Making India A Better Workplace For All

MAJOR INITIATIVES
- Pt. Deendayal Upadhyay Shramev Jayate Karyakram
- e-Kranti

STAKEHOLDERS
- Organized Workers
- Unorganized Workers
- Industry
- Micro, Small & Medium Enterprises
- Construction Workers
- Women
- Disadvantaged Group
- Youth
Work is a celebration only when both partners – the worker and industry – thoroughly benefit from it.

The Ministry of Labour & Employment evolves new initiatives that safeguard the interests of workers in India’s organized and unorganized sectors while creating a positive environment for employers. Besides promoting the welfare of workers by implementing relevant laws, policies, programmes, schemes and social security projects, the Ministry imparts vocational training to youth and unskilled labour force to improve their job profile and prospects. The Ministry also provides employment services.

Industrial harmony can only be achieved when the objectives of employment and employability are interwoven with the goals of industrial development and national growth. The Ministry of Labour & Employment is therefore committed to good governance through transparency and accountability in the enforcement of labour laws.
ATTACHED AND SUBORDINATE OFFICES AND AUTONOMOUS ORGANIZATIONS UNDER THE MINISTRY AND THEIR RESPONSIBILITIES

<table>
<thead>
<tr>
<th>Office</th>
<th>Description</th>
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<tbody>
<tr>
<td>DGET – DIRECTORATE GENERAL OF EMPLOYMENT &amp; TRAINING</td>
<td>The apex organization for development and coordination of programmes relating to Vocational Training and Employment Services at the National level.</td>
</tr>
<tr>
<td>CLC(C) – CHIEF LABOUR COMMISSIONER (CENTRAL)</td>
<td>Also known as Central Industrial Relations Machinery, CLC maintains harmonious industrial relations, mainly in the Central Government domain.</td>
</tr>
<tr>
<td>DGFASLI - DIRECTORATE GENERAL, FACTORY ADVICE SERVICE AND LABOUR INSTITUTES</td>
<td>An advisory body to assist the Ministry in formulating national policies on occupational safety and health in factories, docks and other workplaces.</td>
</tr>
<tr>
<td>LABOUR BUREAU</td>
<td>For collation, collection and publication of labour statistics and evaluation of various labour enactments, besides being the source of important economic indicators.</td>
</tr>
<tr>
<td>DGMS – DIRECTORATE GENERAL OF MINES SAFETY</td>
<td>The Regulatory Agency for safety in mines and oil fields with the mission to improve safety and health standards, practices and performance.</td>
</tr>
<tr>
<td>DGLW – DIRECTOR GENERAL LABOUR WELFARE (WELFARE COMMISSIONERS)</td>
<td>Administers various labour laws for the welfare of unorganized workers, and schemes relating to Health, Education, Housing, etc.</td>
</tr>
<tr>
<td>ESIC – EMPLOYEES’ STATE INSURANCE CORPORATION</td>
<td>A multidimensional social security system tailored to provide socio-economic protection to workers and their dependants in the organized sector.</td>
</tr>
<tr>
<td>EPFO – EMPLOYEES’ PROVIDENT FUND ORGANISATION</td>
<td>The institution of contributory provident fund, pension scheme and insurance scheme for the organized sector workforce.</td>
</tr>
<tr>
<td>VVGNLI – V.V. GIRI NATIONAL LABOUR INSTITUTE</td>
<td>A premier national institution involved in research, training, education, publication and consultancy on labour-related issues.</td>
</tr>
<tr>
<td>CBWE – CENTRAL BOARD FOR WORKERS EDUCATION</td>
<td>CBWE works on schemes for Workers’ Education, and aims at increasing awareness of the workforce for effective participation in the country’s socio-economic development.</td>
</tr>
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MAJOR NEWS AND NEW INITIATIVES

Pt. Deendayal Upadhyay Shramev Jayate Karyakram

e-Kranti
The Hon'ble Prime Minister called for greater inclusion of India's workforce in welfare schemes and labour reforms; and for greater efficiencies via people-friendly technologies.

On 16 October 2014, a new day dawned to brighten the lives of the labour force in India in many different ways – the Hon'ble Prime Minister of India Narendra Modi inaugurated the **Pt. Deendayal Upadhyay Shramev Jayate Karyakram**, during the daylong conference of State Labour & Employment Ministers, State Health Ministers and State Vocational Training Ministers at Vigyan Bhawan, New Delhi.

The event revolved around a series of Good Governance initiatives to enhance transparency and accountability and boost compliance with the ultimate aim of effectively promoting industrial peace, harmony and all-round development.
**EFFORTS TO ENSURE EFFECTIVE IMPLEMENTATION**

On this occasion, the Hon'ble Prime Minister dedicated the: (1) Shram Suvidha Portal (2) Labour Inspection Scheme and (3) Portability of Provident Fund Account through Universal Account Number (UAN) as the Ministry's three major initiatives on the 'Minimum Government, Maximum Governance' pledge via effective use of technology.

**ATTRACTING YOUTH TO HONE THEIR TALENT**

Developing a proper work ethic is an initiative India is looking forward to in every way because the youth are eagerly waiting – willing and capable, if only they are led in the right direction. The Ministry of Labour & Employment has therefore launched several path-breaking initiatives to popularise vocational training, make it demand responsive and vastly expand available opportunities for India's youth to transform themselves into competent, trained human resources.
APPRECIATION TO ENCOURAGE EXCELLENCE

On this occasion, the 'Apprentice Protsahan Yojana' was launched, providing 50% support towards payment of stipend with a focus on MSME (Micro, Small and Medium Enterprises) in the manufacturing sector. This incentive will attract all youth waiting for this opportunity. Individuals who excelled after vocational training were recognized by being appointed as 'National Brand Ambassadors for Vocational Training' and honoured by the Prime Minister, while the Booklet of National Brand Ambassadors for Vocational Training was also released on this occasion. This was meant to ensure they remain on this forward-looking path.

The Prime Minister said: “We must see labour issues through the eyes of workers.” A compassionate approach will ensure that the 'Shram Yogi' becomes a 'Rashtra Yogi' and 'Rashtra Nirmata'. Shramev Jayate initiatives will boost confidence and build the skills of youth, while making it easier to do business.
The main objective of e-Kranti is to accelerate e-governance across India and achieve, in the words of the Hon'ble Prime Minister: Minimum Government, Maximum Governance.

Therefore, the mission of e-Kranti is to: “Make all government services accessible to the people in their locality via Common Service Delivery outlets; ensure efficiency, transparency and reliability in such services at affordable costs; and realise the basic needs of the common man.”
**SHRAM SUVIDHA PORTAL**

The Ministry of Labour & Employment has developed a unified Web Portal—‘Shram Suvidha’—catering to four major organisations under its aegis: Office of Chief Labour Commissioner (Central); Directorate General of Mines Safety; Employees' Provident Fund Organization; and Employees' State Insurance Corporation.

