

Standing Committee Report Summary

Safety, Security and Welfare of TV/Broadcasting/Digital Entertainment/Advertisement Industry Workers

- The Standing Committee on Labour (Chair: Dr. Kirit Somaiya) submitted its report on ‘Safety, Security and Welfare of TV/Broadcasting / Digital Entertainment/Advertisement Industry Workers’ on December 17, 2018. The Committee noted in that in the recent past, there has been a high growth in television and digital entertainment sector. However, the workers in this industry have not been able to secure coverage under existing labour laws.
- **Coverage:** The Cine-Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981 Act regulates the conditions of employment of certain cine-workers and cinema theatre workers. The Committee noted that the Act did not include workers in the television /broadcasting/digital entertainment industry (‘Industry’). The Committee noted that this had led to these workers being vulnerable since no specific safeguards are present in labour laws with regard to the terms and conditions of employment, payment of wages and provisions of other amenities to low paid artists and technicians engaged in the Industry.
- The Committee noted that there is a consensus amongst the Ministry of Labour & Employment and the Ministry of Information & Broadcasting (I&B) that workers in the Industry should also be included in the Act. Therefore, it recommended that the Act be suitably amended to include Industry workers under its ambit.
- **Increase in remuneration:** The Committee observed that the remuneration of Cine Workers has been increased to an amount of up to Rs. 8,000 per month, or up to one lakh rupees, where it is paid in lump sum or instalments. However, the Committee was of the opinion that this amount is meagre. It recommended that the remuneration be revised to Rs. 16,000 per month, or two lakh rupees if paid in lump sum or in instalments.
- **Oversight and Regulation:** The Committee observed that the central government has delegated all the powers exercisable by it under the Act, to the state government, except the power to make rules. However, the Committee, stated that the Ministry of Labour & Employment is the nodal Ministry under the provisions of the said Act and must ensure proper implementation of the Act, in conjunction with all stakeholders, like state governments. It recommended that the Ministry of Labour & Employment and Ministry of I&B jointly institute a regulatory mechanism in due time to ensure proper implementation of the Act.
- **National survey of workers:** The Committee noted that most of the workers in the Industry in the country are working on ‘piece rate basis’. This has resulted in problems with identification of these workers. The Committee, recommended that the Ministry of Labour & Employment and Ministry of I&B jointly carry out a nation-wide survey of these workers.
- **Poor Infrastructure:** The Committee noted that the condition of studios, in terms of civic amenities, was poor. It recommended that both the Ministries of Labour & Employment and I&B work with all concerned agencies, who accord statutory clearances to studios, to ensure that infrastructure of all studios is up to the mark. This will ensure that the safety and welfare concerns of all people involved in the Industry is adequately taken care of.
- **Safeguards for women workers:** The Committee noted that the Act does not contain any specific provision for the safety and security of women working in the Industry. It recommended that the Ministry of Labour & Employment institute specific safeguards catering to the safety and security of female workers in due time and come up with stringent penal provisions that would act as a deterrent.

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