

**Report on the visit of Dr. Yogesh Dube to  
Review the Child Labour situation in Fire Crackers &  
Match Industries in Sivakasi, Tamil Nadu**



by  
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## Introduction

The state of Tamil Nadu is one of the developed states in India in terms of Economic Development where it is placed 8<sup>th</sup> on the Human Development Index 2011. Tamil Nadu is the eleventh largest state in India by area and the seventh most populous state. It is the second largest state economy in India as of 2012. The state ranked 6<sup>th</sup> among states in India according to the Human Development Index as of 2011. In addition, Tamil Nadu figures as one of the most advanced states in providing education to its people.

The state has 40,524,545 literates, making the literacy rate to 73.45 per cent and the school dropout rates at primary level is one of the lowest in comparison to other states. But on the other side, child labour problem still persists in the state where children are engaged in manufacturing industries like brick kilns, beedi, silk, seed, handloom and textiles; in case of service sectors like tea shops, work, automobile shops, rag picking, domestic labour etc. In addition according to Campaign Against Child Labour, several thousand children from the state are continue to be sent to the northern states to work missing out on their education.



## **Child Labour in Match box and Fire Crackers industries of Sivakasi**

Sivakasi is situated in Virudhunagar district hot region. Sivakasi has a dry weather, making it suitable for dry crops like cotton, chillies and millets. Badhrkali Amman temple is the most prominent landmark of Sivakasi, and the temple festivals constitute the major festivals of the town. The Sivakasi municipality has 33 wards and there is an elected councillor for each of those wards. As of the provisional population totals of 2011 census, Sivakasi urban agglomeration had a population of 234,688, with 116,869 males and 117,819 females. Majority of the residents is engaged in secondary sector involving match works, fireworks and printing industry. In 2011 according to Sivakasi Municipality, there were five government schools: two primary schools, one middle school, one high school and one higher secondary school.

Approximately 70% of the firecrackers and matches produced in India are from Sivakasi. The hot and dry climate of the town is conducive for the firecracker and match making industries. In 2011, Sivakasi, Tamil Nadu was home to over 9,500 firecracker factories and produced almost 90 percent of total fireworks and 500 match factories giving 75 % matches output in India.

Tamil Nadu has been in limelight for long in terms for its child labour problem where innocent children fall prey to the exploitative labour in firecrackers and match industries. The recent fire accidents in 2012 (photo) and 2013 in Sivakasi where bodies of adults and children were found depict the problem persist.



Associated Press

Mostly children in the age group of 5-15 work for more than 12 hours a day and earn paltry sum as wages for their back breaking work.

There are three categories of workers in these industries one which is done in the factories, second in units/contractors premises and third in the homes. Steps taken to prohibit and regulate are confined of the first two while the home based work is still rampant.

### **The factors contributing to the Child Labour in Sivakasi**

1. Sivakasi receives scanty rainfall with an average of 812mm annually, which is lesser than the state average of 1008mm which affects agriculture which is the major source of livelihood.
2. Sivakasi and surrounding districts of Tamil Nadu are particularly suited for manual match & Fire Works production because of the hot, dry climate and large labour availability due to paucity of occupations.
3. The Government policy favouring small scale industrial units that led to the growth of Match industries in these areas.
4. The backwardness of the district coupled with a mixture of customs and tradition that support the work of children in these industries.

### **Demand and Supply of Fireworks in Sivakasi**

The demand of fireworks in Sivakasi is seasonal where crackers are sought not only during the Diwali festival but a blooming industry as crackers as used in marriage procession, birthdays etc.. But on the other hand to cater the one time one month demand the firecracker industry has to carry out the manufacturing process for the rest of eleven months. Therefore, as and when the festival and celebrations are draws near the pressure to increase the

production is acute. It is to be noted that the fireworks industry in Sivakasi is also exploring foreign markets and have even set up manufacturing units in China.

### **Firecracker factories**

Some of the notable fireworks industries in Sivakasi are: Jubilant Crackers Pvt Ltd., Aaa Fireworks Crackers Traders, the Coronation Fireworks Factory etc. It is to be noted that Om Siva Sakthi Crackers is one of the latest fireworks factory that went up in flames. Therefore safety of workers is one of the primordial concerns that dominates fireworks industry in Sivakasi.

