



सत्यमेव जयते

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आज़ादी का
अमृत महोत्सव

Ministry of Labour & Employment (Government of India)

ANNUAL REPORT 2021-22



Quarterly
Employment
Survey (QES)



Coverage for gig and
Platform workers

FOUR LABOUR CODES

Universalization
of wages &
social protection



ESIC coverage for all



e-Shram card

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ANNUAL REPORT 2021-22

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

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Chapter-1

HIGHLIGHTS OF IMPORTANT ACTIVITIES

INTRODUCTION

1.1 Work is part of everyone's daily life and is crucial to one's dignity, well-being and development as a human being. Economic development means not only creation of jobs but also working conditions in which one can work in freedom, safety and dignity. The Ministry of Labour & Employment, one of the oldest and important Ministries of the Government of India, is functioning to ensure improving life and dignity of labour force of the country by protecting and safeguarding the interest of workers, promotion of their welfare and providing social security to the labour force both in Organized and Unorganized Sector by enactment and implementation of various Labour Laws, which regulate the terms and conditions of service and employment of workers. The State Governments are also competent to enact legislation, as labour is a subject in the Concurrent List under the Constitution of India.

1.2 The Ministry of Labour and Employment has taken several initiatives, legislative as well as administrative, to provide decent working conditions and improved quality of life for workers, employment generation and simplification of Labour Laws for ease of doing business. The endeavour of the Ministry is to create a climate of trust that is essential for economic growth and development and for the dignity of the labour force of the country.

New Initiatives / Important Activities

LEGISLATIVE INITIATIVES

LABOUR CODES

1.3 The Government has notified 4 Labour Codes, namely, the Code on Wages, 2019 on 8th August, 2019 and the Industrial Relations Code, 2020, the Code on Social Security, 2020 & the Occupational Safety, Health and Working Conditions Code, 2020 on 29th September, 2020.

1.4 Codification of the Labour Laws will, inter alia, reduce multiplicity of definitions & authorities, facilitate implementation & use of technology in enforcement of labour laws and bring transparency & accountability in enforcement which would promote setting up of more enterprises, thus catalysing the creation of employment opportunities in the country. Hence, it would promote setting up of industries by reducing rigidity of labour market and facilitate hassle-free compliance, paving the way for realizing the goal of Atmanirbhar Bharat. Simultaneously, it will harmonize needs of workers and industry and will prove an important milestone for welfare of the workers.

1.5 As a step towards implementation of the four Labour Codes, the Central Government has published the following draft Rules inviting comments of all stakeholders including general public:-

- the Code on Wages (Central) Rules, 2020;
- the Industrial Relation (Central) Rules, 2020;

- the Industrial Relations (Central) Recognition of Negotiating Union or Negotiating Council and Adjudication of Disputes of Trade Unions Rules, 2021;
- the Code on Social Security (Central) Rules, 2020;
- the Code on Social Security (Employee's Compensation) (Central) Rules, 2021;
- the Occupational Safety, Health & Working Conditions (Central) Rules, 2020; and
- draft Rules under section 16 (5) of the Occupational Safety, Health and Working Conditions Code, 2020.

1.6 Also, under the Industrial Relations Code, 2020, following Model Standing Orders have been pre-published in the Gazette of India for inviting suggestions/objections from the stakeholders:

- the Model Standing Orders for Service Sector, 2020;
- the Model Standing Orders for Manufacturing Sector, 2020; and
- the Model Standing Orders for Mines, 2020.

1.7 Keeping in view the needs of the services sector, a separate Model Standing Orders for Services Sector has been prepared first time.

1.8 "Labour" is in the Concurrent List of the Constitution and under the Labour Codes, rules are required to be framed by the Central Government as well as by the State Governments. The Central Government and a number of States/UTs have pre-published rules under 4 Labour Codes. The details of States/UTs which have pre-published draft Rules under the four Labour Codes are as follows:

Status of Rules by States/UTs under 4 labour Codes (As on 11.01.2022)

Name of Code	Name of States/UTs which have pre-published the draft rules
The Code on Wages, 2019	Arunachal Pradesh, Assam, Bihar, Goa, Gujarat, Haryana, Himachal Pradesh, Karnataka, Madhya Pradesh, Tripura, Uttarakhand, Uttar Pradesh, Odisha, Manipur, Telangana, Chhattisgarh, Jharkhand, Kerala, Maharashtra, Mizoram, Punjab, Rajasthan, UTs of Jammu & Kashmir, Puducherry, Chandigarh and Government of NCT of Delhi (26)
Industrial Relations Code, 2020	Arunachal Pradesh, Assam, Bihar, Goa, Gujarat, Haryana, Himachal Pradesh, Karnataka, Madhya Pradesh, Tripura, Uttarakhand, Uttar Pradesh, Odisha, Manipur, Telangana, Chhattisgarh, Jharkhand, Maharashtra, Punjab, UTs of Jammu & Kashmir, Chandigarh and Puducherry (22)
Code on Social Security, 2020	Arunachal Pradesh, Assam, Bihar, Goa, Gujarat, Haryana, Himachal Pradesh, Madhya Pradesh, Tripura, Uttarakhand, Uttar Pradesh, Odisha, Manipur, Chhattisgarh, Jharkhand, Maharashtra, Kerala, Punjab, UTs of Jammu & Kashmir and Chandigarh(20).

Occupational Safety, Health & Working Conditions Code, 2020	Arunachal Pradesh, Bihar, Goa, Himachal Pradesh, Madhya Pradesh, Uttarakhand, Uttar Pradesh, Odisha, Manipur, Chhattisgarh, Jharkhand, Kerala, Punjab, Gujarat, UTs of Jammu & Kashmir and Chandigarh (17)
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Implementation of Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM), and National Pension Scheme for Traders, Shopkeeper and Self-Employed Persons:

1.9 The PM-SYM and NPS Traders Scheme was launched in March and September, 2019 with the objective to provide old age protection and assure the monthly pension of Rs. 3,000/- per month to the workers of unorganised sector and traders, Shopkeeper and Self Employed Persons whose annual turnover, not exceeding Rs.1.5 crore. The unorganised workers as well as traders and self-employed persons in the age group of 18-40 years whose monthly income is Rs. 15000/- or less and who are not covered under EPFO/ESIC/NPS(Govt. funded) and income tax payee can join the scheme. Under this scheme, minimum assured monthly pension of Rs.3000/- will be provided to the beneficiaries after attaining the age of 60 years. Under the scheme, the subscriber is required to pay the prescribed contribution amount which ranges Rs. 55-200/- depending upon the entry age of the workers and the Central Government provides equal matching contribution. Enrolment to the Scheme is done through the Common Service Centres (CSC), through its network of over 4 lakh centres across the country. In addition, eligible persons can also self-enroll through visiting the portal www.maandhan.in. As on 31.12.2021 over 45.90 lakh and

around 47 thousand beneficiaries have been registered under PM-SYM and NPS Traders Scheme respectively.

e-Shram

1.10 In addition to that, Ministry of Labour and Employment has launched the e-shram portal on 26.08.2021 for creating a National Database of Unorganized Workers (NDUW), seeded with Aadhaar. It will have details of name, occupation, address, educational qualification, skill types and family details etc. for optimum realization of their employability and extend the benefits of the social security schemes to them. The portal also provides portability of the benefits to the migrant and construction workers. It will also provide a comprehensive data base to Government for tackling any National crisis like COVID – 19 in future. It is the first-ever national database of unorganised workers including migrant workers, construction workers, gig and platform workers, etc. As on 31.12.2021 more than 17 crore workers of unorganised sector have been registered under e-Shram portal. All eligible registered unorganised workers are entitled to get an accidental insurance benefit of Rs. 2.0 lakh in case of death and Rs. 1.0 lakh in case of permanent disability for a one year free of cost.

