraput.
11.	R.K. Pati, Rep. of C.I. of Schools, Koraput.
12.	G.C. Mishra, D.I. of Schools, Jeypore.
13.	Prasanta Kumar Das, DPEP/SSA, Koraput.
14.	Jogee Nayak, DSWO, Koraput.
15.	R.K. Sahu, DWO, Koraput.
16.	Sashidhar Behera, PO/ITDA, Jeypore.
17.	Arun Kumar Panda, Asstt. Executive Engineer, M.I. Sub Division, Jeypore.
18.	R.K. Samla, Asstt. Ex. Ecingeer, R&B.
19.	R.K. Sarangi, Asstt. Horticulture Officer, Koraput.
20.	I. Pradhan, AAO O/o DAO, Koraput.

21.	Suresh Chandra Padhy, APD(Trg.), DRDA.
22.	Rishi, PD, NCLP, Koraput.
23.	S.R. Majhi, ARCS, Koraput.
24.	Surya Narayan Rath, Rep. of DIS, Koraput.
25.	M.C. Jhodia, ARCS, Jeypore.
26.	Ramesh Chandra Jalli, Asstt. Engineer, RW Sub Division, Jeypore representing Ex. Engineer (RWD).
27.	Satya Prasad Satyapathy, Representative of DDA (K/P), Jeypore.
28.	B.K. Mahapatro, Asstt. Engineer, RWSS Sub Division, Koraput representing Ex. Engineer (RWSS), Koraput.
29.	P.S.N. Patro, Asstt. Engineer, P.H. Sub Division, Koraput.
30.	S.K. Mohanty, Ex. Engineer PHD, Koraput.
31.	S.K. Sahu, District Labour Officer, Jeypore.



**Annexure-X****Names and designation of officers who attended the District Level Review Meeting at Rayagada on 21.12.2006.**

S. No.	Name and Designation
1.	Bhaskar Jyoti Sharma, IAS, Collector & DM, Rayagada.
2.	Shri L.C. Patro, ADM.
3.	Shri I.C. Barda, PAITDA, Rayagada.
4.	Dr. S.B. Padhi, Sub Collector, Rayagada.
5.	Shri R.K. Sharma, Sub Collector, Gunpur.
6.	Shri P.K. Padhy, Ex. Engineer, M.I. Division, Rayagada.
7.	Shri G.C. Gamango, DPC, SSA, Rayagada.
8.	Shri A.C.H. Banada, SIS, Gunpur NAC, Rep. D.I. of Schools, Gunpur.
9.	Shri Kopilendra Mishra, D.I. of Schools, Rayagada.
10.	Swayam Prava Parida, Dy. Collector (Revenue).
11.	Smt. M. Nayak, Dy. Collector (Development).
12.	Maheswar Chandra Naik, Spl. LAO, Rayagada.
13.	Sunil Kumar Padhi, Executive Engineer, RWSS, Rayagada.
14.	T. Brajendra Kumar Das, ASCO, Rayagada.
15.	P.K. Das, DM, OAIC Ltd., Rayagada.
16.	Shimeni Nayak, AE for EERW, DRDA, Rayagada.
17.	P. Prusty Horticulturist, Rayagada.
18.	Binod C. Panda, Chief Manager (Lead Bank).
19.	Dr. B.K. Bhorl, Horticulturist, Gunpur.

20.	Jamini Kanta Chaudhury, Asstt. Engineer (Electricity/Southern), Rayagada.
21.	Sarant Kumar Sahu, I/c E.E (R.E), Rayagada South.
22.	Ekadashi Behera, Asstt. Engineer, OLIC, Rayagada.
23.	Bhaskar Ch. Jaha, Distt. Planning Officer.
24.	Ramesh Ch. Pattanayak, AEPH, Rayagada.
25.	Suresh Kumar Jena, Distt. Agriculture Officer, Gunupur.
26.	Jugal Kishore Rath, Dy. Labour Commissioner, Jeypore.
27.	Raghunath Sahu, D.I. of Schools, Rayagada.
28.	Dr. Dibya Lochar Mohanta, Dy. Collector (Emergency), Rayagada.
29.	Gunakar Paul, DWO, Rayagada.
30.	Dr. H.K. Samal, Chief Distt. Veterinary Officer, Rayagada.
31.	S.K. Mishra, AAOCPs, Asstt. Agril Officer.
32.	B.N. Mahapatra, DAO, Rayagada.
33.	N. Mohanty, Civil Supply Officer, Rayagada.
34.	S.C. Raut, DSWO, Rayagada.
35.	P.R. Chandra Gupte, Distt. Panchayat Officer, Rayagada.
36.	S.K. Hota, GM, DIC, Rayagada.
37.	Dr. Jum Patnaik, Incharge, CDMO, Rayagada.
38.	P.K. Mahapatra, Distt. Labour Officer cum Project Director, NCLP, Rayagada.
39.	Chuda Mani Seth, PD DRDA, Tevisar.
40.	R.P. Koche, SP, Rayagada.