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For more details, please log on to: [www.efilelabourreturn.gov.in](http://www.efilelabourreturn.gov.in)

**FIGURES IN LAKHS, NOT TO SCALE**

**AS ON 01 JANUARY, 2015**

*THE UNIQUE LABOUR IDENTIFICATION NUMBER (LIN) ISSUED*

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**The portal’s main features are:**

1. Unique Labour Identification Number (LIN) allotted to Units facilitating online registration.

2. Filing of self-certified, simplified Single Online Return by industry. Units will only file a single consolidated Online Return, instead of separate Returns. Amendments to 10 Rules already undertaken.

3. Transparent Labour Inspection Scheme via computerized system as per risk-based criteria, instead of arbitrary inspections based on discretion, and uploading of Inspection Reports within 72 hours by Labour Inspectors.

For more details visit: [www.efilelabourreturn.gov.in](http://www.efilelabourreturn.gov.in)
e = EFFICIENT INSPECTIONS

Transparent Central Labour Inspection Scheme for random selection of units for inspection

(a) Computerized list of inspections to be generated randomly as per risk-based objective criteria.

(b) Serious matters to be covered under mandatory inspection list.

(c) Complaints-based inspections to be determined centrally after examination of data and evidence.

(d) Mandatory uploading of Inspection Reports within 72 hours.

(e) Since the Labour Inspection Scheme’s launch, 21,552 inspections generated as on 01 January 2015; of these, 18,149 are already uploaded.

(f) Ten States have indicated interest in joining ‘Shram Suvidha’.

labour inspection scheme progress

21,552 INSPECTIONS GENERATED
18,149 INSPECTIONS UPLOADED ON THE SHRAM SUVIDA PORTAL

AS ON 01 JANUARY 2015
Portability through Universal Account Number (UAN) for Employees’ Provident Fund

(i) Digitization of database of EPF subscribers and allotment of UAN to each member.

(ii) UAN will be linked with Bank Account, Aadhar Card and other KYC (Know Your Customer) details to promote financial inclusion.

(iii) Employees’ EPF amount on settlement is informed via SMS. Employees can view their updated status online.

(iv) Direct access to EPF accounts; will enable members to access and consolidate previous accounts. Online pensioners can view their account and disbursement details online.

For more details visit: www.uanmembers.epfoservices.in
Additionally:

- Software launched to allow exempted establishments to file Statutory Returns online.
- Establishments can remit statutory EPF dues electronically from any of the 58 banks, including all major banks in India.
- An Online Transfer Claims Portal (OTCP) has been launched to facilitate transfer of member accounts after a job/location change.
- Payments to 99% members and more than 99% pensioners are made electronically.
- As on 01 January 2015, around 29 lakh (2.9 million) members have already registered. Members can view and print account statements multiple times without any employer intervention.

**STATUS OF UAN ACTIVITIES**

<table>
<thead>
<tr>
<th>Description</th>
<th>Figure (in crores)</th>
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<tbody>
<tr>
<td>Total number of UAN allotted to EPF members</td>
<td>4,24,58,329</td>
</tr>
<tr>
<td>Total number of establishments whose members have allotted UAN</td>
<td>4,30,977</td>
</tr>
<tr>
<td>Number of AADHAAR/NPR KYC details uploaded in UAN database</td>
<td>46,16,179</td>
</tr>
<tr>
<td>Number of PAN KYC details uploaded in UAN database</td>
<td>93,87,928</td>
</tr>
<tr>
<td>Number of Bank Account KYC details uploaded in UAN database</td>
<td>2,24,34,564</td>
</tr>
<tr>
<td>Number of Mobile numbers available</td>
<td>1,02,91,486</td>
</tr>
</tbody>
</table>

**AS ON 01 JANUARY 2015**
**e = EFFICIENT HEALTH AND INSURANCE**

Faster medical care and cash benefits in contingencies for organized sector workers.

- **Project 'Panchdeep':** To digitize internal and external processes and ensure efficiency in operations, especially services to Employers and Insured Persons, ESIC has launched its IT Project ‘Panchdeep’.

- **Employer Portal under ‘Panchdeep’:** The Employer Portal permits various transactions online without visiting any ESIC Office, saving time and avoiding the drudgery of routine paperwork. Employer and Employee Registrations are done online. The portal enables employers to file monthly contributions, generate Temporary Identity Cards and create monthly contribution challans online.

- **IP Portal under ‘Panchdeep’:** Insured Persons (IPs) can check contributions paid/payable by employers, family details, entitlement to various benefits and status of claims.

- **Pehchan Card for IP:** The photograph of the Insured Persons (IPs) and their family members are clicked during registration. Their fingerprints are also scanned for Pehchan Card. Two sets of Pehchan Card (one for the IP, another for his/her family members) are provided for swift and convenient delivery of services.

- **e-Biz Platform:** ESIC is the first entity to integrate its services (Registration of Employers via e-Biz portal of the Department of Industrial Policy and Promotion (DIPP)) to promote ease of business and curb transaction costs.

For more details visit: [www.esic.nic.in](http://www.esic.nic.in) or [www.esic.in](http://www.esic.in)

- The Ministry of Labour and Employment has developed NCVT-MIS portal to streamline the functioning of ITIs, Central Institutes, Apprenticeship Scheme and assessment/certification of all NCVT training courses.
- All certificates (current academic year onwards) will be issued online as e-certificates.
- The MIS portal will act as a single-window, self-service platform delivering services to current and prospective trainees, employers/establishments, ITIs, State Directorates and DGET.
- ITI data from states has already been uploaded. Hall tickets and mark sheets for the first semester of the current academic year will be generated via the portal.
- MIS portal will provide services to the apprentices & establishments to support the implementation of Apprentice Protsahan Yojana (APY) scheme by February 2015.
- For more details log on to www.ncvtmis.gov.in
Skill Development Initiative Portal

- DGET's Skill Development Initiative (SDI) Portal (https://www.sdi.gov.in) has been upgraded to make it more user-friendly, and ensure timely execution of activities. New features, namely biometric attendance of trainees, placement tracking, etc. are being added.
- For more details log on to www.sdi.gov.in

National Career Service (initiative in progress)

- National Career Service (NCS) is being implemented as a Mission Mode Project by the Ministry to transform the National Employment Service and provide various job-related services such as: online registration of job seekers, job vacancies, career counselling, vocational guidance, information on skills development courses, internships, apprenticeship, etc.
- The NCS will be supported by a national portal with Call Centre/Helpdesk and a network of delivery channels. The NCS portal is slated to be launched by 31 March 2015.
e = EXTRA REACH FOR UNORGANIZED WORKERS

Unorganized Workers' Identity Card (initiative in progress)

(i) Identification and registration of unorganized workers by State Governments as per Unorganized Workers Social Security Act, 2008 leading to creation of unorganized workers' database.

(ii) Portable Smart Card to unorganized workers linked to Aadhar and bank account numbers to be issued by States in 2015-16.

(iii) All Social Security Schemes for unorganized workers to be linked to a single platform.

(iv) Holistic monitoring of schemes to ascertain access to and quality of services for unorganized workers.
The Ministry of Labour & Employment promotes an enabling environment for the country's inclusive growth, where the gains of both labour and industry coincide. Each independent stakeholder benefits greatly from the new initiatives introduced by the Ministry and should be aware of them.
Every worker helps build the nation and deserves what the nation gives back. The Ministry of Labour and Employment reaches out to organized sector workers with benefits and welfare schemes, but lack of awareness slows implementation. As a worker there is a lot you must know.