GOVERNANCE REFORMS THROUGH TECHNOLOGY

Shram Suvidha Portal:

1.11 The Ministry of Labour & Employment has developed a unified Web Portal 'Shram Suvidha Portal', to bring transparency and accountability in enforcement of labour laws and ease complexity of compliance. It caters to four major Organizations under the Ministry, namely

- Office of the Chief Labour Commissioner (Central)
- Directorate General of Mines Safety

- Employees' Provident Fund Organisation; and
- Employees' State Insurance Corporation

1.12 Main Features of the Portal are as follows:

- Unique Labour Identification Number (LIN): LIN is allotted to units after the registration to facilitate online inspection & compliance.
- Online Return: Units are now required to file single self-certified and simplified annual return instead of filling separate returns as required earlier.
- Transparent Labour Inspection Scheme through computerized system on risk based criteria.

1.13 Allotment of unique Labour Identification Number (LIN) to Units after registration to facilitate online inspection & compliance was started on the Portal with its launch on 16.10.2014 itself. Unique Labour Identification Number (LIN) has been allotted to 34,64,385 units as on 31.12.2021.

1.14 Transparent Labour Inspection Scheme in Central Sphere was started on the Portal with its launch on 16.10.2014 itself. The main features of the inspection scheme are as follows:

- A computerized list of inspection is generated randomly based on risk based objective criteria.
- Serious matters are to be covered under the mandatory inspection list.
- Complaints based inspections are determined centrally by Central Analysis and Intelligence Units (CAIU) of each of the enforcement agencies after examination based on data and evidence.

- Mandatory uploading of inspection reports within 48 hours.
- Since the launch of the Labour Inspection Scheme, 6,43,472 inspection reports across the four Central Labour Enforcement Agencies have been uploaded on Shram Suvidha Portal.

ONLINE RETURN

1.15 Unified Online Annual Returns have been made mandatory in respect of eight (8) Central Labour Acts, namely, the Payment of Wages Act, 1936, the Minimum Wages Act, 1948, the Maternity Benefit Act, 1961, the Payment of Bonus Act, 1965, the Industrial Disputes Act, 1947, the Contract Labour (Regulation and Abolition) Act, 1970, the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, and the Building and Other Construction Workers (Regulation of Employment and Condition of Service) (BOCW) Act, 1996. These Returns which were half yearly/annually earlier, now need to be filed by all employers annually only and are to be filed online. Since launch of the Online Return on 24.04.2015, 2,13,441 online returns have been filed on the Shram Suvidha Portal as on 31.12.2021 in central sphere (sum of CLC and DGMS returns only).

1.16 Returns under Mines Act, 1952 (Coal Mines Regulations, Metallurgical Mines Regulations and Oil Mines Regulations) have been made online on Shram Suvidha Portal. As on 31.12.2021, 21,684 online returns have been filed on the Shram Suvidha Portal.

1.17 Common Online Annual Return in respect of Haryana Labour Department has also been started on the portal. As on 31.12.2021, 6977 returns have been filed on Shram Suvidha Portal.

1.18 Unified monthly Electronic Challan-cum-Return (ECR) for EPFO and ESIC has been made operational.

COMMON REGISTRATION

1.19 Common Registration form for EPFO and ESIC has been made operational. 3,23,640 units with EPFO & 2,66,414 units with ESIC have been registered as on 31.12.2021. Further, Common Registration form for EPFO & ESIC has been made operational for new Public & Private Limited Companies and One Person Company at the time of incorporation of the company through Spice+ and AGILE-PRO e.forms on MCA portal (www.mca.gov.in) with effect from 15.02.2020. Registration for EPFO & ESIC for new Public & Private Limited Companies and One Person Company has been stopped on Shram Suvidha Portal from 15.02.2020.

1.20 Common Registration under three Central Acts namely the Building and Other Construction Workers (Regulation of Employment and Condition of Service) Act, 1996, the Inter-State Migrant Workmen (Regulation of Employment and conditions of Service) Act, 1979 and the Contract Labour (Regulation and Abolition) Act, 1970 is being provided online on Shram Suvidha Portal. 14,423 registrations have been issued using this facility as on 31.12.2021.

1.21 Licenses under two Central Acts, namely, the, Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and the Contract Labour (Regulation and Abolition) Act, 1970 have been made online. 56,140 licenses have been issued using this facility as on 31.12.2021.

State Integration

1.22 Integration of States with Shram Suvidha Portal is under way. As on date, Haryana, Gujarat, Rajasthan, Uttar Pradesh, Madhya Pradesh, Maharashtra, Punjab, Uttarakhand and Delhi are being integrated with the Portal. Data is being shared and LIN is being allotted to the establishments

covered by the state labour enforcement agencies.

Start Up India

1.23 Facility for exemption from Labour Inspections under six (6) Central Labour Acts is being provided to the Start-ups which submit self-certified declarations through Shram Suvidha Portal.

1.24 State/UT Governments have been advised to regulate the inspections for the Start-Ups, wherever applicable and extend the self-certification compliance regime from 3 years to 5 years. 27 States/UTs have taken action on the advisory dated 12.01.2016 /06.04.2017 issued by this Ministry for self-certification and to regulate inspection under the four (4) labour laws viz. the Building & Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979, the Payment of Gratuity Act, 1972 and the Contract Labour (Regulation and Abolition) Act, 1970 for the start-ups wherever applicable.

Industrial Relations

Software Application for Monitoring And Disposal, Handling of Apprehended/ Existing Industrial Dispute (SAMADHAN) Portal:

1.25 SAMADHAN (Software Application for Monitoring And Disposal, Handling of Apprehended/Existing Industrial Dispute) is an online portal devised to introduce the workers to an easy way of filing their dispute with the concerned Conciliation Officer where Central Government is the appropriate government. The system is so designed that it integrates all the stakeholders (viz. Workman, Conciliation officer, Appropriate Government, and CGITs) in the dispute under one roof i.e. on SAMADHAN. (For more details please refer Chapter-3).

Directorate General of Employment

Aatmanirbhar Bharat Rojgar Yojana (ABRY)

1.26 Government has announced Aatmanirbhar Bharat 3.0 package to boost the economy and increase the employment generation in post Covid recovery phase. One of the measures announced in respect of Ministry of Labour and Employment as part of this package is Aatmanirbhar Bharat Rojgar Yojana under which every establishment registered with EPFO and their new employees will benefit if the establishments take new employees or those who lost jobs between 01.03.2020 to 30.09.2020. For more details please refer chapter 23 (Para 23.42).

National Career Service

1.27 The Ministry is implementing the National Career Service (NCS) Project as a Mission Mode Project for transformation of the National Employment Service to provide a variety of employment related services like career counselling, vocational guidance, information on skill development courses, apprenticeship, internships etc. The NCS Portal (www.ncs.gov.in) was dedicated to the Nation by Hon'ble Prime Minister of India on 20.07.2015. For more details please refer **chapter 23**.

Pradhan Mantri Rojgar Protsahan Yojana (PMRPY)

1.28 The Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) Scheme was launched on 9th August, 2016 to incentivise employers for generation of new employment, where Government of India was paying the full employer's contribution of 12% or as applicable towards EPF& EPS both w.e.f 01.04.2018 for new employment. This scheme had dual benefit, where, on the one hand, the employer is incentivised for increasing the employment base of workers in the establishment, and on the other hand, these workers will have access to social security benefits of the organized sector. The scheme is being implemented through EPFO. For more details please refer to **Chapter 6 & 23**.

