



**Indian Institute of Technology Kanpur
Director's Office**

DIR/IITK/2007/95
October 13, 2007

Sub: Commissioning of "Contract workers' welfare and relief fund" at Dean RPG under a project mode.

Of late, the Institute has noticed that there have been two deaths reported due to alleged snake bites and another death on the work-spot for which the cause of death could not be reported by the medical agencies which have happened in quick succession.

There are specific Contract Labour Laws under which suitable compensation is payable through the enforcing agencies in eligible cases, if any.

However, there are no specific statutory provisions to extend various medical, relief, financial assistance for the labourers in case of death away from the work-spot, beyond the duty hours etc. Keeping the welfare of the contract labourers working for the construction projects of the Institute, it is felt that, in case of any such mishaps when the situation could not be defined in terms of statutory provisions, there could be a mechanism developed in order to help such victims on a community participation basis on purely humanitarian considerations. For this purpose Institute wishes to take a lead for the benefit of the working class.

In order to achieve this objective, it is decided to create a fund entitled "**Contract workers' welfare and relief fund**" at Dean Resource Generation and Planning under a project mode.

The Institute wishes to start the fund with an initial seed money contribution of **Rs. 5.00 Lacs** provided from the non-plan funds of the current FY 2007-08, towards creation of this corpus with immediate effect.

For this noble cause, the Dean, RPG is requested to invite donations / contributions from all those, who feel highly concerned for the welfare of the contract labourers of the Institute such as Institute Faculty, Officers & Staff Members, Students, Research employees, Alumni, Labour agencies, firms, individuals & companies, associations, organisations etc., from within India and abroad.

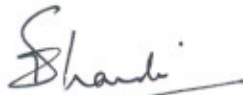
Further, Dean RPG is also being requested to develop operational modalities based on the experience of the existing welfare funds already created in a similar fashion. Necessary, Income Tax exemption, wherever applicable, may also be extended within the norms available for this purpose. Necessary norms for accepting the contributions and extending the benefits shall also be designed for further consideration by the appropriate agencies.

The following committee is constituted for framing the guidelines and necessary modalities for operation of the fund:

1)	Dean, RPG	Chairman
2)	Chairman, MWMC	Member
3)	Registrar	Member
4)	Executive Engineer -I	Member
5)	Assistant Registrar (Legal)	Member
6)	Convener, Students' Senate	Member
7)	Assistant Registrar (DRPG)	Member-Secy

The committee shall submit its report on the modalities of the operation of the "**Contract workers' welfare and relief fund**" for the consideration of the undersigned at the earliest.

Meanwhile, the Institute shall consider any such cases for payment of suitable financial assistance / ex-gratia on the basis of the merits of each case on interim basis. Further, the designated committee (s) appointed vide **Office Order DIR/IITK/2007/89** dated September 16, 2007, shall also endeavour to come-up with suitable proposals for a comprehensive insurance scheme for the benefit of the contract labourers.



Sanjay G Dhande
Director

Copy to:

1. Chairman and members of BOG and Finance Committee.
2. Dy Director.
3. Chairman and all members of the committee under reference
4. All Deans and Registrar.
5. All IAC Members.
6. Chairman & members of MWMC.
7. SE/IWD, EE-I & EE-II.
8. Website for information of all concerned
9. All through email