



Challenges, Initiatives and Way Forward

**Ministry of Labour & Employment
Government of India**



BACKGROUND

- **Meetings with State Labour Secretaries held on 7-11-2013 and 30-1-2014.**
- **Working Groups were formed with representatives of various States on:**
 - Web Portal, Abolition of Bonded Labour, Revamping of DGET Schemes, NCLP BOCW Act, Migrant Labour.
- **Meetings with State Labour Ministers held on 26.06.2014 and 29.08.2014.**
- **Extensive Consultation with States on :**
 - Convergence in Social Security Schemes, Improvements in ESIC, Improvements in RSBY.



Shram Suvidha Portal

- A single Unified Web Portal has been launched today for Online Registration of units, Reporting of Inspections, submission of Annual Returns and redressal of grievances for:
 - convenience of reporting,
 - transparency in Labour Inspection and
 - monitoring of Labour Inspections based on key performance indices.
- CLC(C), ESIC, EPFO and DGMS organisations covering 16 Labour Laws in Central Sphere selected.
- Unique Labour Identification Number (Shram Pehchan Sankhya) for each Employer/ Establishment w.e.f. today.
- Single online Return for the Employers by March, 2015.
- Inspectors to upload their Inspection Reports on the Portal within prescribed time w.e.f. today.
- Details on website 'www.labour.gov.in'.
- Details of Web Portal '<http://efilelabourreturn.gov.in>'.

Shram Suvidha Portal



Shram Suvidha
(Registration of Units for LIN, Reporting Inspection & Grievance Redressal System)
Ministry of Labour & Employment



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Welcome to Unified Portal for Registration of Units for LIN, Reporting of Inspection, Submission of returns & Grievance Redressal

This Portal will facilitate ease of reporting at one place for various Labour Laws, consolidated information of Labour Inspection and its enforcement. The Web Portal will enhance convenience of reporting, transparency in Labour Inspection and monitoring of Labour Inspection based on key performances indices and provide an effective Grievances Redressal System hyperlinked with Department of Administrative Reforms and Public Grievances (DARPG) Portal.

Conceptualized by Ministry of Labour & Employment: Designed & Developed by National Informatics Centre in coordination with Chief Labour Commissioner (Central)

Inspection Scheme

- Revised Inspection Scheme developed and notified by the CLC(C), ESIC, EPFO and DGMS Organisations to ensure transparency and accountability in inspections based on objective criteria.
- There are 4 features of the inspection scheme:
 - Serious matters are to be covered under the mandatory inspection list.
 - A computerized list of inspections will be generated randomly based on pre-determined objective criteria.
 - Complaints based inspections will also be determined centrally after examination based on data and evidence.
 - There will be provision of Emergency List for inspection of serious cases in specific circumstances.
- Central Analysis and Intelligence Unit (CAIU) developed by each Organisation to ensure objective methodology for selection criteria of the cases.
- Details of Inspection Scheme on website [“www.labour.gov.in”](http://www.labour.gov.in).

Proposed Labour Law Amendments & New Bill

- Acts in public domain where amendments have been proposed:
 - Factories Act, 1948.
 - Child Labour (Prohibition and Regulation) Act, 1986.
 - Minimum Wages Act, 1948.
 - Labour Law (Exemption from filing returns) Act, 1986.
- Draft of “The Small Factories (Regulation of Employment and Conditions of Services) Bill, 2014”.
- Details on website [“www.labour.gov.in”](http://www.labour.gov.in).



Rashtriya Swasthya Bima Yojana

- The revamp of RSBY is being under taken to rectify deficiencies. It will occur in two phases.
- The Phase-I began from June 2014 includes Strengthening SNAs and MoLE; performance indicators for insurance companies, Restructuring of National Grievance Redressal mechanism, Third Party Audit and National Call Centre.
- The Phase-II beginning January 2015 will have Centralised procurement and issue of card, Wellness Check and Integrated IT architecture.

Rashtriya Swasthya Bima Yojana

- A Committee of State Health/ Labour Secretary was constituted on 25.08.14. The Committee has submitted its report on 25.09.14 which has been circulated to concerned Central Ministry and State Government for comments.
- In Chattisgarh, the enrolment is beginning this month in which bank accounts and Aadhar card will also be given and seeded in the card. The Wellness Check will be done of at least one member of beneficiary family. The details of IGNOAPS and AABY will also be seeded in the card.

Convergence of Social Security Schemes for unorganised workers

- Aims to:
 - Combine information on unorganised workers eligible for social security schemes into a common data base
 - Have their data entered into one smart card which is used to access all schemes as per eligibility
 - Three social security schemes i.e. AABY, RSBY and IGNOAPS are proposed to be converged
 - A project to provide the services through Single Points of Contact is being piloted in 20 identified Districts in 20 States.