EMPLOYEES STATE INSURANCE CORPORATION (ESIC):

New Initiatives

Services measure taken by ESI Corporation during COVID-19 pandemic

1.29 Medical

- The following ESIC Hospitals (**with 2636 Isolation Beds**) across India have functioned/ functioning as **COVID-19 Dedicated Hospitals to exclusively provide COVID medical services to the general public of the area:**

DEDICATED ESIC HOSPITAL FROM MARCH TO AUGUST 2020				
S.NO	Location of hospital	Name of the State	Quarantine No. Of Beds	Isolation Beds
1	BIHTA	BIHAR	400	
2	KORBA	CHATTISGARH	100	
3	RAIPUR		100	
4	VAPI	GUJARAT		100
5	ANKLESHWAR			100
6	BAPUNAGAR			250

7	FARIDABAD	HARYANA		470
8	GURUGRAM			80
9	BADDI	HIMACHAL PRADESH		100
10	ADITYAPUR	JHARKHAND		42
11	BARI-BRAHMANA	JAMMU & KASHMIR		50
12	GULBARGA	KARNATAKA	240	120
13	KOLHAPUR	MAHARASHTRA	50	
14	INDORE	MADHYA PRADESH		300
15	ALWAR	RAJASTHAN	444	
16	BHIWADI			50
17	JAIPUR			250
18	UDAIPUR			100
19	SAHIBABAD	UTTAR PRADESH		100
20	JAJMAU			70
21	VARANASI (Super Speciality Block)			54
22	TIRUNELVELI	TAMILNADU		100
23	JOKA	WEST BENGAL		300
		TOTAL	1334	2636

- In addition to above, **around 961 Covid Isolation Beds** are available in most of the remaining ESIC Hospitals across the country, making a **total of 3597 Covid Isolation Beds in various ESIC Hospitals**. Further, a total of **555 ICU/HDU Beds with 213 Ventilators** have also been made available in these Hospitals.
- ESIC Medical College & Hospital, Faridabad (Haryana), ESIC Medical College & Hospital, Sanath Nagar (Telangana) and ESIC-PGIMSR, Basaidara Pur (Delhi) have started ICMR approved in-house Covid 19 Lab test service.
- ESIC Medical College & Hospital, Sanath Nagar in collaboration with DRDO has developed India's first ICMR approved Covid-19 sample collection mobile lab named "Mobile BSL-3 VRDL Lab".
- Plasma therapy which is shown to save the life of serious COVID-19 patients has been started in ESIC Medical College & Hospital, Faridabad (Haryana) and ESIC Medical College & Hospital, Sanath Nagar (Telangana).

- RAPID COVID -19 ANTIGEN TEST facilities has been started in ESIC Hospital Jhilmil, Okhla and Noida and RT-PCR in ESIC PGIMSR Basaidara Pur, Delhi and ESIC Medical College & Hospital Faridabad.
- In order to ease out the hardship of ESI Beneficiaries in this tough time, ESIC has allowed purchase of medicines by beneficiaries from private chemists and its subsequent reimbursement by ESIC.
- Alternate provisions have been made for providing medical services from Tie-up Hospital, if an ESIC Hospital is declared as a dedicated Covid-19 Hospital to cater exclusively to Corona suspected / confirmed cases. In such cases, ESI beneficiaries can be referred to tie-up Hospitals for providing prescribed secondary / SST consultation / admission / investigation, during the period for which concerned ESIC Hospital functions as dedicated Covid-19 Hospital. ESI Beneficiaries may also seek Emergency / non-Emergency medical treatment from tie-up hospital directly without referral letter, in accordance with his / her entitlement.
- ESIC has allowed Covid testing of ESIC beneficiaries through tie-up with ICMR approved private Labs, in case the same is delayed/not being reported by govt. Lab in time and affecting timely patient management.
- Fitness center for Covid 19 has been started at ESIC Hospital, Rudrapur, wherein all factory workers are declared 'Fit' by undergoing screening (General Physical Examination) before joining the factory. (Average 200 workers are screened daily).
- Covid Nodal Officers have been nominated at each ESIC Hospital for effective coordination with State/Central Health Authorities regarding corona virus related matters.
- Further, ESIC Hospitals have adopted all the updated guidelines being issued by MoH&FW, Govt. of India, on regular basis. Implementation of all such measures has regularly been monitored at ESIC Hqrs. Office through video conference with ESIC hospitals across the country.
- Regular availability of adequate stock of mask and Personal Protective Equipment (PPE) kits, etc. in each ESIC Hospital has been ensured.
- Frequency of disinfection, asepsis and sanitization of ESIC health Institution premises has been suitably increased.
- Considering the difficulty being faced in availing medical benefit to migrant worker (ESI beneficiary) across the country, relaxation was granted to seek medical care services from ESIC hospital nearest to their home town, in case of emergency.

1.30 Non-Medical

- Relaxation for depositing ESI contribution for the month of February, 2020 and March-2020 has been granted upto 15/05/2020 and 15/6/2020 respectively.
- Employers were allowed to file return of contribution for period April, 2019 to September, 2019 and October, 2019 to March, 2020 upto 15/5/2020 & 15/06/2020 respectively.
- ESI beneficiaries who are unable to deposit the advance lump sum contribution under Rule - 60 & 61 @ Rs.10/- Per month due to lockdown. Relaxation has been granted to such beneficiary to avail medical benefit till 30-6-2020.

New Initiatives Undertaken by EPFO from Jan, 2021 to December, 2021

1.31 EPFO has under taken various initiatives out of which, major initiatives having a larger impact are as under:

i. Facility of Self-Generation of UAN:

The self-generation of UAN by any employees who has not been allocated UAN by the employer was provided on Unified Portal. This facility has been replicated through UMANGApp.

ii. Facility of Know Your UAN:

Several times the members failed to collect their UAN from employer and are not aware of it to avail the online facilities. There are also members who left before 01.01.2010 and their UAN was not generated. To facilitate such members, a facility to know their UAN and also generate UAN against the existing member has been provided.

iii. E-sign Facility in International Workers portal (IWU):

IS division is continuously striving to make the processes of EPFO paper-free. For easing the process for services related to international workers, E-sign facility has been integrated at the Employer portal and EPFO portal. This facility helps to smoothen the process so approving COC (Certificate of Coverage), COC-Extension and COC-BP Cancellation.

iv. Atmanirbhar Bharat Rojgar Yojana (ABRY) functionality:

According to this scheme, GOI will pay both 12% employees' contribution and 12% employers' contribution i.e. 24% of wages towards EPF in respect of new employees in establishments employing up to 1000 employees for two years. For it to work seamlessly, EPFO has developed the functionality of ABRY.

v. Principal Employers, Contract Workers:

EPFO has launched electronic facility for Principal Employers to view EPF compliances of their contractors. Those Principal Employer (PE) not registered with EPFO can register on Unified Portal to receive login/password to add details of their contractors and contract employees.

vi. Auto Verification of Bank account through SBI:

For all the members who have bank account in State Bank Of India, Account number is verified by the bank itself and after verification account details are seeded to the member KYC without intervention of the Employer. This, functionality, improves the user experience by removing a manual step from the process of KYC.

vii. Web facility for Registering, processing, and Monitoring of complaints and optional Inspection by Regional Offices (ROs), Zonal Offices (ZOs) and Head Office:

A functionality for registering, processing, monitoring of complaints and inspection has been deployed in CAIU login. With this functionality each RO can upload the request for inspection which may be approved or rejected by ZO on examination. For approved inspection, Regional office can assign Enforcement officer and after inspection the report can be uploaded in the portal. The progress in each inspection can be monitored by Zonal Offices and CAIU, Head Office. This functionality will help in improving the transparency of inspection process.

viii. DSC/E-Sign Authorization letter upload facility in Employer login

Earlier the pensioner had option for commutation of pension in three modes as per Para 12 A of the Scheme. These options

were available prior to 26th September 2008. A new functionality has been added in the Field office Application software to release benefit to the pensioners who had opted for ROC-III(One time Lump Sum) and are now eligible for the benefit.

ix. Functionality for release of ROC-III in Application Software

In an effort to make EPFO paperless, a facility has been made available in Unified portal to upload the DSC/E-sign authorization letter digitally. This will help organization in improving transparency and better monitoring of the DSC/E-sign approval applications.