**Annexure-XI**

**Names and designation of officers who attended the State Level Review Meeting at Bhubaneswar on 14.12.2006**

<b>S. No.</b>	<b>Name and Designation</b>
1.	Shri H.S. Chahar, Principal Secretary, Agriculture Department.
2.	Dr. Tara Datt, Commissioner-cum-Secretary, ST & SC Development Department.
3.	Shri S.C. Patnaik, Commissioner-cum-Secretary, S& ME Department.
4.	Dr. Mona Sharma, Commissioner-cum-Secretary, Women & Child Development Department.
5.	Shri Benudhar Mishra, Commissioner-cum-Secretary, L & E Department.
6.	Shri Mayadhar Panigrahi, Labour Commissioner, Orissa.
7.	Shri B.K. Sharma, IGP/CID Crime.
8.	Phalguni Singh, Joint Secretary to Government, L&E Department.
9.	Shri P.C. Jena, Joint Secretary, Cooperation Department.
10.	Shri S.N. Panigrahi, Under Secretary, L&E Department.
11.	Shri Sangram Jit Nayak, Under Secretary, Women & Child Development Department.
12.	R. Ch. Padhi, Joint Labour Commissioner, Bhubaneswar.
13.	Smt. Namita Mishra, Joint Labour Commissioner.
14.	Jugal K. Rath, Deputy Labour Commissioner, Jeypore.
15.	Louis Ekka, Deputy Labour Commissioner, Cuttack.

16.	Smt. Jyotsna Sahoo, Deputy Labour Commissioner, Rourkela.
17.	B.B. Pal, Deputy Labour Commissioner, Sambalpur.
18.	Dhrubaraj Pandey, Sub-Collector-cum-Project Director, NCLP, Nuapada.
19.	N.C. Sahoo, Assistant Labour, Angul.
20.	Bhaskar Panda, Asstt. Labour Commissioner, Hqrs.
21.	Ranjan Kumar Behera, Asstt. Labour Commissioner, Bhawanipatna, Kalahandi.
22.	N.K. Samantaray, Asstt. Labour Commissioner, Rourkela.
23.	H. Khan, Asstt. Labour Commissioner (Hqrs.).
24.	Gangadhar Bal, Asstt. Labour Commissioner, Sambalpur.
25.	D. Sahu, Asstt. Labour Commissioner, Balasore.
26.	P.K. Mall, Asstt. Labour Commissioner, Jeypore.
27.	R.N. Patnaik, Asstt. Labour Commissioner, Berhampur.
28.	J. Parida, Asstt. Labour Commissioner, Cuttack.
29.	Dr. Prafulla Chandra Das, Director, State Labour Institute, Bhubaneswar.
30.	Sri Sharat Kumar Choudhry, District Labour Officer and Project Director, NCLP, Society, Balasore.
31.	Mrs. Gitanjali Pati, District Labour Officer, Khurdha, Bhubaneswar.
32.	Dr. Prasanta Kumar Tripathy, District Labour Officer, Jaipur.
33.	Mrs. Bishnu Priya Patjoshi, Labour Officer, Hqrs.
34.	Sri Bibhuti Bhusan Ray, District Labour Officer, Nayagarh I/c.