### **Socio-economic impact of fireworks**

The main thriving force of fireworks and match industries in Sivakasi is due to the presence of cheap labour. Though the intensity of sending children to factories is slightly lessened, the practice of home-based firework production, enabled through a network of contractors and sub-contractors, has gained strength. In addition, Children are seen in uniforms manufacturing fireworks after their school hours. The major social impact can be seen as the children slowly get engulfed in these production industries and losing out on their studies. They continue to remain ignorant of the benefits of education which includes decent living without any damage to their health and development. The economic impact of involving children is denial of minimum wages to the adult and propelling unemployment and disguised employment.

These situations ensure that the communities involved in these production activities remain backward in order to be easily available for cheap labour. Moreover as the trade

unionism is weak in these areas the employers thrive without any organized resistance for minimum wages and other social security benefits.

### **Health consequences of labouring in Match & Fire works**

Asthma, eye infection and TB are prevalent among 90 per cent of them who are involved in gun powder filling and are directly in contact with the chemical ingredients of crackers and matches. In fire crackers children are involved in loading flower pots, fixing the fuse, making paper pipes, filling rings etc. These workers usually do not wear any protective clothes and their whole skins are normally covered with the chemicals such as sulphur, aluminium powder and gun powder. Moreover since children are exposed to this chemical work at early age without any adequate recreation or leisure they get affected psychologically and in addition to verbal and physical abuse.



Children in these are generally paid on a piece-rate basis. Payment for a piece is very low and thus they are indirectly forced to work faster and longer which also affects their health and nutrition.

The lack of safety measures in factories in Sivakasi, the fireworks industry has been experimenting dangerously, trying new processes and chemical combinations, which the workers are not increase the chances of major accidents.

### **Some of the Initiatives taken**

In 1996 according to MC Mehta Judgment the Supreme Court gave certain important direction: in order to ensure compliance with Child Labour (Prohibition and Regulation) Act, 1986, an employer must be asked to pay a sum of Rs 20,000 as compensation for every child employed in contravention of the provisions of the Act (this Act covers list of hazardous occupations and process which prohibits employment of Children under 14 years and includes fireworks and match industries) ; The sum paid as compensation should be deposited in a fund to be known as Child Labour Rehabilitation-cum-Welfare Fund; In those cases where it would not be possible to provide employment to the adult member, the appropriate government would deposit a sum of Rs 25,000 every month for each child employed in a factory, a mine, or any other hazardous employment, in the Child Labour Rehabilitation-cum-Welfare Fund; regulation of children's work, invoking penal provisions, ensuring education up to 14 years etc.

Government of Tamil Nadu constituted the District Child Labour Rehabilitation cum Welfare Fund to be administered by the District Child Labour Rehabilitation cum Welfare Societies already constituted under the Chairmanship of the District Collectors concerned. GoTN allotted a grant of Rs.1.25 crore to the State Child Labour Rehabilitation cum Welfare Society, for the period from 2003 to 2007 to implement the Action Plan for elimination of Child Labour. During 2007, the Government have further sanctioned Rs.50 lakhs towards awareness and training activities regarding child labour.

Additionally, National Child Labour Projects are functioning from 1996 in 12 districts and some of them are supported by UNICEF, in Palacode block in Dharmapuri district of Tamil Nadu, s per the revised scheme, the monthly stipend of Rs. 100/- per month per child is disbursed only after the child is successfully mainstreamed into formal system of schooling.

Recently on 18<sup>th</sup> May 2011 Perambalur district was declared child labour free district in respect of hazardous and non-hazardous employment both in organized and unorganized sectors. The declaration has been made on the basis of reports obtained from village panchayat presidents, voluntary organizations and employers' organizations. But despite these development the recent reports of death in fireworks and match industries warrants serious intervention.

### **Need for stock taking**

After taking note of the above situation, Dr. Dube visited Chennai from 24th to 26th June 2013. Dr. Dube the member in-charge for Child Labour in National Commission for Protection of Child Rights sought to intervene by having a meeting with the State Labour officials and other related departments in Chennai. The following were the main agenda of the meeting:

1. To discuss about the death of Children due to major fire in match box, fireworks units Sivakasi where they were employed.
2. To discuss State Action Plan on abolition of child labour with specific focus on Sivakasi.
3. Discuss on rescue, rehabilitation and repatriation of children working in various fireworks industries
4. Compensation and other entitlements for the children who had died or injured in various accidents in these industries.
5. Develop Action Plan to eliminate child labour in these industries.