x. Facility for Employers to declare closure :-

Facility for non-contributing Employers to declare closure through portal helps in early settlement and necessary action that needs to be taken by Field Office. It will also help in keeping employers data base updated. Previously employers had to proceed manually for declaring closure

Monitoring & Evaluation Unit

1.32 Monitoring & Evaluation Unit (MEU) is an integral part of Ministry and plays a vital role for output-outcome monitoring of all schemes of the Ministry of Labour and Employment under different components of Budget. This unit is mainly responsible for coordinating the information / material including work related to schemes of MoLE with NITI Aayog, Ministry of Tribal Affairs, Ministry of Social Justice & Empowerment and Ministry of Development of North Eastern Region. It also deals with Fifteen-Year Vision Document (2030), Seven-Year Strategy Document and Three-Year Action Plan of the Schemes of the Ministry. Also, this Unit coordinates in preparation of the Economic Survey material for MoLE and comments on EFC / SFC of different Ministries / Departments and economic

matters received from different institutions. The Unit is also a Nodal Unit of Output-Outcome Monitoring Framework (OOMF) of NITI Aayog, allocation for Welfare of Scheduled Caste (AWSC), monitoring of Scheduled Tribe Component (STC), monitoring of expenditure of North Eastern Region (NER) component and deputation of Nodal / Area Officers (DS / Director / JS level) to various States / UTs to the Offices of MoLE (i.e. EPFO, ESIC, DG (E), CLC (C), Labour Bureau, DGFASLI, DGMS, LWO, VVGNLI & DTNBWED). MEU is headed by Senior / Principal Labour and Employment Advisor (SLEA/PLEA)/DG (S) in the Ministry.

1.33 The Ministry of Finance provided an outlay of Rs. 12755.90 Crore for the Central Sector (CS) / Centrally Sponsored (CSS) / Other Central Expenditure (OCE) Schemes of the Ministry of Labour & Employment during the Financial Year 2021-22. In addition, this Ministry has earmarked Rs. 2117.50 Crore (16.60% of total allocation) for Allocation for Welfare of Scheduled Caste (AWSC) and Rs. 1097.02 Crore (8.60% of total allocation) for allocation under Scheduled Tribe Component (STC) during the current fiscal for CS / CSS / OCE schemes.

BRICS Labour & Employment Ministers' Meeting under Indian Presidency (2021).

1.34 India held Presidency of BRICS for the year 2021 and Secretariat for Labour & Employment Track of BRICS. Two meetings of BRICS Employment Working Groups prepared the formulation of declaration adopted by Labour and Employment Ministers of BRICS Countries. The meeting could be held through virtual mode due to Covid-19 pandemic. Four Priority areas were taken up for deliberations:-

1. Promoting Social Security Agreements amongst BRICS Nations;
2. Formalization of Labour Markets;

3. Participation of Women in Labour Force;
4. Gig and Platform Workers: Role in the Labour Market.

1.35 The BRICS Labour & Employment Ministers adopted the BRICS Labour and Employment Ministers' Declaration in their virtual meeting on 15th July 2021 based on the discussions held. The BRICS Ministerial Declaration 2021, adopted by Labour & Employment Ministers of BRICS nations, recognized that the COVID-19 pandemic has negatively impacted the efforts made to address unemployment, decent work deficits and inequality and illustrated strong determination of BRICS Member countries to recover with stronger national economies, inclusive labour markets and social protection systems. BRICS nations have also agreed 'in principle' to initiate negotiations of Social Security Agreements amongst BRICS nations to protect social security rights of international migrant workers.

Chairpersonship of Governing Body of International Labour Organization: Chairperson of the Governing Body of International Labour Organisation

1.36 The Chairperson of the Governing Body of International Labour Organisation is a prestigious position. India held the position of Governing Body Chairperson only on four occasions earlier during the 100 years of existence of ILO. After a gap of 35 years, India assumed the Chairmanship of the Governing Body of ILO during 2020-21. Shri Apurva Chandra, Secretary (Labour & Employment) held the post of Chairperson of the Governing Body of International Labour Organisation (ILO) for the period from October 2020 to June 2021. During his chairmanship, all new and innovative procedures were developed for conducting meetings of the Governing Body virtually. He chaired the 340th and 341st sessions of the Governing Body of ILO virtually during 2-14

November 2020 and during 15-27 March 2021. He also chaired the 342nd session of the Governing Body of ILO on 25 June 2021 at ILO, Geneva.

Signing of Statement of Intent ('Statement') between Ministry of Labour and Employment and UNICEF

1.37 A Statement of Intent ('Statement') between Ministry of Labour and Employment and UNICEF was signed on 17.06.2021 between Shri Apurva Chandra, Secretary, Labour and Employment and Dr. Yasmin Ali Haque, Country representative of UNICEF. The Statement was signed to leverage the strengths of the Ministry, UNICEF and associated network members to enable abundant choices for the Indian youth to contribute and shape the country's future and for empowering the youth to gain relevant skills and guidance. This collaboration is an initiative to facilitate direct dialogue and feedback mechanism between youth and other stakeholders including policy makers.

A tripartite National Dialogue on Global Call for a human-centered recovery from COVID-19 crisis in the context of India.

1.38 A Tripartite National Dialogue on Global Call to Action for a human-centered recovery from COVID-19 crisis in the context of India was organized by International Labour Organization (ILO), Delhi in collaboration with Ministry of Labour & Employment on 10th December, 2021. The objective of the tripartite conference was to discuss the four priority areas of the Global Call to Action: a) Inclusive economic growth and employment; b) Protection of all workers; c) Universal social protection; d) Social Dialogue; in the context of India. The conference was envisaged to foster convergence and tripartite action contributing to the implementation of the ILO Centenary Declaration for the Future of Work and Sustainable Development Goals in India.

Hon'ble Minister for Labour & Employment, Shri Bhupender Yadav, delivered the keynote address during the inaugural session of the conference. Two panel discussions were held during the conference.

101st Foundation Day Celebrations of Labour Bureau

1.39 On 3rd October, 2021 Labour Bureau celebrated its 101st Foundation Day at Chandigarh. Hon'ble Minister for Labour & Employment was the Chief Guest on the occasion. The foundation day celebrations were attended by Secretary, Labour & Employment, Principal Labour & Employment Advisor & Chief Labour Commissioner (Central) and other senior officers of the Ministry. On this occasion a special session was organized with the State Governments of Punjab, Haryana, Himachal Pradesh, UT of Laddakh, J & K and Chandigarh to review the progress of e-Shram portal registration and implementation of Labour codes. Hon'ble Minister for Labour & Employment also distributed e-Shram cards to the unorganized sector workers on the occasion.

Base Updation of WRI

1.40 TAC on WRI, in its third meeting held on 19/08/2021, has finalised and approved the report on Base Updation of WRI Series (2016=100). The report has been released by Ministry on 24.11.2021.

All India Survey on Domestic Workers (DWS) Launch

1.41 The Hon'ble Minister (L&E) flagged-off the field work of All India Survey on Domestic Workers on 22.11.2021

Quarterly Establishment Survey (QES) First Report Launch

1.42 The report of the first quarter (April to June, 2021) of the Quarterly Employment Survey was released by Hon'ble Minister for

Labour & Employment on 27th September, 2021.

Up-gradation of SRO to RO:-

1.43 Mumbai Sub-regional Office of the Labour Bureau has been upgraded to the status of a Regional Office.

New Regional Offices of Labour Bureau:

1.44 Opening of three New Regional Offices of the Labour Bureau at Jaipur, Indore and Hyderabad have been approved by the Ministry.