35.	Dilip Kumar Behera, District Labour Officer, Mayurbhanj, Baripada.
36.	Suranarayan Patra, District Labour Officer & Project Director, NCLP, Jharsuguda.
37.	Umakanta Jena, District Labour Officer & Project Director, NCLP, Subarnapur.
38.	Amaresh Biswal, District Labour Officer, Sambalpur.
39.	Durga Charan Ojha, District Labour Officer, Talcher.
40.	Kisalaya Satpathy, District Labour Officer, Angul.
41.	P.K. Singh, District Labour Officer, Boudh.
42.	Smt. Namita Das, District Labour Officer, Berhampur.
43.	D. Sethy, District Labour Officer, Kalahandi.
44.	L.D. Rath, District Labour Officer, Nuapada.
45.	Bighnaraj Pr. Dip, District Labour Officer & Project Director, NCLP, Bargarh.
46.	Pradeep K. Bhoi, District Labour Officer, Bolangir.
47.	U.K. Mahanta, District Labour Officer, Keonjhar.
48.	P.K. Baliarsingh, District Labour Officer, Dhenkanal.
49.	P. Satapathy, District Labour Officer, Puri.
50.	P.K. Mohanty, District Labour Officer, Cuttack.
51.	Sunil Ku. Sahu, District Labour Officer, Jeypore.
52.	N. Mishal, District Labour Officer, PD, NCLP, Gajapati, Paralakhemundi.
53.	P.K. Mahapatra, DLO-cum-P.D., NCLP, Rayagada.
54.	S.C. Swain, District Labour Officer, Jagatsinghpur.
55.	S.K. Rajito, District Labour Officer, Malkangiri.
56.	N. Kumara, District Labour Officer, Deogarh.

57.	Shri P.K. Das, District Labour Officer, Kendrapara.
58.	Sri G. Tudu, District Labour Officer, Nabarangpur.
59.	A.K. Pattnaik, District Labour Officer, Rourkela.
60.	K.R. Das, District Labour Officer, Phulbani.
61.	D.R. Mohanty, District Labour Officer, Chatrapur.
62.	Dinesh Bhattacharya, District Labour Officer, Bhadrak.
63.	P. Satapathy, District Labour Officer, Puri.
64.	P.K. Baliarsingh, District Labour Officer, Dhenkanal.
65.	Narayan Pal, Section Officer, L&E Department.
66.	Siba Sankar Mishra, Asstt. Labour Officer, Bhubaneswar.
67.	Binayak Santra, Field Officer, NCLP, Koraput.
68.	Sri Trilochan Mohanty, Asstt. Labour Officer-cum-Project Director, NCLP, Rairangpur, Mayurbhanj.
69.	Maidas Murmu, Field Officer, NCLP, Angul.
70.	Debananda Pradhan, Project Director, NCLP, Deogarh.
71.	B.B. Panda, Project Director, DRDA, Angul.
72.	C.S. Sarangi, Project Director, NCLP, Kalahandi.
73.	Pradeep Kumar Naik, DPC, SSA-P.D., NCLP, Bolangir.
74.	Aditya Mohapatra, Project Director, NCLP, Cuttack.
75.	A.K. Pattnaik, P.D., NCLP-cum-DPC, Ganjam.
76.	Rishi Mauka, P.D., NCLP, Koraput.
77.	Ramesh Chandra Sahoo, P.D., NCLP, Nabarangpur.
78.	B.B. Mohanty, P.D., NCLP, Malkangiri.

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**Annexure-XII**

**Names and designation of officers who attended the State Level Wrap up Meeting at Bhubaneswar on 23.12.2006**

<b>S. No.</b>	<b>Name and Designation</b>
1.	Shri Benudhar Mishra, Commissioner-cum-Secretary, L & E Department.
2.	Shri Mayadhar Panigrahi, Labour Commissioner, Orissa.
3.	B.K. Nanda, Special Secretary, Home Department.
4.	R.V. Singh, Special Secretary, P & C Department.
5.	Phalguni Singh, Joint Secretary to Government, L & E Department.
6.	Dr. A.B. Ota, Director, SC & ST Research & Training Institute (SCSTRTI).
7.	S.C. Senapati, Joint Secretary, Women and Child Development Department.
8.	H.K. Sahu, Deputy Secretary, Health & Family Welfare Department.
9.	S.N. Panigrahi, Under Secretary, L & E Department.
10.	K.C. Patjoshi, Under Secretary, Home Department.
11.	Smt. Namita Mishra, Joint Labour Commissioner.
12.	B.B. Pal, Deputy Labour Commissioner, Sambalpur.
13.	Louis Ekka, Deputy Labour Commissioner, Cuttack.
14.	Jugal Kishore Rath, Deputy Labour Commissioner, Jeypore.
15.	Dr. P.C. Das, Director, State Labour Institute, Bhubaneswar.
16.	D. Sahu, Asstt. Labour Commissioner.
17.	R.N. Patnaik, Asstt. Labour Commissioner, Berhampur.