**Provident Fund Benefits**

All organized sector workers earning up to Rs15,000/- per month **must be** enrolled under Employees' Provident Fund, Employees' Pension Scheme and Employees' Deposit Linked Insurance Scheme.

**Freedom to check PF online**

- Register on the EPFO portal and check your PF account online, without employer intervention
- SMS alert when money is transferred to and from account
- 29 lakh members already registered

**Portability via Universal Account Number (UAN) for Employees’ Provident Fund**

- The Hon'ble Prime Minister of India formally launched the Universal Account Number (UAN) for EPF members on 16.10.2014 to facilitate portability of member accounts arising due to job/location change. UAN has been allotted to all contributing members; the number stood at 4.24 crore as on 01.01.2015.

**Transfers after Job Change made easy**

- An Online Transfer Claims Portal (OTCP) has been launched to facilitate transfer of member accounts after a job/location change.
Members' Minimum Pension introduced

- Minimum pension of Rs1,000/- per month has been introduced with effect from 01.09.2014 for 2014-15. Pension is applicable for members on superannuation/retirement, disability; and for dependents of deceased member: widow(er), children, parent/nominee/orphan.

More Insurance for PF Members

- The insurance benefits (Employees' Deposit Linked Insurance, 1976) has also been enhanced from maximum of Rs130,000/- to Rs360,000/- w.e.f. 01.09.2014. The benefit is provided in case of death of employee who was a member of the scheme at the time of death. Contribution to be paid by employer at 0.5% only, up to the wage limit of Rs15,000/-.

Speedy Claims Settlement

- Almost 70 percent of claims in the current financial year are now being settled within 10 days, with 36 percent settled in only 3 days.

Grievances Addressed

- 92 percent grievances received in EPFO (approximately 15,000 every month) are resolved within 15 days. EPFO has a well-established Internet-based grievances management system where members can register grievances without visiting the EPF office and also track the status of grievance.

For more details visit: www.epfindia.com
Health & Insurance Benefits

- Insurance cover under ESI Act for organized sector workers earning up to Rs15,000/- per month.
- The employee has to contribute 1.75 percent of their wages for getting benefits under ESI Scheme.
- Main benefits under ESI Scheme are Sickness Benefit, Disablement Benefit, Dependants' Benefit, Maternity Benefit and Medical Benefit. Other benefits include Confinement Expenses, Funeral Expenses, Vocational Rehabilitation, Physical Rehabilitation, Unemployment Allowance and Skills Upgradation Training.

Fast and Efficient Services

- **Project 'Panchdeep':** To digitize internal and external processes and ensure efficiency in operations, especially services to Employers and Insured Persons, ESIC has launched IT Project 'Panchdeep'.

- **IP Portal under 'Panchdeep':** Insured Persons (IPs) can check contributions paid/payable by employers, family details, entitlement to various benefits and status of claims.

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For more details visit: [www.esic.nic.in](http://www.esic.nic.in) or [www.esic.in](http://www.esic.in)
Employment-led Vocational Skills Training

Skill Development Initiative (SDI) Scheme

- Upgrade your skills or learn new skills
- Training on 558 modules in 69 sectors via a network of Vocational Training Providers (VTPs) in each State
- Short-term training programmes – duration less than a year
- Training hours to fit your routine
- Instruction material in simple language
- Training and assessment are free
- Become a certified trained worker (National Council for Vocational Training – NCVT certification on successful completion)
- You should be above 14 years and Class VIII pass (or clear a simple test to qualify)
- For more details visit: www.sdi.gov.in or www.dget.gov.in
Health and Safety Measures

The Directorate General, Factory Advice Service and Labour Institutes (DGFASLI) takes care of the workers' safety by ensuring safe design of plant and equipment, provision of information, instruction, training and supervision, monitoring of workplace, first aid, lighting, ventilation and noise protection.

Initiatives for safety and health of workers

- Training programmes, workshops and seminars for Inspectors of Factories, Senior Managers, Safety Officers, Factory Medical Officers, Supervisors, Trade Union Officials and Safety Committee Members of Industry.
- National, regional, state-level studies/surveys and unit-level studies/surveys/audits in Occupational Safety and Health.
- In-plant-need-based training programme on management's request.
- Labour institutes in Mumbai, Kolkata, Chennai and Faridabad have an ‘Industrial Safety, Health and Welfare Centre’. These centres are a source of immense information on occupational health and safety.

Courses for Manufacturing and Port Sectors

- One year ‘Advance/Post Diploma Course in Industrial Safety’ for appointment as Safety Officers.
- Three months' 'Associate Fellow of Industrial Health' (AFIH) Certificate Course for Factory Medical Officers.
• One Month Certificate Course for supervisors in hazardous process industry under the Factories Act, 1948.

• The DGFASLI website www.dgfasli.nic.in is a source of immense information on various safety and health-related matters.

Initiatives for Safety & Health in Mines

• Easy-to-use 'Risk Calculator' cards introduced to help reduce workplace injuries.

• Easy-to-use 'Take 5' cards introduced to help prevent accidents in mines.

• Draft Coal Mine Regulations, 2014 finalized:
  • Will usher era of goal-setting regulations for coal mines.
  • Help simplification of operations without compromising safety of coal mine workers.

• Amendment proposal for Oil Mine Regulations, 1984 prepared and circulated to stakeholders.

The Directorate General of Mines Safety (DGMS) website www.dgms.net is a source of rich information on various safety and health-related matters on mines.
Ministry of Labour & Employment
Finding new answers for
Unorganized Workers
Every worker helps build the nation and deserves what the nation gives back. The Ministry of Labour and Employment reaches out to temporary and daily wagers in the unorganized sector with benefits and welfare schemes, but lack of awareness slows implementation. As a worker there is a lot you must know.

**Unorganized Workers' Identity Card (initiative in progress)**

Q. What is this ID card?
A. The unorganized workers' identity card will be a Smart Card linked to your Aadhar and Bank Account Number.

Q. What does it do?
A: The ID card will register all workers so you can be easily identified in order to benefit from Government schemes.

Q: Why is it important for you?
A: This single card will bring all Government schemes automatically to you and act as your identity card in case of complaints or suggestions.

**Rashtriya Swasthya Bima Yojana (RSBY)**

Q. What is RSBY?
A. A Smart Card-based cashless health insurance cover of Rs30,000/- per year.

Q: Who is it for?
A: For persons with a family of up to five people, falling under BPL (Below Poverty Line) or another category of unorganized workers.
Q: If it is cashless insurance, who pays for it?
A: Both the Government of India and the State Government.

Q: How does one register?
A: Your family pays Rs30 per year for registering under RSBY and also for renewal. More details on www.rsby.gov.in

Welfare Funds

Q: Who will benefit from these funds?

Q: What benefits are covered by these funds?
A: Various schemes relating to health, housing and education are run by the Government for the benefit of unorganized workers.