SWACHH BHARAT MISSION

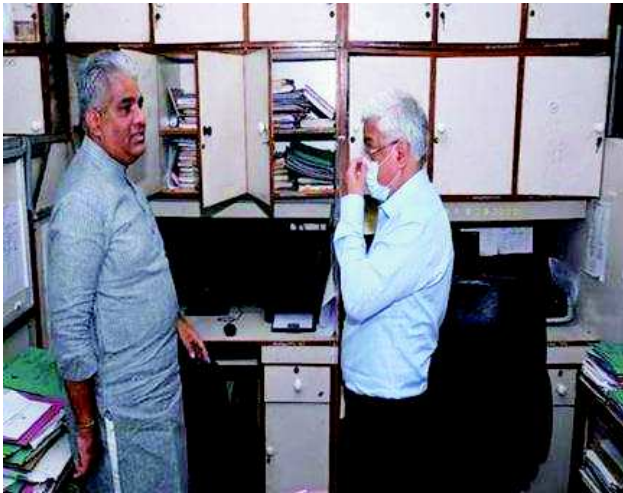
1.45 In pursuance to launching of Swachh Bharat Mission-Urban-2.0 & AMRUT 2.0 by Hon'ble Prime Minister of India on 01/10/2021 and Special Campaign on disposal of pendency in Government of India during the period from 2nd October to 31st October, 2021, an Action Plan was prepared by Ministry of Labour & Employment to observe the aforesaid special campaign during the month of October, 2021

1.46 Swachta Pakhwada was observed in Ministry of Labour and Employment during 1-15 November 2021. During the Pakhwada, cleaning of office premises, corridors, rooms, stairs, toilets and lifts were monitored daily. Incinerators were installed in washrooms. During the period, beautification of the premises was done by keeping good quality plants and flowers. Obsolete items and scrap were disposed of and a sum of Rs. 8.41 Lakh was realised generated through auction. Total 4980 Sqft area was also released by disposing of those obsolete items and scrap.

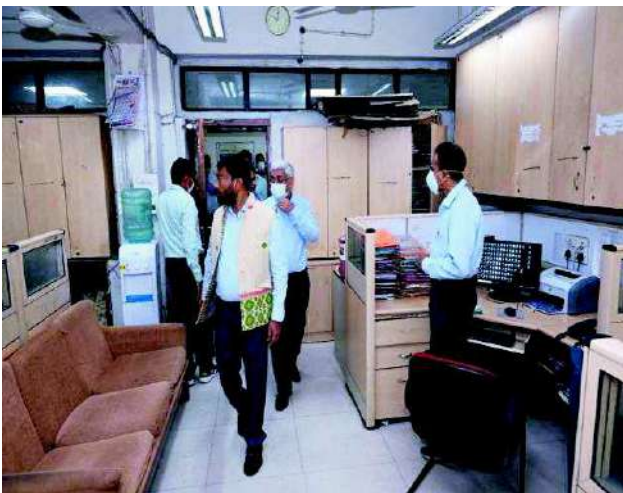
1.47 Officials of this Ministry celebrated 7th International Day of Yoga (IDY), 2021 on 21st June, 2021 online to avoid mass gathering.

1.48 Rashtirya Ekta Diwas (National Unity Day) was commemorated on the birth anniversary of **Sardar Vallabhbhai Patel** on

31st October, 2021 by remembering his ideology from home through online to avoid mass gathering and to maintain social distancing.



1.49 Constitution Day was celebrated on 26th November, 2021 by reading the Preamble of Constitution with maintaining social distancing.



The Right to Information Act, 2005

1.50 In order to achieve the objectives of Good Governance, it is necessary that the administration should be transparent, responsive, accountable, citizen-friendly and able to disseminate the information to the public. Right to Information is a powerful tool to ensure all these attribute in the administration and, therefore, the

Government enacted the Right to Information(RTI) Act, 2005, which has come into effect from 12.10.2005.



1.51 In pursuance of the provisions contained in the Right to Information Act 2005, action has been taken for the implementation of the Act in various Public authorities under the aegis of Ministry of Labour & Employment. It includes dissemination of information in public domain relating to the particulars of organisation, its function and duties, the designation of CPIO and Appellate Authority etc. The Ministry has also initiated suo-motu disclosure of information about various Labour Acts/Regulations, which were required to be made public for the use of citizens of this country, on the Ministry's website i.e. www.labour.gov.in. It is also to be mentioned that Attached & Subordinate offices and Autonomous organisations of the Ministry have their own websites which are linked to the Ministry's website.

1.52 The Ministry has also set up a Central RTI Cell, headed by a Nodal Officer, where the RTI applications from the citizens are received. During last 2 years, including year 2020-2021(Up to November, 2020), applications (Manually and Electronically) received in Main Secretariat, Ministry of Labour & Employment are as follows:

S. No	Years	RTI Applications Received
1	2020-2021	3564
2	2021-2022 (as on 31.12.2021) (Manually and Electronically)	4642

1.53 During the year from 1st January, 2021 to 31st December, 2021, 53 applicants have gone to Central Information Commission(CIC) in the form of Second Appeal.

1.54 Due to covid-19 pandemic the Ministry could not organized any workshop on RTI in the Year 2021-22.

Legal Cell

1.55 Legal Information Management & Briefing System (LIMBS) was introduced by the Department of Legal Affairs with an aim to digitalize entire process of Court cases. Legal cell of the Ministry has strived to ensure that LIMBS is implemented by all organizations under the Ministry of Labour & Employment is one of the front runners in implementing LIMBS by uploading information of almost all Court cases (around 96,990 court cases till 31st December, 2021) on LIMBS portal.

Chapter-2

ORGANISATIONAL STRUCTURE & FUNCTIONS

Labour Jurisdiction

2.1 Under the Constitution of India, Labour as a subject is in the Concurrent List and, therefore, both the Central and the State governments are competent to enact legislations subject to certain matters being reserved for the Centre. (Box 2.1)

Box 2.1	
ALLOCATION OF SUBJECTS	
Union List Entry No. 55- Regulation of labour and safety in mines and oil fields.	Concurrent List Entry No.22- Trade Union; industrial and Labour disputes.
Entry No. 61- Industrial disputes concerning Union employees.	Entry No. 23 Social security and social insurance; employment and unemployment.
Entry No. 65 – Union agencies and institutions for “vocational training”.	Entry No. 04 Welfare of labour including conditions of work, provident funds, employers’ liability, workmen’s compensation, invalidity and old age pensions and maternity benefit.

Vision, Mission and Objectives of the Ministry of Labour and Employment

Vision

2.2 Decent working conditions and

improved quality of life for workers, ensuring India without Child Labour and enhancing employability on a sustainable basis.

Mission

2.3 Formulating and implementing Policies/Programmes/Schemes/Projects for providing Social Security and Welfare, regulating Conditions of Work, Occupational Health and Safety of Workers, eliminating child labour, promoting Harmonious Industrial Relations, ensuring Enforcement of Labour Laws and promoting Employment Services.

2.4 Objectives

1. Enhancing welfare and social security provisions for unorganised sector workers
2. Providing social security to organised sectors workers
3. Eliminating child labour
4. Promoting skill development
5. Strengthening employment services
6. Prevention and settlement of Industrial Disputes and strengthening Labour Laws enforcement machinery
7. Improving Safety conditions and safety of workers

MINISTRY OF LABOUR & EMPLOYMENT

Shri Bhupender Yadav has taken over the charge as Union Minister for Labour and Employment w.e.f. 07.07.2021.

Shri Rameshwar Teli has taken over the charge as Minister for State for Labour and Employment w.e.f. 07.07.2021.

Shri Sunil Barthwal, IAS (BH:1989) has taken over the charge as Secretary (L&E) w.e.f. 23.09.2021 in place of Shri Apurva Chandra, IAS (MH:1988), Secretary, Ministry of Information & Broadcasting who handled the additional charge of Ministry of Labour and Employment.

Bureau Heads

Sh. Arun Kumar Biswas (ISS) took over charge as Director General (Statistics) w.e.f. 08.01.2020. He is to look after the work of all matters related to National Career Service Centre for differently abled (Vocational Rehabilitation Centre) and National Institute for Career Service (CIRTES), Employment statistics & related reports. He is looking after the work of Labour Bureau, Economic and Statistical Analysis (ESA), Disaster Management, Planning Unit, Second National Commission on Labour (NCL) and Dattopant Thengadi National Board for Workers Education & Development (DTNBWEB).