## Dr. Yogesh Dube's discussion with Tamil Nadu Labour Officials

Dr. Yogesh Dube held a meeting with the Principal Secretary of Labour and Employment, Govt. of Tamil Nadu in his office in Chennai, in which the Commissioner of Labour, Director of Industrial safety and health, Addl. Commissioner of Labour, Addl. Director Industrial safety and



health, Deputy Director of Social Defense, Deputy Director of Child Welfare and other officials participated. Dr. Dube at the outset was appreciative of the efforts of the Labour department in its efforts against tackling the child labour problem in the state. He informed the officials that his concern is to eradicate child labour in the hazardous industries like fireworks, match industries etc., which have been persisting in altered forms in the unorganized sector.

A discussion on the activities pertaining to raid, rescue and rehabilitate child labour were analyzed and Dr. Dube inquired about the frequency of these raids and also suggested that rehabilitation of the child labour should be done in keeping with the long time goal of overall development of the children. The Principal Secretary (Labour Employment) to Government of Tamil Nadu, stated that in 1991 census there were 5.78 child labour in the state and at present in 2012 it stands reduced to 29, 656 (children out of school for earning compulsion). On enforcement regular inspection is carried out, a district level task force functioning in all districts has also conducted raids/inspections. Regarding rehabilitation the Labour Commissioner highlighted various welfare assistances extended to NCLP students and 560 erstwhile child labour are pursuing higher education.

Dr. Dube inquired about the recurrent fire accidents in fireworks in Sivakasi in Virudhanagar district and wanted to know the status of child labour in the district. The Principal Secretary informed in the district two special projects viz., ILO-IPEC and INDUS in addition to the NCLP have rehabilitated 9453 child labour and the number engaged in employment has steadily reduced in the district. Moreover only 19 NCLP Special Training Centres (STC) for 639 children were operational as against an earlier number of 83 STCs. It was also informed that during the last five years, no children in the age group of 6-14 years has died in any of the explosions in fire crackers and match factories in the district. Dr. Dube suggested that firm actions involving labour and police departments should be take on urgent basis on these fire accidents and periodic checks done to prevent child labor in these factories. He also pointed that the Labour Department to be more pro-active in prosecuting fireworks factories which breaking the labour laws. In addition, Dr. Dube highlighted that there were certain media reports which had mentioned the presence of children in the factories which had gone up flames. In order to have robust inspecting mechanism the training of labour and other officials are mandatory to enhance the effective of having child labour free factories in the state.

Dr. Dube also wanted the district administration to intensify the campaign against child labour



and to spread the awareness on the evils of child labour. Dr. Due highlighted that only mass awareness and dissemination of laws and legislations to all stake holders and community members will help to alleviate the situation of child labour in the state. He pointed out that the child labour in unorganized industry has been increasing not only in Tamil Nadu but also in other states and

therefore heightened awareness to counter this evil of engaging child labour has to taken up on a war footing. Regarding Sivakasi and Virudhanagar district Dr. Dube stressed the need for micro-level awareness exercises involving multi-stake holders and wanted the State Government to make a declaration of “Nil” child labour district soon.

The need for the mapping of the vulnerable/sensitive areas where child labour is rampant and carrying out a door to door survey was pointed out by Dr. Dube in relation to Sivakasi. In addition, he wanted the State Government to provide special cluster schools and NCLP schools on site in the vulnerable areas where child labour is fireworks and march industries in and around Sivakasi. According to NCPCR Dr. Dube opined that NCLP schools are the most potent transitory schools which are used for mainstreaming the child labour into regular schools whereby the problem of child labour can be curtailed.

In close relation to this is the aspect of skill development which can be an alternate source for employment in the child labour endemic areas like Sivakasi. He also wanted that areas where unorganized work are predominant to covered under the National Skill Development Fund (NSDF) which in the Union Budget 2012-13 the government has doubled its allocation of funds for skills development to Rs 1,000 crore and raising the corpus of the fund to Rs 2,500 crore. Dr. Dube also wanted that Skill Development Initiatives which are being operational in Northern states targeting selected clusters like Brassware (Moradabad, Uttar Pradesh) and Glassware (Firozabad, Uttar Pradesh) could be adopted in case of Sivakasi.



In addition, Dr. Dube stressed the importance of compensation to the victims in the fire accidents which should be carried out in timely manner. It was pointed out by the Principal Secretary that since 2001 more than Rs. 1.5 crores have been collected as fine out of about 7,945 prosecutions lodged and 16 cases ended in 3 to 6 months imprisonment. But Dr. Dube pointed there are many instances where the errant employers are not prosecuted and let out with a caution which makes them to commit the mistake of employing children again. Therefore, Dr. Dube wanted strict enforcement and prosecutions and booking of errant employers to save the innocent children.