Building and Other Construction Workers

- **Decisions by the Central Building and Other Construction Workers Advisory Committee.**
 - All registered workers to be enrolled in RSBY.
 - The premium in respect of the construction workers to be paid by the concerned State Building and Other Construction Workers Welfare Boards.
 - All registered construction workers must have Saving Account and Aadhaar number and these should be seeded in their data base.
 - Schemes for Recognition of Prior Learning for Construction Workers to be introduced for the benefit of construction workers.
 - Annual Health Check up of every registered construction workers to be conducted.
- **Welfare Commissioners have been appointed to coordinate labour welfare activities for unorganized workers in all states**

Vigilance against Bonded Labour

- Even though bonded labour has been abolished instances of bondage and atrocities are being reported even now.
- States are requested to :
 - Constitute vigilance committees in all districts;
 - Train members of the vigilance committee and other officers;
 - Conduct periodic surveys;
 - Identify and release bonded labour when discovered;
 - Rehabilitate them and prevent their relapse into bondage by converging different welfare schemes;
 - Set up vigilance centres at major railway stations/bus stands to ensure that only registered contractors take out migrant workers;
 - Carry out periodic inspections of brick kilns, stone quarries where large number of migrant workers are engaged.



Social Security: EPFO

- **Major initiatives:**
 - Launch of Universal Account Number (UAN) to all EPF members – scheduled for 16 Oct 2014.
 - Seamless transfer of member accounts on job/location change (OTCP).
 - Through EPF website establishments' remittance status as well as credits to members' PF accounts can be checked every month.

Social Security: EPFO

Support from State Govt:

- Enrolment of all workers appointed on contract basis by state Government and bodies/ authorities under it.
- For facilitating successful roll out of UAN, Aadhaar enrolment and dissemination.
- Outstanding EPF dues of state PSUs are required to be cleared.
- Allotment of land / ready built buildings for use as office premises and residential quarters.



Social Security :ESIC

- Feedback required on Draft Report of Sub-committee on Medical Services & Medical Education.
- Working Group constituted for Revision of MoU with State Govts.
- Pehchan Patra for remaining 60 lakhs Insured persons being done in campaign mode by organizing enrolment Camps at ESIC Branch Office & employers' Premises. Active Cooperation Industry' Association is required.
- A transparent inspection policy with system driven triggers equipped with relevant norms & criteria have been formulated for ensuring more accountability, transparency and for minimizing frequent inspection of the same unit.
- Setting of Central Analysis & Research Units has been initiated for overall monitoring of complaints based on relevant Parameters.
- Grievance redressal system being made more effective and also being made online.

ESIC – Empowering States

- State Executive Committee under the Chairmanship of Principal Secretary of the State Government is to be set up. It will, inter-alia, have powers to sanction and execute Special Repair works for dispensaries upto Rs. 50 lacs, for Hospitals upto 200 beds upto Rs. 3 Crores and for Hospital more than 200 beds upto Rs. 5 Crores.
- The Ceiling on funds to be provided to the States has been increased from Rs. 1500/- per IP per year to Rs. 2000/- per IP per year w.e.f. 01.04.2014.
- The Ceiling would further increase by Rs. 150/- per IP per year, every year for 5 years w.e.f. 2015-16.

Issues for consideration of State Governments

ESIC

- It is critical for improvement of medical services in States that Medical and Para Medical post are created as per ESI norms and all vacancies are filled up expeditiously.
- The required equipment maybe procured by States. 7/8 of the cost of equipment is borne by ESIC.
- Coverage under ESI Scheme can be increased by providing medical care services to ESI beneficiaries under the general health system. States may take up pilot projects in this regard.
- There is considerable scope to improve efficiency of expenditure on super specialty treatment. It requires proactive help of State Governments.
- ESIC has sought in principle consent of the States concerned for transferring ESIC Medical Colleges to them.

Issues for consideration of State Governments

- **Single harmonized web portal and inspection scheme**
 - Digitise the data of establishments in their jurisdiction and de-duplicate it.
 - Notify the State Inspection Scheme.
 - Amend rules/regulations for a single harmonised online annual Return
 - Amend rules/regulations for simplification of inspection Reports.
 - Develop Selection Criteria for inspection.
 - Setting up of Central Analysis and Intelligence Unit (CAIU) in their Labour Directorate.
 - Notification of Grievance redressal Mechanism for enforcement and linking the same with Inspection Scheme.
 - State Govts may indicate their preparedness and the date from which they would like to join the portal.

Issues for consideration of State Governments (Contd..)

RSBY :

Effective implementation of Revamped RSBY for unorganized sector

- Ensuring accuracy of data from the respective departments along with robust de-duplication of the database for all categories of beneficiaries especially for Contract Workers, Construction Workers and beneficiaries of Welfare Cess Funds.
- Organizing enrolment camp along with simultaneous camps for opening/seeding of Jan Dhan bank account and registration for Aadhar and their seeding in the card.
- Strengthening of SNA in their State.
- Strengthening of DGRC & SGRC and regular reporting of status of grievances to NGRC.
- Effective and regular monitoring of RSBY parameters like Enrolment Ratio, Claim Ratio and % of beneficiary accessing services.

Issues for consideration of State Governments (Contd..)

EPFO

- Enrolment of all workers appointed on contract basis by state Government and bodies/ authorities under it.
- For facilitating successful roll out of UAN, Aadhaar enrolment and dissemination.
- Outstanding EPF dues of state PSUs are required to be cleared.

Issues for consideration of State Governments (Contd..)

- Elimination of Child Labour – Convergence of various Government interventions required.
- Strict Enforcement of the Child Labour (Prohibition & Regulation) Act.
- Review of the progress under the National Child Labour Project Scheme at the State level.
- Timely submission of reports and accounts as well as payment of stipend to the children.
- Digitization of all records and using DBT for transfer of stipends.
- Timely surveys and Social awareness campaigns against Child Labour.



Thanks.