Shri Ashish Upadhyay, AS & FA (IAS: 1989) took over the additional charge of Additional Secretary & Financial Advisor (AS&FA) w.e.f. 01.01.2022 after superannuation of Smt Sibani Swain AS & FA. He heads the Finance Division and Budget & Accounts (B&A). He is looking after the matters relating to consideration of Demand for Grants by Parliamentary Standing Committee on Labour. He is also responsible for monitoring of Expenditure of Ministry of Labour & Employment. AS&FA is the Head of Budget and Finance Division

Shri Ajay Tewari, IAS (AM:1993) took over the charge as Joint Secretary & Director General of Labour Welfare w.e.f. 02.11.2018. He is looking after the work of Labour Welfare

– Rural and Unorganized Labour, Bonded Labour (all aspects related to Un-organised Workers Social Security Act) including registration of the workers and issue of card to them, DBT, Building and other Construction Workers (BOCW) Act, 1996 And BOCW's Welfare Cess Act, 1996 which have now been subsumed in Social Security Code. He is a Member on the General Council of Indian Sign Language Research and Training Centre (ISLRTC). He is also nodal officer for the newly launched pension Scheme for unorganized workers called PM-Shram –Yogi-Maandhan, National Data for Unorganized Worker, Migrant Workers and National Pension Scheme for Traders & Self Employed Persons (NPS-Traders).

Shri R.K. Gupta, (CSS : 1987) has taken over the charge as Joint Secretary w.e.f. 01.08.2016. He is looking after the work of Labour Reforms (Code on Industrial Relations, Code of Social Security, Code on Occupational Safety & Health Conditions and Code on Wages) Administration, Information Technology, Employees' State Insurance Corporation (ESIC) & matters relating to Social Security such as Maternity Benefit, ESIC, Gratuity, Employees Compensation etc, International Labour Affairs, Labour Conference, Coordination, Parliament Unit and Nodal officer for AVMS (ACC Vacancy Monitoring System), Bhavishya, e-Sparrow, e-Anubhav, Swachh Bharat Mission & APARs. He is also Chief Information Security Officer and Chief Record Officer.

Ms Vibha Bhalla (IRS (IT) :1991) has taken over the charge as Joint Secretary w.e.f. 20.02.2019. She is looking after the work of Shram Suvidha Portal, Employees' Provident Fund Organisation (EPFO), CPF Act, 1925, Industrial Safety & Health Division – Directorate General of Factory advice Service & Labour Institute (DGFASLI) matters related to Factories Act and Dock

Workers (Safety & Health) Act etc, Wage Board, Wage Cell & International Social Security Agreements. She is also Director General of Employment (DGE).

Ms Kalpana Rajsinghot, (IPoS : 1992) has taken over the charge as Joint Secretary w.e.f. 26.10.2017. She is looking after the work of V.V. Giri National Labour Institute (VVGNI), all matters relating to Industrial Relations including Appellate Authority for Railways (HOER), IR(PL), Child & Women Labour, Citizen Charter, Media and Industrial Safety & Health Division – matters related to Directorate General Mine Safety (DGMS).

Shri Gopal Prasad (IES:2001) has assumed the charge of Economic Advisor w.e.f. 16.09.2020. He is looking after the work of Central Labour Service, matters relating to Central Government Industrial Tribunals, Public Grievances, Legal Matters Evaluation & Monitoring of Schemes and all matters related to RTI & VII CPC,

Sh. Nagesh Kumar Singh (ISS:2001) is holding the post of DDG w.e.f. 14.12.2021. He is looking after the work of ESA(Labour Bureau), Planning and Official Language.

Smt. Suman Bala, Chief Controller of Accounts (ICAS:1991) took over the charge as the Head of the Accounting Organization w.e.f. 12/08/2021 (F/N) in the Ministry. She is looking after the work of Accounts, Budget, DBT & Internal Audit of the Ministry.

Organisations under administrative jurisdiction of Ministry of Labour and Employment

(I) Employees' State Insurance Corporation (ESIC)

Sh. Mukhameet Singh Bhatia, IAS (JH:1990) has assumed the charge of Director General of ESIC w.e.f. 25.03.2021.

(II) Employees' Provident Fund Organisation (EPFO)

Ms. Neelam Shami Rao, IAS (MP:1992) has assumed the charge as Central Provident Fund Commissioner EPFO w.e.f. 04.12.2021.

(III) Office of Chief Labour Commissioner (Central) {CLC(C)}

Shri Ajay Tewari, IAS (AM:1993) has been assigned the additional charge of the post of Chief Labour Commissioner(Central) w.e.f. 01.12.2021 vice Shri D.P.S. Negi (IES : 1985).

(IV) Office of Director General & Employment (DGE)

Shri Amit Nirmal, (ISS :2001) is holding the post of Deputy Director General (Employment) since 14.12.2021.

ATTACHED OFFICES

Directorate General of Employment (DGE)

2.5 The Directorate of Employment (DGE) is responsible for laying policies, standards, norms and guidelines throughout the country for coordinating employment related services. 'Employment' being concurrent subject, the laying down of policies, procedures, standards, norms, guidelines, are the responsibility of the Central Government, whereas the administration of Employment Exchanges rests with the respective State Governments/ Union Territories. Most of the States have Directorates of Employment located in the State capitals. In addition to these activities, DGE also runs various schemes to increase the employability of specific target groups through its subordinate offices.

Office of Chief Labour Commissioner (Central) [CLC(C)]

2.6 This Office is responsible for (a) prevention, investigation and settlement of industrial disputes in the central sphere; (b) enforcement of awards and settlements; (c) implementation of labour laws in industries

and establishments in respect of which Central Government is the appropriate government; (d) verification of membership of Unions affiliated to the Central Organisations of workers for giving them representation in national and international conferences and committees; and (e) fixation and revision of dearness allowance component of minimum wages under the Minimum Wages Act, 1948 in the scheduled employments.

DIRECTORATE GENERAL FACTORY ADVICE SERVICE & LABOUR INSTITUTES

2.7 The Directorate General Factory Advice Service & Labour Institutes (DGFASLI), Mumbai is an attached office of the Ministry of Labour & Employment. It functions as a technical arm of the Ministry in regard to matters concerned with safety, health and welfare of workers in factories and ports. It assists the Central Government in formulation/review of policies and legislations on occupational safety and health in factories and ports, maintains liaison with Factory Inspectorates of States and Union Territories in regard to the implementation and enforcement of provisions of the Factories Act, 1948; renders advice on technical matters, enforces the Dock Workers (Safety Health & Welfare) Act, 1986; undertakes research in industrial safety, occupational health, industrial hygiene etc.; and provides training, mainly, in the field of industrial safety and health including one year Diploma Course in Industrial Safety, three-months Certificate Course in Industrial Health (Associate Fellow of Industrial Health -AFIH), One month Specialized Certificate Course in Safety and Health for Supervisory Personnel working in Hazardous Process Industries.

2.8 The DGFASLI organisation comprises of the headquarters; five Labour Institutes

and 11 Inspectorates of Dock Safety in Major Ports. The Headquarters in Mumbai has three divisions/ cells, namely, Factory Advice Service Division, Dock Safety Division and an Award Cell.

The Central Labour Institute in Mumbai started working from 1959 and was shifted to its present premises in February' 1966. Over the years, the Institute has grown and assumed the status of a major National Resource Centre with the following divisions:

- **Industrial Safety**
- **Industrial Hygiene**
- **Industrial Medicine**
- **Work Environmental Engineering**
- **Staff Training and Productivity**
- **Major Accident Hazard Control Advisory**

2.9 The different divisions at the Institute undertake activities such as carrying out studies and surveys, organizing training programmes, seminars and workshops, rendering services, such as, technical advice, safety audits, testing and issuance of performance reports for personal protective equipment, delivering talks, etc.