The representatives of the social welfare department explained to Dr. Dube the various schemes like girl children, elimination of malnutrition etc., which are being operational. Dr. Dube in the end stressed a detail Action Plan to eliminate Child Labour in Fireworks and match industries was necessitated having a convergence approach. This is because he felt that child labour is a complex problem which cannot be addressed by the Labour department alone. Supportive role by other departments like education, health, social welfare etc., has to be strengthened in order to achieve the desired results in the community.

Dr. Dube also emphasized that the present state plan of action of 2003 should be revised taking into account the salient features contained in the Right To Education Act 2009 (RTE). RTE has been ingrained into the social system with a single view of providing education to all and preventing children from dropping out from school. Therefore, steps regarding the popularizing and enacting the provisions of RTE is a must for countering child labour. In addition Dr. Dube mentioned that Juvenile Justice Act, 2000 and Prevention of Sexual Offences Against Children Act, 2012 are other two important noteworthy developments which protect the children from economic and sexual exploitation which also be taken up by the state.

Dr. Dube wanted the developments of the State pertaining to anti- Child labour drive and activities regularly be updated in the State portal, which can also be interactive and informative, thereby strengthening the ongoing efforts of the State Government. Lastly, Dr. Dube suggested the following recommendations to various Departments to strengthen the child rights situation in the state so that Tamil Nadu could declare itself a child labour Free State at the earliest.

## Recommendations

### **Labour Department**

1. Undertake mapping of the vulnerable/sensitive areas where child labour is rampant. The department should immediately undertake a door-to-door survey in the district of Virudhanagar and other districts to find out the extent of child labour in industry-wise and its report shall be submitted within three months. An action plan in this regard to be submitted to the commission.
2. Carry out surprise check and inspections in fire cracker and match industries in the district of Virudhunagar and other districts in order to find out child labour. The details of inspections of NCLP STCs made by the Project Directors of NCLP districts sent to NCPCR.
3. Submit data on the number of fire accidents and deaths in last 5 years and action taken to prevent occurrence of such explosions.
4. Detail Investigation of the alleged death of children in fire crackers and match industry which the labour claims that these children were playing and other industries and submit a report to the commission.
5. Undertake a survey of the all the fireworks and match industries with the details like how many are functioning with license and permitted structures within their factories.
6. Strengthen the District level Task Force on Child Labour to monitor the identification of child labour, pre-rescue planning, rescue operation, interim care, repatriation, rehabilitation/social reintegration and follow up and prosecution of employers/violators under all relevant laws. The minutes of the Task Force shall be sent to the Commission regularly.
7. A revise action plan prepared for the district of Virudhunagar immediately.

8. Enrolment detail of children in NCLP schools into regular formal schools and initiation of Right to Education provision to address education of child labours.
9. To carry out a yearlong campaign against child labour in child endemic districts
10. Organize training /orientation programme for the labour officials on various labour laws and the procedures, ensure regular field visits, monitoring, conduct surprise raids, etc. and training/orientation of the teachers who are designated as labour inspectors.
11. Ensure training of workers involved in hazardous work on safety and preventive measures to avoid accidents.
12. Ensure training of employers/manufacturers against the employment of children in firecrackers, match and other industries in and around Sivakasi.
13. Skill development training for the workers engaged in building and other construction activities through Tamil Nadu Construction Workers Welfare Board/Tamil Nadu Academy of Construction.
14. Devise strategy to eradicate the employment of children in domestic work, road side eateries/dhabhas, small automobile mechanic shops and rag picking.
15. Prepare a resource directory of all voluntary organizations dealing with the problems of child labour with areas of their expertise and to ensure that such list is updated on regular basis involving the Child Welfare Committees.
16. Prosecution of errant employers of child labour cases in various occupations and processes including fire crackers.

### **Education**

1. Mapping of the drop-out students and efforts to enroll them in their age appropriate classes through special coaching in child labour rampant areas under SSA provisions.

2. Number of mainstreamed children with their name, age, address, the details of the class and the school furnished to the commission.
3. Under Sarva Shiksha Abhiyan open schools and hostels in the areas where Fire crackers workers are predominant, proposals regarding this can be sent to the State Government marking a copy to the commission.
4. Popularize the RTE Act and Rules through the SPD and ensure adequate infrastructure at the earliest in compliance with the norms of the Act and Rules.