Q: Where to avail healthcare benefits?
A: Healthcare for Beedi and Mine Workers and dependent family members through hospitals and dispensaries of the Labour Welfare Organisation (LWO) as well as specialist treatment for major illness at recognised private hospitals.

Q: Who benefits from the housing scheme?
A: These include Revised Integrated Housing Scheme for Beedi Workers 2007 (RIHS), Type I and Type II Housing Scheme for Iron/Manganese and Chrome Ore/Mica/Limestone and Dolomite Mine Workers by LWO.

- For more details, visit: http://labour.nic.in/content/dglw/welcome.html
Q: **What is the benefit in education scheme?**

A: Financial help from Rs250/- to Rs15,000/-:

- For Class IV to professional degree courses.
- For family members of Beedi/Cine/Mine Workers.

Q: **Who qualifies under the education scheme?**

A: Students whose family income is below Rs10,000/- per month, in case of Beedi Workers (no wage ceiling for Mine Workers) and students who have passed the last qualifying exam.

For more details, visit: [http://labour.nic.in/content/dglw/welcome.html](http://labour.nic.in/content/dglw/welcome.html)
Three Vocational Training Schemes
For better jobs and wages

If you are a construction worker: Recognition of Prior Learning (RPL) Scheme
- Developed exclusively to uplift the status and productivity of Construction Workers, by giving them skills-gap training at construction sites
- Your existing skills tested by qualified assessors
- Quality training by approved qualified trainers
- For attending training, get paid Rs35/- per hour against wage loss
- Register with Building and Other Construction Workers Welfare Board (BOCWWB), to avail scheme benefits
- Ask the Contractor to register you with BOCWWB
- You become a certified trained worker (National Council for Vocational Training – NCVT certification on successful completion)
- Possibility of better wages

Skill Development Initiative (SDI) Scheme
- Upgrade your skills or learn new skills
- Training on 558 modules in 69 sectors
- Short-term training programmes – duration less than a year
- Training hours to fit your routine
- Instructional material in simple language
- Training and assessment are free
- Become a certified trained worker (National Council for Vocational Training – NCVT certification on successful completion)
- You should be above 14 years and Class VIII pass (or clear a simple test to qualify)
- For details: [www.sdi.gov.in](http://www.sdi.gov.in) or [www.dget.gov.in](http://www.dget.gov.in)

If you are a skilled worker: courses in second shift at ITIs
- Learn new skills to upgrade your job
- Courses on new modern construction techniques
- Free training for you
- Become a certified trained worker (National Council for Vocational Training – NCVT certification on successful completion)
- Convenient evening classes after work
- To locate the closest ITI visit: [www.sdi.gov.in](http://www.sdi.gov.in)
Ministry of Labour & Employment
Making 'Make in India' simpler for Industry
At the 'Make in India' launch, the Hon'ble Prime Minister asserted that employment opportunities must be created and manufacturing increased, while ensuring the benefits reached the nation's youth. The Government is therefore taking steps to promote skill development and ensure adequate human resources for manufacturing. On its part, the Ministry of Labour & Employment will strive to advance this vision via relevant employer-employee initiatives.

**SHRAM SUVIDHA PORTAL**

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**The portal's main features are:**

1. **Unique Labour Identification Number (LIN) allotted to Units facilitating online registration.**

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For more details visit: [www.efilelabourreturn.gov.in](http://www.efilelabourreturn.gov.in)
1. **FLEXI MoUs**

- Enlarging the present format of Industrial Training Institutes (ITIs), the Government has decided to support training programmes with high employment potential that meet specific skills requirements of industry. **Accordingly, the Ministry of Labour & Employment has created a new window through flexible MoU (Memorandum of Understanding).**

- Courses can be designed by local industry in partnership with ITIs and other training partners. This will be delivered via existing infrastructure and modern training equipment, handled by expert industry trainers as per flexible MoUs. The Ministry will conduct special examinations to enable NCVT certification.

- The MoU structure for partnership between the industry and ITI is flexible, the only requirement being that such courses create a high level of employment of not less than 80 percent.

- The list of already-signed flexi MoUs includes:
  1. Flipkart Internet Private Limited
  2. Gujarat Industries Power Company Limited (GIPCL)
  3. LabourNet Managed Services (LabourNet)
  4. STIR (Skilled Tailoring Institute by Raymond)
  5. Cadila Pharmaceuticals Limited
  6. Maruti Suzuki India Limited (Automotive Repair Programme)
  7. TATA Motors Limited

For detailed policy guidelines, please visit: http://www.dget.gov.in/upload/uploadfiles/files/MoU%2029_7_2014.pdf
2. **Upgrading to MODEL ITIs:**

- Existing ITI in a State is being upgraded to Model ITI. This will evolve as an institution showcasing best practices, efficient and high quality training delivery as well as sustainable and effective industry relationship by:
  - Becoming a **demand centre** for local industries for expertise and best performance in training.
  - **Better engagement with local industries.**
  - Signing flexi MoU with industry to conduct training programmes that meet specific skills requirement of Industry. For such approved courses, examination/assessment and certification will be done by NCVT.
  - Training of unorganized workers.
  - Industries get existing workforce trained in these Model ITIs.
  - One ITI per State situated in a prominent industrial cluster is being identified. A total of 29 will be selected, for which the process has begun.
  - Funds up to Rs10 crore per ITI will be provided.
  - Institute Management Committee (IMC) to enable efficient functioning will be formed for each ITI with Chairperson from Industry, covering all major trades.

3. **APPRENTICESHIP TRAINING**

- **APPRENTICES ACT, 1961,** has been amended to make it flexible and user-friendly for industry and the youth.
- Trade-wise regulation has been replaced by a band of 2.5 percent to 10 percent of the total strength of workers.
• Apprentice engagement to be counted in terms of apprentice per month, to account for seasonal business.

• Apprentice Protsahan Yojana has been operational since 16 October 2014 and has been a concrete step forward to support manufacturing units and other establishments covered under the Apprentices Act, 1961. It reimburses 50 percent of the stipend paid to apprentices during the first two years of their training (for one lakh apprentices). Establishments can engage apprentices within a band of 2.5 percent to 10 percent of the total strength of the establishment.

• For basic training, curricula are being restructured as per scientific principles to make it more effective.

• Establishments interested in availing the benefits of Apprentice Protsahan Yojana should contact Regional Directorates of Apprenticeship Training (RDAT).