2.10 The Regional Labour Institutes (RLIs) located in Chennai, Faridabad, Kanpur and Kolkata, are serving the respective regions of the country. Each of these institutes has the following divisions/ sections:

- **Industrial Safety**
- **Industrial Hygiene**
- **Industrial Medicine**

2.11 The Inspectorates of Dock Safety are established at 11 major ports of India viz. Kolkata, Mumbai, Chennai, Visakhapatnam, Paradip, Kandla, Mormugao, Tuticorin, Cochin, New Mangalore and Jawaharlal Nehru Port. The Inspectorate of Dock Safety

at Ennore Port is in the process of being set up.

Labour Bureau

2.12 Labour Bureau, a premium organization in the field of Labour Statistics, established in 1920, is responsible for collection, compilation and publication of labour statistics and other information relating to labour such as employment and unemployment, wages, earnings, industrial relations, working conditions etc. It also compiles and publishes the Consumer Price Index Numbers for industrial and agricultural / rural workers.

SUBORDINATE OFFICES

Directorate General of Mines Safety (DGMS)

2.13 This Office is entrusted with enforcement of provisions of the Mines Act, 1952 and the Rules and Regulations framed thereunder. The provisions of the Indian Electricity Act, 1910 as applicable to mines and oil fields are also enforced by it.

Welfare Commissioners

2.14 The seventeen (17) offices of Welfare Commissioners are responsible for providing welfare services to the workers employed in mica, limestone and dolomite, iron ore, manganese, & chrome ore mines and in the beedi and cinema industries. These offices are located at New Delhi (Headquarter) Allahabad, Ahmedabad, Ajmer, Bangalore, Bhubaneswar, Chandigarh, Cannanore, Dehradun, Hyderabad, Jabalpur, Kolkata, Nagpur, Patna, Ranchi (Jharkhand), Raipur and Tirunelveli.

AUTONOMOUS ORGANISATIONS

Employees State Insurance Corporation (ESIC)

2.15 The ESIC is responsible for implementation of the Employees State

Insurance Act 1948, which provides for medical care and treatment to Insured Persons and their families. Assistance is given in terms of benefits during sickness and maternity, compensation for employment related injury, pension for dependents on the death of workers due to employment related injury, etc.

Employees Provident Fund Organization (EPFO)

2.16 This Organisation is responsible for administration of the Employees Provident Funds and Miscellaneous Provisions Act, 1952. The Schemes for Provident Fund, Family Pension and Deposit Linked Insurance are implemented by the Organisation for the benefit of workers covered under the scheme. The Organisation is also responsible for administration of Employees Pension Scheme, 1995 that came into existence on 16.11.1995.

V. V. Giri National Labour Institute (VVGNI)

2.17 V.V. Giri National Labour Institute, Noida (Uttar Pradesh) is a registered society, which caters to the training and developmental needs of tripartite constituents –Central and State Government officials, trade union Members and Members of employers' organisation apart from other social partners on various facets of labour, labour relations and employment. It also undertakes action-oriented Research, Consultancy and Advocacy on issues related to labour and welfare schemes of the government meant for labour.

Dattopant Thengadi National Board for Workers Education (erstwhile CBWE)

2.18 The Board with its headquarters at Nagpur is a registered society dealing with schemes for training of workers on trade unionism and in bringing about consciousness among workers about their

rights, duties and responsibilities. The Board also undertakes programmes for rural workers education and functional adult education.

ADJUDICATING BODY

Central Government Industrial Tribunals-cum-Labour Courts(CGITs)

2.19 Twenty two Central Government Industrial Tribunal(CGIT)-cum-Labour Courts have been set up under the provisions of the Industrial Disputes Act, 1947 for adjudication of industrial disputes in organizations for which the Central Government is the appropriate Government. The powers to settle the Appeals arising out of EPF&MP Act, 1952 have also been entrusted upon these Tribunals. These Tribunals are located at Dhanbad (Jharkhand), Mumbai, New Delhi and Chandigarh(two courts each) and one each at Kolkata, Jabalpur, Kanpur, Nagpur, Lucknow, Bangalore, Jaipur, Chennai, Hyderabad, Bhubaneswar, Ahmedabad, Ernakulam, Asansol and Guwahati. Further, the two Industrial Tribunals at Mumbai and Kolkata also function as National Tribunals.

Arbitration Body

Board of Arbitration, Joint Consultative Machinery (JCM) Scheme

2.20 In 1966, the Government of India had introduced a Scheme for Joint Consultative Machinery (JCM) and Compulsory Arbitration for Central Government Employees for resolving unresolved differences between the Government, as an employer, and the general body of its employees in certain matters of common concern.

2.21 As per clause 16 of the JCM Scheme, Compulsory Arbitration is limited to disputes on Pay and Allowances, Weekly Hours of Work and Leave of a class or grade of employees. As per clauses 18 & 19 of the JCM Scheme for Arbitration, if so desired by

either side, a dispute on an arbitrable matter is referred to the Board of Arbitration (BOA), only after it has been considered by the National Council or appropriate Departmental Council, as the case may be, and a final disagreement between the two sides has been recorded in the matter.

Main Subjects dealt in the Ministry of Labour and Employment

2.22 In pursuance of the powers derived from the respective entries in the Union List and the Concurrent List of Seventh Schedule of the Constitution, the Ministry of Labour and Employment has been allocated the following items of work: -

2.23 Labour policy (including wage policy) and legislation, safety, health and welfare of labour, Social Security of labour, policy relating to special target group such as women labour, child labour, Industrial relations and enforcement of labour laws in the central sphere, adjudication of industrial disputes through Central Government Industrial Tribunals-cum-Labour Courts and National Industrial Tribunals, Workers Education, Labour and Employment Statistics, Employment Services, Administration of Central Labour & Employment Services, International Cooperation in Labour & Employment matters.

CENTRAL LABOUR SERVICE (CLS)

2.24 The Central Labour Service (CLS) was constituted with effect from 3rd February 1987 to ensure better industrial relations, providing benefits of labour welfare schemes and enforcement of labour laws. Consequent upon the Cadre Review, the Central Labour Service (CLS) was notified as an Organized Service in the year 2004.

2.25 The factories and mines employing 500 or more workers and plantations employing 300 or more workers are required

to appoint prescribed number of welfare officer(s) under the relevant statutes. Assistant Labour Welfare Commissioners (Central) and Deputy Labour Welfare Commissioners (Central) discharge statutory functions and they also advise and assist the management of the concerned establishments in maintaining harmonious industrial relations in the areas of safety, health and welfare of workers etc. Moreover, by assisting the organization in resolution of workers' grievances, these officers prevent them from escalating to industrial disputes.

2.26 In addition, officers appointed as Assistant Labour Commissioners (Central), Regional Labour Commissioners (Central), Deputy Chief Labour Commissioners (Central) in the Central Industrial Relations Machinery (CIRM), headed by the Chief Labour Commissioner (Central) are entrusted with the task of maintaining good Industrial relations in the Central sphere. The officers under CIRM are responsible for enforcement of all applicable labour laws in the establishments/ industries covered under Central Sphere. These officers perform quasi-judicial authority under the Minimum Wages Act, the Payment of Wages Act, the Payment of Gratuity Act, the Industrial Dispute Act, 1947 etc. Apart from the above, they also conduct general verification of Central Trade Union Organization and also Trade Unions unit level membership verification under Code of Discipline.

2.27 CLS officers appointed as Assistant Welfare Commissioners (Central) and Welfare Commissioners (Central) in the Welfare Organisation of the Ministry of Labour and Employment under the Director General (Labour Welfare) administer various welfare related schemes viz., Health, Housing, Education, Pension etc. for unorganized workers engaged in Beedi making industry, mines etc.