### **Women and Child Development**

1. Establish additional ICDS centres in areas where child labour is rampant.

### **Social welfare**

1. All NGOs/voluntary organizations running children homes, shelter homes, orphanages shall be duly registered with the Government (as required under Section 34(3) of JJ Act and are monitored regularly to ensure that the homes meet the minimum criteria in terms of infrastructure and personnel;
2. Establish additional children homes and observation homes in the state in child labour rampant areas.

### **Health Department:**

1. Extend all the health facilities to the workers of matches and fireworks industry.
2. Ensure the health care of migrant workers and their children in the state.
3. Ensure regularity of health check up of NCLP children and appropriate measures taken to keep them healthy.



"BY SPEED POST"



N.C.P.C.R. Mem (40)  
(C.R. UNIT)

Dy. No 49 000 DL 3117/13

Secretariat,  
Chennai-9.

Labour & Employment (U1) Department

Letter No.16727/U1/2013-5, dated 24.07.2013

From

Thiru Mohan Pyare, I.A.S.,  
Principal Secretary to Government.

To

Dr.Yogesh Dube,  
Member,  
NCPDR cum Chairman,  
Mining Committee and Member of  
Task Force for NCLP,  
New Delhi - 110 001. (w.e)

PROGRAM

Sir,

Sub : Tour Programme of Dr.Yogesh Dube, Member, NCPDR cum Chairman,  
Mining Committee and Member of Task Force for NCLP - Minutes of the  
Meeting - Sent - Reg.

Ref : Minutes of the Meeting held by Dr.Yogesh Dube, Member, NCPDR  
on 24.06.2013.

I am directed to enclose a copy of the Minutes of the Meeting for your kind  
information. I am also to state that further follow up action on the Minutes of the Meeting  
is being pursued and report on the same shall be sent to the Commission in due course.

Yours faithfully,

S. S. O. [Signature]  
26.7.2013  
for Principal Secretary to Government.

CS  
26/7/13

**MINUTES OF THE MEETING HELD BY DR. YOGESH DUBE, MEMBER, NATIONAL COMMISSION FOR PROTECTION OF CHILD RIGHTS WITH PRINCIPAL SECRETARY TO GOVERNMENT, LABOUR & EMPLOYMENT DEPARTMENT, GOVERNMENT OF TAMIL NADU ON 24.06.2013 IN THE CHAMBER OF PRINCIPAL SECRETARY, SECRETARIAT, CHENNAI.**

The Officers as listed in the Annexure attended the meeting.

2. After welcoming the Member, NCPCR, the Principal Secretary to Government, Labour and Employment Department highlighted the efforts taken by the Tamil Nadu Government towards eradication of child labour and the role of various stakeholders. He stated that the number of child labour in the state has reduced drastically over the past 2 decades. 5.78 lakh child labour in the state estimated in the Census 1991 has drastically reduced to 29,656 (children out of school for earning compulsion) as per the survey conducted by the SSA during 2012. On the enforcement, in addition to regular inspection by the department, a District level Task Force functioning in all districts under the Chairmanship of the District Collector have also conducted raids/inspections. Effective enforcement of labour legislations in the state has contributed significantly to the reduction of number of children engaged in employment. Since 2001, more than Rs.1.5 crore has been collected as fine out of about 7,945 prosecutions lodged and 16 cases ended in 3 to 6 months imprisonment. The state has prepared a state action plan for eradication of child labour in 2003 and various districts have formulated their own plan for the purpose. In Virudhunagar District, since the implementation of NCLP in 1987 and other two special projects viz., ILO-IPEC and INDUS at later periods, 9453 child labour have been rehabilitated in NCLP special training centres (STCs) and mainstreamed into formal schools. As the number of children engaged in employment has steadily reduced in Virudhunagar, only 19 NCLP STCs are functioning for 639 children as against an earlier number of 83 STCs.

It was informed that during the last five years, no child in the age group of 6-14 years has died in any of the explosions in fire crackers and match factories in the district.

3. The Commissioner of Labour highlighted various welfare assistances extended to NCLP students and the fact that more than 560 erstwhile child labour are pursuing higher education in medical, engineering, law & arts and science colleges during 2012-13 testify the efforts of the state in this regard. In recognition of the efforts of the state, the Govt of India, Ministry of Labour had selected two erstwhile child labour, one presently studying MBBS in Govt. College and the other employed as a Software Engineer in a private company for sharing the experience in their rescue and rehabilitation by the state government in the inaugural session of the workshop on eradication of child labour of SAARC Countries. It was also informed that the State Government has instituted awards for recognizing the good work done in eradication of child labour in their area and the awards for the best District Collectors are given at the level of Hon'ble Chief Minister. Implementation of various social welfare measures by the state has also contributed considerably for reduction in the prevalence of child labour in the state. The enforcement machinery in the state is independent and vibrant. The State Government have taken a policy decision to adopt the survey conducted by SSA for identifying children out of school for earning compulsion. The data collected through census, SSA and NSSO are almost in the same range and the necessity of a separate survey by the Labour Department was not undertaken in these circumstances.