4. NATIONAL CAREER SERVICE

• The Ministry is implementing the National Career Service (NCS) Project, which envisages a national portal with the following employment and counselling-related services:
  • Online registration for job seekers and employers
  • Search for jobs based on preferences
  • Career Counselling, including interest and aptitude assessment
  • Information on training and skilling institutions
  • Job alerts on registered mobile number/email ID
  • Market trends
  • Call centre in multiple languages

For more details visit: www.dget.gov.in
Streamlined Social Security

- Establishments now enabled to register online for EPF registration number (EPF Code number) through online registration of establishments' portal. Registration form available at: http://epfindia.gov.in/sites/pdf/registration.pdf.
- Requirements handled conveniently: after registration, establishments need to file statutory returns and remittances online via ECR (Electronic Challan-cum-Return) portal and also provide UAN (Universal Account Number) to all eligible employees. This is allotted electronically and establishments need not visit any EPF office.
- Statutory wage ceiling is Rs15,000 w.e.f. 01.09.2014.
- A system-driven transparent and accountable inspection scheme has been notified by EPFO and simplified inspection pro-forma has been designed for inspection of establishments covered under the Act.
- Software launched for facilitating exempt establishments to file statutory returns online. Exempt establishments have begun filing returns online from financial year 2014-15 onwards. This has benefited both establishments and the EPFO, ensuring effective monitoring.

For more details visit: www.epfindia.com
Steps for Workers' Welfare

- The ESI Act, 1948 applies to factories (except seasonal factories) employing 10 or more persons. Most State Governments have extended the provisions of applicability of the ESI Act to the following establishments:
  - Shops, hotels, restaurants, cinemas (including preview theatres), road motor transport agencies, private medical institutions, educational institutions, newspaper establishments, etc. employing 10 or more persons. In some states, however, the threshold limit for coverage of such establishments is still 20.
  - Employees of the above categories of factories and establishments, drawing wages up to Rs15,000/- a month, are entitled to social security cover under the ESI Act.
  - The ESI Scheme is financed by contributions from employers and employees. The employers' rate of contribution is 4.75 percent of the wages paid to employees. The employees' contribution is 1.75 percent of the wages paid.
  - Daily-wage employees earning less than Rs100/- a day are exempt from paying their share.

Happy Employees, Happy Employer

- The main benefits under ESI Scheme are Sickness Benefit, Disablement Benefit, Dependants' Benefit, Maternity Benefit and Medical Benefit. Other benefits include Confinement Expenses, Funeral Expenses, Vocational Rehabilitation, Physical Rehabilitation, Unemployment Allowance and Skills Upgradation Training.
- Employers are freed from all liabilities of providing medical facilities to employees and their dependants in kind or in fixed cash allowance, reimbursement or actual expenses, lump sum grant or any other medical insurance policy of limited scope, unless it is a contractual obligation.
Employers are also exempt from the Maternity Benefit Act and Employees' Compensation Act for employees covered under the ESI Scheme.

Employers are freed from responsibility during physical distress of workers such as sickness, employment injury or physical disablement resulting in loss of wages, as the financial support in such contingencies is provided by the ESIC in respect of insured employees.

Any sum contributed under the ESI Act is deductible while computing 'Income' under the Income Tax Act.

**Fast and efficient services**

- **Project 'Panchdeep':** To digitize internal and external processes and ensure efficiency in operations, especially services to Employers and Insured Persons, ESIC has launched its IT Project 'Panchdeep'.

- **Employer Portal under 'Panchdeep':** The Employer Portal permits various transactions online without visiting any ESIC Office, saving time and avoiding the drudgery of routine paperwork. Employer and Employee Registrations are done online. The portal enables employers to file monthly contributions, generate Temporary Identity Cards and create monthly contribution challans online.

- **e-Biz Platform:** ESIC is the first entity to integrate its services (Registration of Employers via e-Biz portal of the Department of Industrial Policy and Promotion (DIPP)) to promote ease of business and curb transaction costs.

For more details visit: [www.esic.nic.in](http://www.esic.nic.in) or [www.esic.in](http://www.esic.in)
Simplified procedures for Mining Industry

- Policy revised to facilitate approval of new equipment, material and appliances for use in mines.
- Simplified procedures for greater transparency.
- Time-bound dealing of cases, removal of bottlenecks, increasing efficiency.
- Helps mining industry boost production.
- Eases business possibilities for international manufacturers in the Mining industry.
- Draft Coal Mine Regulations, 2014 finalized:
  - Will usher era of goal-setting regulations for coal mines.
  - Helps simplification of operations without compromising safety of coal mine workers.
- Amendment proposal for Oil Mine Regulations, 1984 prepared and circulated to stakeholders.

For more details visit: www.dgms.net

Employment Surveys in Select Sectors

Quarterly Employment Surveys are being conducted in eight sectors: textiles, leather, metals, automobiles, gems & jewellery, transport, IT/BPO, and handloom/power loom.

For more details visit: www.labourbureau.gov.in
Ministry of Labour & Employment
Taking major strides for
Micro, Small and Medium Enterprises (MSME)
SHRAM SUVIDHA PORTAL

The Ministry of Labour & Employment has developed a unified Web Portal –‘Shram Suvidha’– catering to four major organisations under its aegis: Office of Chief Labour Commissioner (Central); Directorate General of Mines Safety; Employees' Provident Fund Organization; and Employees' State Insurance Corporation.

The portal's main features are:

- Unique Labour Identification Number (LIN) allotted to Units facilitating online registration.
- Transparent Labour Inspection Scheme via computerized system as per risk-based criteria, instead of arbitrary inspections based on discretion, and uploading of Inspection Reports within 72 hours by Labour Inspectors.
**Vocational Training**

**Schemes to create Demand-led Trained Workforce**

The Apprentices Act, 1961 enacted for regulating the Apprenticeship Training Scheme to impart on-the-job training. Ministry of Labour & Employment has taken following new initiatives to support MSMEs:

- Permission to outsource basic training in an institute of their choice. Presently, they create these facilities in-house or send apprentices to Government institutes on payment.
- Government Schemes such as SDI would be utilized to support basic training.
- Suitable provision allowing approved third parties to create talent pool of apprentices for MSMEs.
- To financially support MSMEs for engaging apprentices, a new scheme 'Apprentice Protsahan Yojana' has been operational since 16 October 2014. It supports manufacturing units and other establishments covered under the Apprentices Act, 1961 by reimbursing 50 percent of the stipend paid to apprentices during the first two years of their training for one lakh apprentices.
  - This Scheme covers all categories of apprentices except the Graduate, Technician and Technician (Vocational) apprentices, who are covered under the Scheme administered by Ministry of HRD.
  - This scheme is implemented through Regional Directorates of Apprenticeship Training (RDATs) under the control of Directorate General of Employment & Training in their region located at Faridabad, Kanpur, Mumbai, Hyderabad, Kolkata and Chennai.
  - **Detailed guidelines of the scheme are available on DGET website:** [http://dget.nic.in/content/innerpage/apprenticeship-training-scheme-ats.php](http://dget.nic.in/content/innerpage/apprenticeship-training-scheme-ats.php)
Establishments can avail the benefits of Apprentice Protsahan Yojana by contacting RDAT at the following addresses:

<table>
<thead>
<tr>
<th>States</th>
<th>Addresses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Delhi, Haryana, Rajasthan, Himachal Pradesh, Punjab, Chandigarh, Jammu &amp; Kashmir</td>
<td>The Regional Director, Regional Directorate of Apprenticeship Training (RDAT), 3rd Floor, A-Wing, New CGO Bldg., NH-IV, Faridabad-121001; Ph. No.: 0129-2413890, 2421973, 9968294966; E-mail: <a href="mailto:rdatfbd@nic.in">rdatfbd@nic.in</a></td>
</tr>
<tr>
<td>Uttar Pradesh, Madhya Pradesh, Chhattisgarh, Uttarakhand</td>
<td>The Regional Director, Regional Directorate of Apprenticeship Training (RDAT), ATI Campus, PO. Udyog Nagar, Kanpur-208022; Ph. No.: 0512-2296088, 22250728765170013 E-mail: <a href="mailto:rdatkanpur@gmail.com">rdatkanpur@gmail.com</a></td>
</tr>
<tr>
<td>Maharashtra, Gujarat, Daman &amp; Diu, Goa, Dadra &amp; Nagar Haveli</td>
<td>The Regional Director, Regional Directorate of Apprenticeship Training (RDAT), VN Purav Marg, Sion, Mumbai-400022; Ph.No.: 022-24051602/24055748/24052049, Fax No.: 022-24057519; E-mail: <a href="mailto:rdatmum@nic.in">rdatmum@nic.in</a></td>
</tr>
<tr>
<td>Andhra Pradesh, Telangana, Karnataka</td>
<td>The Regional Director, Regional Directorate of Apprenticeship Training (RDAT), ATI-EPI Campus Ramanthapur, Hyderabad-500013; Ph. No.: 040-27031783, Fax No.: 040-27038264, 09701203815; E-mail: <a href="mailto:rdat_hyd@yahoo.co.in">rdat_hyd@yahoo.co.in</a></td>
</tr>
<tr>
<td>West Bengal, Bihar, Jharkhand, Tripura, Assam, Meghalaya, Sikkim, Arunachal Pradesh, Manipur, Mizoram, Nagaland, Odisha</td>
<td>The Regional Director, Regional Directorate of Apprenticeship Training (RDAT), MSO Building ‘E’ Wing, 1st Floor, D.F. Block, Sector-1, Salt Lake City, Kolkata-700064; Ph. No.: 033-23340364, 23210331, Fax No.: 033-23210322; E-mail: <a href="mailto:rdatkolkata_er@yahoo.in">rdatkolkata_er@yahoo.in</a></td>
</tr>
<tr>
<td>Tamil Nadu, Kerala, Andaman &amp; Nicobar Islands, Lakshadweep, Puducherry</td>
<td>The Regional Director, Regional Directorate of Apprenticeship Training (RDAT), CTI Campus, Guindy, Chennai-600032; Ph. No.: 044-22500091, Fax No.: 044-22500989, 09444158766 E-Mail: <a href="mailto:rdatchn@nic.in">rdatchn@nic.in</a></td>
</tr>
</tbody>
</table>
Streamlined Social Security

- Establishments now enabled to register online for EPF registration number (EPF code number) through online registration of establishments' portal. Registration form available at: http://epfindia.gov.in/sites/pdf/registration.pdf.

- Requirements handled conveniently: after registration, establishments need to file statutory returns and remittances online via ECR (Electronic Challan-cum-Return) portal and also provide UAN (Universal Account Number) to all eligible employees. This is allotted electronically and establishments need not visit any EPF office.

- Statutory wage ceiling is Rs15,000 w.e.f. 01.09.2014.

- System-driven transparent and accountable inspection scheme has been notified by EPFO and simplified inspection pro-forma has been designed for inspection of establishments covered under the Act.

- Software launched for facilitating exempt establishments to file statutory returns online. Exempt establishments have begun filing returns online from financial year 2014-15 onwards. This has benefitted both establishments and the EPFO, ensuring effective monitoring.

For more details visit: www.epfindia.com
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For more details visit: [www.esic.nic.in](http://www.esic.nic.in) or [www.esic.in](http://www.esic.in)
Ministry of Labour & Employment
Building a Better Future for
CONSTRUCTION WORKERS
As a construction worker, you build homes, roads, bridges and other structures across India, but please do not forget to make your own future better. Consider some of these initiatives from the Ministry of Labour & Employment you may not be aware of.

**Free Training for Better Pay**

- The Recognition of Prior Learning (RPL) scheme upgrades construction skills
- Rs35/- per hour for training against loss of wages
- Get registered with Building and Other Construction Workers Welfare Board (BOCWWB)
- Receive training from construction experts on site
- Become a NCVT certified trained worker
- Expect more work and better pay

**Terms and Benefits of Training**

- The Skill Development Initiative (SDI) Scheme provides new construction skills
- Choose the skill you want to learn
- Choose a training centre near you
- Short-term training of less than a year
- You should be above 14 years
- For details: [www.sdi.gov.in](http://www.sdi.gov.in)

**Free Training in Latest Techniques**

- Second shift course in ITIs in new construction methods
- Training by experts every evening
- Government bears expenses of free training
- Receive NCVT certificate after assessment
- Ensure more qualified employment
- For list of ITIs: [www.sdi.gov.in](http://www.sdi.gov.in)

For more details visit: [www.dget.gov.in](http://www.dget.gov.in)
**Provident Fund Benefits**

All construction workers earning up to Rs15,000/- per month **must be** enrolled under Employees' Provident Fund, Employees' Pension Scheme and Employees' Deposit Linked Insurance Scheme.

**Freedom to check PF online**

- Register on the EPFO portal and check PF account online, without employer interference
- SMS alert when money is transferred to and from account

For more details visit: [www.epfindia.com](http://www.epfindia.com)

**Health & Insurance Benefits**

- Insurance cover under ESI Act for construction workers earning up to Rs15,000/- per month.
- The employee has to contribute 1.75 percent of their wages for getting benefits under ESI Scheme.
- Free insurance for workers earning less than Rs100/- per day.
- Main benefits under ESI Scheme are Sickness Benefit, Disablement Benefit, Dependents' Benefit, Maternity Benefit and Medical Benefit. Other benefits include Confinement Expenses, Funeral Expenses, Vocational Rehabilitation, Physical Rehabilitation, Unemployment Allowance and Skills Upgradation Training.
Who is qualified for these Health & Insurance benefits?

- Workers from the unorganized sector hired by the construction agency are not covered under the ESI Act due to the peculiar characteristic of the construction industry and the peculiar terms of workers. Such construction workers who are engaged by construction agencies and are working on construction site of the project are not considered for coverage.

- But construction agencies employing 10 (20 in some states) or more persons in their offices, situated in covered areas, are coverable under the ESI Scheme. Only employees of the construction agencies who are posted in the office are to be taken into consideration for the coverage of the unit.

- Construction workers engaged directly in a covered factory by the principal employer or through an immediate employer are considered for coverage under Section 2(9) as employees.

- Some regular employees of construction agencies, such as Engineers, Supervisors and other technical staff, who are regular employees of the construction agency generally sent to the work site periodically, are considered for coverage under Section 1(5).

- For regular employees of the construction agency who remain on tour at construction site(s) in non-covered areas for more than seven months in a year, contribution may not be applicable, subject to the employer seeking exemption under Section 88 of the ESI Act in respect of these employees.