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18.	P.K. Mall, Asstt. Labour Commissioner, Jeypore.
19.	Gangadhar Bal, Asstt. Labour Commissioner, Sambalpur.
20.	Ranjan Kumar Behera, Asstt. Labour Commissioner, Bhawanipatna.
21.	N.C. Sahoo, Asstt. Labour Commissioner, Angul.
22.	Bhaskar Panda, Asstt. Labour Commissioner (Hqrs.).
23.	N.K. Samantaray, Asstt. Labour Commissioner, Rourkela.
24.	Mrs. Chandrika Panda, Asstt. Labour Commissioner, Hqrs., BBSR.
25.	Hamid Khan, Asstt. Labour Commissioner, Hqrs., BBSR.
26.	J. Parida, Asstt. Labour Commissioner, Cuttack.
27.	N. Mishal, District Labour Officer and P.D., NCLP, Gajapati.
28.	Sri Sharat Kumar Choudhry, District Labour Officer and P.D., NCLP Society, Balasore.
29.	Dr. Prasanta Kumar Tripathy, District Labour Officer, Jaipur.
30.	Sri Suresh Ch. Swain, District Labour Officer, Jagatsinghpur.
31.	Sri Bibhuti Bhusan Ray, District Labour Officer, Nayagarh I/c.
32.	Sri Ghasiram Tudu, District Labour Officer, Nabarangpur.
33.	Sri Saroj Kumar Ranjito, District Labour Officer, Malkangiri.
34.	Sri Nirranjan Kumura, District Labour Officer, Deogarh.
35.	Sri P.K. Mohanty, District Labour Officer, Cuttack.



36.	S.N. Patra, District Labour Officer & P.D., NCLP, Jharsuguda.
37.	S.K. Sahu, District Labour Officer, Jeypore.
38.	P.K. Mahapatra, District Labour Officer-cum-PD, NCLP, Rayagada.
39.	B.K. Pattanaik, District Labour Officer, Rourkela.
40.	M. Kar, Labour Officer, O/o the L.C. (O).
41.	D.K. Behera, District Labour Officer, Mayurbhanj, Baripada.
42.	U.K. Mahanta, District Labour Officer, Keonjhar.
43.	Amaresh Biswal, District Labour Officer, Sambalpur.
44.	Kumuda Ranjan Das, District Labour Officer, Kandhamal, Phulbani.
45.	Dipti Ranjan Mohanty, District Labour Officer, Chatrapur.
46.	Prasonha Kumar Singh, District Labour Officer, Boudh.
47.	Pradeep Kumar Bhoi, District Labour Officer, Bolangir.
48.	Bighnaraj Pr. Dip, District Labour Officer, Bargarh.
49.	Durjyodhan Sethy, District Labour Officer, Bhawanipatna.
50.	P.K. Baliarsingh, District Labour Officer, Dhenkanal.
51.	D.C. Ojha, District Labour Officer, Talcher.
52.	Kisalaya Satpathy, District Labour Officer, Angul.
53.	P.K. Das, District Labour Officer, Kendrapara.
54.	U.K. Jena, District Labour Officer, & Project Director, NCLP, Subarnapur.
55.	L.D. Rath, District Labour Officer, Nuapada.

56.	Mrs. B.P. Patjoshi, Labour Officer, Hqrs.
57.	P. Satapathy, District Labour Officer, Puri.
58.	Sri Sibasankar Mishra, Asstt. Labour Officer, Bhubaneswar.
59.	D.N. Pradhan, P.D., NCLP, Deogarh.
60.	T. Mohanty, Asstt. Labour Officer-cum-PD, NCLP, Rairangpur, Distt. Mayurbhanj.
61.	Ramesh Ch. Sahoo, PD, NCLP, Nabarangpur.
62.	Aditya Mohapatra, P.D., NCLP, Cuttack.
63.	B.B. Mohanty, P.D., NCLP, Malkangiri.
64.	B.B. Panda, P.D., NCLP, Angul.
65.	A. Panda, P.D., NCLP, Sambalpur.
66.	C.S. Sarangi, P.D., NCLP, Kalahandi.
67.	P.Ch. Adhikari, Field Officer NCLP, Koraput.
68.	Sri Nimai Charan Tripathy, Field Officer NCLP, Nuapada.
69.	Sri M.D. Murmu, Field Officer NCLP, Angul.