4. Representative of the Social Welfare department narrated the welfare schemes such as welfare scheme for girl children, elimination of malnutrition among children, etc.

5. The Director of Industrial Safety and Health gave an account of the steps taken during inspections to ensure health and safety of workers engaged in fire crackers

manufacturing and match industries in Virudhunagar District and he emphasized that no child in the age group of 6-14 was involved in any of the accidents during the last 5 years. The member wanted to know the inspections made by such teams in Virudhunagar district and requested to intensify the campaign to spread the awareness on the evils of child labour, and made a declaration of 'Nil' child labour.

6. On the basis of the above discussions, the Member, NCPDR desired that the following actions may also be taken by the State Government for eradication of child labour in the state at the earliest.

- (i) NCPDR may be supplied with data relating to the details of the explosions occurred in the fire cracker manufacturing and match industries in Virudhunagar districts during the last 5 years, number of deaths occurred, the action taken on the erring industry owners and the action taken to prevent occurrence of such explosions.
- (ii) The details of the inspections of NCLP STCs made by the Project Directors of NCLP districts, regularity of health check-up of NCLP children, number of mainstreamed children with their name, age, address, the details of the class and the school in which they are presently studying may be furnished.
- (iii) The details of age-wise enrollment of children in schools along with the number of children not enrolled in schools in Virudhunagar District may also be furnished.
- (iv) The State action plan of 2003 may be revised after taking into account the salient features contained in the Right to Education Act, 2009, Juvenile justice

Act, 2000 and prevention of sexual offences against children Act, 2012 so that Tamil Nadu could declare itself a child labour free state at the earliest.

- (v) Similarly, a revised action plan may be prepared for the district of Virudhunagar (Sivakasi) immediately.
- (vi) Though the prevalence of child labour in the state has come down significantly, it is felt that child labour is still prevalent tacitely and in hidden manner in domestic work, roadside eateries/dhabas, small automobile mechanic shops and rag picking. Hence, he desired that the state may devise a strategy to eradicate the employment of children in domestic work roadside eateries/dhabas, small automobile mechanic shops and rag picking.
- (vii) Local bodies such as Panchayats and Municipalities, Corporations; Civil society and the manufacturers/industry associations may be actively involved to effectively monitor the efforts of eradication of child labour in the state.
- (viii) The skill development training for the workers engaged in building and other construction activities may be provided through the Tamil Nadu Construction Workers Welfare Board/Tamil Nadu Academy of Construction.
- (ix) A focused awareness campaign about the evils of child labour, punishments for the persons engaging children below the age of 14 in employments etc; may be undertaken throughout the state and specifically in Virudhunagar District.

The meeting ended with a vote of thanks to the Member, NCPDR.

MOHAN PYARE,  
PRINCIPAL SECRETARY TO GOVERNMENT.

//True Copy//

Section Officer  
6/10/15  
20/1/15

**Annexure**

THE MEETING HELD BY DR. YOGESH DUBEY, MEMBER, NATIONAL COMMISSION FOR PROTECTION OF CHILD RIGHTS WITH PRINCIPAL SECRETARY TO GOVERNMENT, LABOUR & EMPLOYMENT DEPARTMENT, GOVERNMENT OF TAMIL NADU ON 24.06.2013 IN THE CHAMBER OF PRINCIPAL SECRETARY, SECRETARIAT, CHENNAI.

1. Mohan Pyare - Principal Secretary to Government
2. Dr. B. Chandramohan - Commissioner of Labour
3. K. Ayyanu - Director of Industrial Safety and Health
4. P. Karupasamy - Additional Commissioner of Labour
5. S. Ismail - Additional Director, Industrial Safety & Health, Madurai.
6. G. Pandiaraj - Deputy Director, Social Defence
7. N. Tamilarasi - Deputy Director (Child Welfare) DSWO
8. Deputy Secretary - School Education
9. V. Maria Nesam - Deputy Secretary to Government
10. D. Daniel - Under Secretary to Government