For more details visit: www.esic.nic.in or www.esic.in
Ministry of Labour & Employment
Encouraging and Empowering

WOMEN WORKERS
The Ministry of Labour & Employment emphasizes the active participation of women in the workforce. The focus will be on Welfare Schemes across sectors, but the main thrust will be on programmes to encourage a culture of self-sufficiently and career-mindedness.

Under the Directorate General of Employment & Training (DGET), Women’s Training teaches women to play different roles as workers, supervisors and entrepreneurs. Skills training for women will stimulate extra opportunities among women of various socio-economic strata and different age groups as well as create better homes and families.

**VOCATIONAL TRAINING TO TRANSFORM JOBS INTO CAREERS**

- Women's Vocational Training Programme covers many areas:
  a. Wage-employment in industry
  b. As instructors
  c. To promote self-employment.
- To efficiently enable this and give them a head-start, the Programme offers:
  a. Industrial skills training under Craftsmen Training Scheme (CTS)
  b. Instructor skills training under Craft Instructors Training Scheme (CITS)
  c. Demand-driven short-term courses
  d. Special programmes for training ITI Instructors
  e. Tailor-made courses as per industry demand
A network of 11 institutes operates directly under the Central Government to empower women and promote their full potential.

- 1 National Vocational Training Institute (NVTI) and
- 10 Regional Vocational Training Institutes (RVTIs)

Most of these institutes function from their own institute buildings, with hostel facility and staff quarters generally spread across five acres approximately.

(For addresses and contact details, please visit: www.dget.gov.in)

NEW TRAINING INSTITUTES FOR WOMEN

Eight new Regional Vocational Training Institutes (RVTIs) will begin functioning from August 2015.

NCVT-approved courses conducted at NVTI/RVTI on semester pattern of 1 year/2 years duration:

- Dress Making
- Secretarial Practice (English)
- Electronics Mechanic
- Basic Cosmetology (old name: Hair & Skin Care)
- Instrument Mechanic
- Computer Operator and Programming Assistant
- Architectural Draughtsmanship
- Desk Top Publishing Operator
- Fruits & Vegetable Processing
- Stenographer & Secretarial Assistant (Hindi)
- Fashion Design and Technology
- Travel & Tour Assistant
- Computer-Aided Embroidery & Designing
- Interior Design & Decoration
- Catering & Hospitality Assistant
COURSES UNDER CRAFT INSTRUCTOR’S TRAINING SCHEME (semester pattern)

NCVT-approved courses conducted at NVTI/RVTI on semester pattern of 1 year/2 years duration:

1. Dress Making
2. Sewing Technology
3. Fashion Design and Technology
4. Surface Ornamentation Techniques (old name: Embroidery)
5. Office Management (English; old name: Secretarial Practice)
6. Electronics Mechanic
7. Cosmetology (old name: Hair & Skin Care)
8. Architectural Assistantship
9. Catering & Hospitality

Besides the above long-term courses, need-based short-term courses ranging from 1 to 8 weeks duration are also conducted.

USEFUL COURSE-RELATED INFORMATION

- No maximum age bar for any course.
- CTS course entrants are generally 10th pass.
- Duration of CTS courses is one or two years.
- Eligibility criteria for admission to CITS courses are generally NCVT certificate in relevant trade under CTS, or Diploma/Degree from recognized Board of Technical Education/University or equivalent.
• After completion of CITS training, women are eligible to work as Vocational Instructors.

• **Registration Fee:** Rs50/- for general candidates. No fee for SC/ST candidates.

• **Admission Fee:** Rs100/- for general candidates. Rs25/- for SC/ST candidates.

• **Tuition Fee:** Rs150/- per month for general candidates. Rs50/- per month for SC/ST candidates.

• **Other fees** (gymkhana, hostel, etc.) are also nominal.

**INCENTIVES: STIPENDS & SCHOLARSHIPS**

Meritorious candidates will win stipends and scholarships. Presently, a stipend of Rs100/- per month per trainee and scholarship of Rs125/- per month per trainee is awarded under CTS as per specific norms.

For more details visit: [www.dget.gov.in](http://www.dget.gov.in)

**VV GIRI NATIONAL LABOUR INSTITUTE**

A premier national institution involved in research, training, education, publication and consultancy on labour-related issues.

VVGNLI has been encouraging women's participation in its training programmes and 1,445 women have already participated. Eight specialised and exclusive programmes have also been conducted for women.

For more details visit: [www.vvgnli.org](http://www.vvgnli.org)
SPECIAL WELFARE SCHEMES FOR WOMEN

Special Social Security
Employees' Pension Scheme benefits widows and children. Widows of deceased PF members are entitled to lifelong widow pension. Similarly, children of deceased PF members are entitled to pension up to the age of 25. Pension is allowed for two children at a time. Child pension is converted to orphan pension if the surviving parent dies and the orphan pension is more than the child pension. For more details visit: www.epfindia.com.

SPECIAL HEALTH AND INSURANCE BENEFITS
- Employees (including women) earning less than Rs100/- as daily wages are exempt from paying their share of contribution. Main benefits under ESI Scheme for all Insured Persons are Sickness Benefit, Disablement Benefit, Dependents' Benefit, Maternity Benefit and Medical Benefit. Other benefits include Confinement Expenses, Funeral Expenses, Vocational Rehabilitation, Physical Rehabilitation, Unemployment Allowance and Skills Upgradation Training.
- Maternity Benefit (Cash) for 84 days is payable to insured women in case of confinement. Benefit for one additional month can be paid in case of sickness arising out of pregnancy, confinement, premature birth of child, miscarriage or medical termination of pregnancy. For claiming the benefit an insured woman should have paid contribution for at least 70 days in two consecutive contribution periods i.e. one year.
For more details visit: www.esic.nic.in or www.esic.in

Special Measures in Mining
- Help in detection and follow up-measures of lung diseases among women and children of mining areas.
- Regular inspection by DGMS officers largely prevents unlawful employment of women and children in mines.
For more details visit: www.dgms.net

Women's Empowerment Programmes
The CBWE is conducting two-day special programmes for women workers to empower them. In all, 667 such programmes were conducted for 26,068 workers, in 2014. For more details visit: www.cbwe.gov.in.
Ministry of Labour & Employment
Protecting the interests of
Disadvantaged Groups
TRAINING FOR PERSONS WITH DISABILITIES

- Network of 21 Vocational Rehabilitation Centres (VRCs) providing services for Differently-Abled (DA) persons located in various states.
- Arranging and facilitating community-based vocational training.
- Customizing training for special cases of DA persons.
- Facilitating economic rehabilitation through wage employment, self-employment or other supported employment such as cooperatives, etc.
- Organizing job fairs for DAs.
- Some centres also provide basic accommodation facilities to candidates.
- Contact details of VRCs can be accessed at: http://www.dget.gov.in

Special Programmes in cases of Child Labour

During the calendar year January to December 2014, 101 special seminars for Child Labour and 114 special seminars for Parents of Child Labour were held successfully by Central Board for Workers Education (CBWE).

Special Programmes for Schedule Caste and Scheduled Tribe Workers

The CBWE conducted two-day special programmes for SC/ST workers in the calendar year January to December 2014; 5,663 programmes for 209,175 SC/ST workers were conducted.

For more details visit: www.cbwe.gov.in.
Special Social Security for Dependents

- Employees' Pension Scheme benefits widows and children. Widows of deceased PF members are entitled to a lifelong widow pension. Similarly, children of deceased PF members are entitled to pension up to the age of 25. Pension is allowed for two children at a time. Child pension is converted to orphan pension in case the surviving parent dies and the orphan pension is more than the child pension.

- Special dispensation for physically-challenged employees has been enforced from 01.01.2008. Persons with disabilities drawing wages up to Rs25,000/- are covered under the EPF & MP Act, 1952. In such cases, employers are exempt from contributing their share for a maximum period of three years and the same is reimbursed by the Central Government to EPFO.

For more details visit: www.epfindia.com

Special Health and Insurance Benefits

- Employees (including women) earning less than Rs100/- as daily wages are exempt from paying their share of contribution. The main benefits under ESI Scheme for all Insured Persons are Sickness Benefit, Disablement Benefit, Dependents' Benefit, Maternity Benefit and Medical Benefit. Other benefits include Confinement Expenses, Funeral Expenses, Vocational Rehabilitation, Physical Rehabilitation, Unemployment Allowance and Skills Upgradation Training.
• Vocational Training is available to disabled insured persons under 45 years with 40 percent or more disablement, who are rendered unemployed unwillingly, for ensuring their re-employability. These vocational trainings will be provided through AVTIs.

• An Incentive Scheme for private sector employers to employ persons with disabilities has been introduced. Persons with disabilities employed on or after 01.04.2008 and drawing monthly salaries up to Rs25,000/- are covered under the Scheme. Employers are exempt from contributing up to a maximum period of three years and the same is reimbursed to the Corporation by the Central Government.

For more details visit: www.esic.nic.in or www.esic.in

Special Safety Measures

• Help in detection and follow-up measures of lung diseases among women and children of mining areas.

• Regular inspection by DGMS officers largely prevents unlawful employment of women and children in mines.

For more details visit: www.dgms.net
NATIONAL CHILD LABOUR PROJECT (NCLP)

Salient Features

• Launched in 1998, the scheme is presently sanctioned in 270 districts of 21 States and about 5,200 special training centres are operational. Approximately 2.37 lakh children are presently enrolled in these special centres.

• Till date, more than 10 lakh children rescued from child labour have benefitted from this scheme.

Special Objectives

• Under the scheme, survey of child labour engaged in hazardous occupations is conducted.

• The identified children are withdrawn from these occupations and put into Special Training Centres for a maximum period of three years to enable them to enter the formal schooling system.

• Implemented through District Projects Societies under State Governments, this scheme is fully funded by the Government of India.

• Under the scheme, special training centres are run for non-formal/bridge education, skills/vocational training.

• Mid-day meal and stipend of Rs150 per child is provided along with healthcare facilities.

• The Government is considering a review and revamp of the scheme to make it more effective.

For more details visit: www.labour.gov.in/content/division/nclp.php
The Ministry of Labour & Employment
Creating Skills and Opportunities for the
YOUTH
Developing a proper work ethic is an initiative India is looking forward to in every way because the youth are eagerly waiting – willing and capable, if only they are led in the right direction. The Ministry of Labour & Employment has therefore launched several path-breaking initiatives to popularise vocational training, make it demand responsive and vastly expand available opportunities for India's youth to transform themselves into competent, trained human resources.

Training and Employment for the Youth

Opportunities are available for the youth to acquire skills through Skill Development Initiative (SDI) Scheme and Apprenticeship Training Scheme (ATS) to make them employable.

Apprenticeship Training Scheme

- There are 259 trades for apprenticeship training.
- Presently, there are 28,500 establishments for apprenticeship training.
- Candidates need to be above 14 years and meet minimum education qualifications and physical standards. Details of the trades, qualification and physical standards are available at: [http://www.dget.gov.in](http://www.dget.gov.in)
- A monthly stipend is paid during training, which varies from 70% to 90% of the minimum wage of semi-skilled workers applicable in the States/UTs.
- A candidate successfully completing the Craftsmen Training from ITI will receive a rebate during the training period.

To avail the apprenticeship training benefits, please contact State Directorates and Regional Directorates of Apprenticeship Training located at Faridabad, Hyderabad, Chennai, Mumbai, Kolkata and Kanpur. Addresses are available at: [http://www.dget.gov.in](http://www.dget.gov.in)

Skill Development Initiative (SDI) Scheme

- Choose a skill area as per one's interest from 558 modules available in 69 sectors.
- Training is imparted through a network of 10,100 Vocational Training Providers (VTPs) located in different States.
• Training programmes are of short-term (less than one year) duration.
• To avail the benefits, please contact State Missions or visit: https://www.sdi.gov.in or http://www.dget.gov.in.
• Prospective candidates should be above 14 years.
• Training and assessment are free.
• Skill can be enhanced after completing training in one module.
• After completion of training, assessment is done by an independent agency; successful candidates are awarded certificates by NCVT.
• NCVT certificate is recognized for employment.
• Training opens additional career paths.
• Till date, 34.23 lakh persons have been trained.

National Career Service

The Ministry is implementing the National Career Service (NCS) Project, which envisages a national portal with the following employment and counselling-related services:

i. Online registration for job seekers and employers
ii. Search for jobs based on preferences
iii. Career Counselling, including interest and aptitude assessment
iv. Information on training and skilling institutions
v. Job alerts on registered mobile number/email ID
vi. Market trends
vii. Call centre in multiple languages

Hundred Model Career Centres are proposed to be established to provide multiple employment-related services, including finishing courses for last-mile employability of candidates. The NCS project is slated to be operational by end-March 2015.
National Brand Ambassadors of Vocational Training 2014

- The Ministry of Labour & Employment has been working for several decades to develop skilled human resources for labour markets in India and abroad.

- Generally, students passing out from school do not seek admission in the ITIs as their first choice. Students usually choose ITI after exhausting all other options for higher education. This is because blue-collar work is not respected in society. To meet the talent needs of industry and enhance the employability of our youth, it is necessary to attract more youth to ITIs by enhancing the dignity of vocational training.

- The success stories of several graduates from ITIs are an inspiring story of hard work, quality improvement and value creation. The Ministry undertook an extensive effort to identify some of these success stories, recognize their potential to attract budding craftsmen and entrepreneurs, and present them in a format that can be helpful in celebrating these successes and make them accessible to young minds who could follow their footsteps.

- Twenty-five ITI pass-outs who made a name for themselves as well as for society were identified and recognized by the Hon'ble Prime Minister as National Brand Ambassadors of Vocational Training for the year 2014 in the ‘Pandit Deen Dayal Upadhyay Shramev Jayate’ Programme held at Vigyan Bhawan, New Delhi, on 16 October 2014.

- This effort will be undertaken every year so that several current and future students join the ITIs and contribute towards nation building.

Brief messages from National Brand Ambassadors about their success stories as entrepreneurs have been published on official websites under the links:

http://dget.nic.in/content/innerpage/national-brand-ambassadors-of-vocational-training-2014.php and