2.28 Consequent to the 2nd Cadre Review of the Central Labour Service (CLS), the present Cadre strength of the Service in various grades is restructured and revised as 01 post in HAG, 02 posts in SAG, 59 posts in JAG, 115 posts in STS and 163 posts in JTS Grade.

2.29 Also, Third Cadre Review of Central Labour Service is under active consideration in the Ministry. The Cadre Review Committee, constituted in the Ministry, has furnished its recommendations and the same are under examination in the Ministry.

PARLIAMENT UNIT:

2.30 Parliament Unit is the Nodal Unit for Parliament related matters. The main functions of this Unit are as under:-

- To coordinate receipt and forwarding of notices on Starred/ Un-starred Parliament Questions as well as Special Mention/Resolutions/ Short Duration Discussion etc. from Lok Sabha / Rajya Sabha Question Branches to all concerned Sections/officers in the Ministry for necessary action/ replies and furnish the replies/inputs to the concerned Houses of Parliament.
- To coordinate with the concerned Sections/officers of the Ministry to provide information related to Legislative Business before every Session of Parliament.
- To forward information of the Ministry in respect of matters under Rule 377 in Lok Sabha, matters of Urgent Public Importance raised during Zero Hour and by way of Special Mention in Rajya Sabha to the concerned Houses of Parliament.
- To coordinate with the concerned Sections/officers of the Ministry in respect of Parliament Assurances.

- To coordinate with the concerned Sections/officers of the Ministry to provide information related to Parliament Standing Committee on Labour, Textile and Skill Development and other Parliament Committees.
- To organise meetings of the Parliamentary Consultative Committee attached to this Ministry as per the convenience of Labour & Employment Minister.

Achievements																	
<p>In Year 2021, two Parliamentary Consultative Committee meetings were held on 02nd March 2021 and 22nd December 2021. The agenda for these meetings were:-</p> <ul style="list-style-type: none"> (i) Safety of Mines Workers (held on 02nd March 2021 at Parliament House Annexe, New Delhi) (ii) E-Shram Portal and The Code on Social Security (held on 22nd December 2021 at Parliament House Annexe, New Delhi) 																	
<p>Parliamentary Assurance: In Year 2021, a large number of Parliament Assurances viz., 163 were fulfilled as under-</p> <table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">No. of pending assurances as on 01st January 2021</td> <td>Total=192 (Lok Sabha- 137 & Rajya Sabha- 55)</td> </tr> <tr> <td>No. of pending assurances as on 01st December 2021</td> <td>Total=29 (Lok Sabha- 21 & Rajya Sabha- 8)</td> </tr> </table>		No. of pending assurances as on 01 st January 2021	Total=192 (Lok Sabha- 137 & Rajya Sabha- 55)	No. of pending assurances as on 01 st December 2021	Total=29 (Lok Sabha- 21 & Rajya Sabha- 8)												
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<p>In Year 2021, (Budget, Monsoon & Winter Session 2021) replies to a total 722 Parliament Questions were given, the details of which are as under-</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th></th> <th>Starred Questions</th> <th>Unstarred Questions</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Lok Sabha</td> <td>18</td> <td>359</td> <td>377</td> </tr> <tr> <td>Rajya Sabha</td> <td>28</td> <td>317</td> <td>345</td> </tr> <tr> <td>Total</td> <td>46</td> <td>676</td> <td>722</td> </tr> </tbody> </table>			Starred Questions	Unstarred Questions	Total	Lok Sabha	18	359	377	Rajya Sabha	28	317	345	Total	46	676	722
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Rajya Sabha	28	317	345														
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FINANCE WING

Integrated Finance Division

2.31 Integrated Finance Division is headed by the AS & FA in the Ministry. Director (Finance) assists the Financial Advisor on all matters relating to tendering financial advice. As provided in Appendix 2 of Delegation of Financial Powers Rules (DFPRs), 1978, IFD, headed by AS&FA, carries out the following functions:-

- To advice the Administrative Ministry on all matters falling within the powers delegated to the Ministry by the M/o Finance. This includes all powers other than those devolving on a Ministry in its capacity as Head of Office;
- To scrutinize proposals for re-delegation of powers to subordinate authorities;
- To screen and give concurrence to all expenditure proposals beyond the delegated power of HoD in the Ministry;

- To screen all expenditure proposals requiring to be referred to Ministry of Finance for concurrence and comments;
- To closely associate with the evaluation of progress and performance of projects and other continuing schemes;
- To closely associate with the formulation of Schemes and important expenditure proposals from the initial stages;
- To examine & scrutinize SFC/EFC proposals received from various Wings of the Ministry.

2.32 During the period from 01.01.2021 to till date, following major items of work were done in the Ministry of Labour and Employment in consultation with IFD:-

- Proposals for appraisal / approval of various Schemes such as Labour and Employment Statistical System (LESS), National Child Labour Project (NCLP), Labour Welfare Scheme (LWS), National Career Services (NCS), Coaching and Guidance for SC, ST and OBCs (NCSC for SC/ST) were examined in this division during the period reported above. Observation / comments of this division were conveyed to the concerned sections /divisions. EFC meeting for LESS and SFC meeting for LWS and NCS were held.
- National Child Labour Project (NCLP) has been merged with Samagra Shiksha Abhiyan (SSA) Scheme of Department of School Education and Literacy (DoSEL) in consultation with Department of Expenditure. DoE have approved expenditure of Rs 20 crore during FY 2021-22, Rs. 20 crore in 2022-23 and Rs. 10 crore in 2023-24 to meet the committed liabilities.
- The proposals for release of expenditure on National Database for Unorganized

Workers Portal (NDUW) /Shramik Setu Project seeded with Aadhaar and Atmanirbhar Bharat Rojgar Yojana (ABRY) were examined and concurred.

- Under the Mechanism of feedback from Financial Advisor to department of Expenditure (DoE), information on all activities of Ministry of Labour and Employment, as prescribed by the DoE, were sent monthly in D.O. format from AS & FA;
- Apart from the above, all expenditure proposals which require specific concurrence /approval of AS & FA beyond the delegated power of HoD in this Ministry were examined / scrutinized strictly in accordance with GFR 2017 and DFPRs, 1978;
- Also, guidelines with regard to fiscal prudence and austerity in expenditure management, as prescribed by the Ministry of Finance were ensured and high standards of financial propriety were maintained;
- The Standing Committee on GeM (SCoGeM) headed by AS & FA meets regularly to ensure that most of the procurement are made through GeM portal and to minimize default payments.

Budget & Accounts Section

2.33 B&A Division is an integral part of the Ministry of Labour & Employment and plays a vital role in the smooth implementation of schemes of MoLE. This Division is headed by Additional Secretary & Financial Adviser (AS&FA) in the Ministry. US(budget) and Director assists the Financial Advisor in all the matter related to the Division.

2.34 Functions & Duties of the B&A Division are given below:-

- To ensure that the schedule for preparation of budget is adhered to by the

Ministry and Budget is drawn up according to the instructions issued by Finance Ministry from time to time.

- To examine the annual budget proposals received from various Divisions/Sections of the Ministry for placing the same before AS&FA for finalizing the Ministry's annual demand for grants in consultation with Bureau Heads concerned.
- Preparation of Detailed Demand for Grants based on the final ceiling conveyed by the Ministry of Finance and also comply the instructions regarding allocation of budget for SCSP, TSP and North Eastern Region.
- To watch and review the progress of expenditure against sanctioned grants through holding of regular meeting being chaired by AS&FA, wherein, it is sensitized to maintain the even pace of expenditure so that it conforms to the Monthly Expenditure Projection and Quarterly Expenditure Projection approved by Parliament.
- To screen the proposals received from Divisions/Section of this Ministry for supplementary demand for grants and forward the proposal to Ministry of Finance for the approval of Parliament.
- To screen re-appropriation proposals before forwarding the same to the Ministry of Finance for approval.
- To monitor settlement of audit objections, inspection reports, audit paras, etc. and to ensure prompt action on Audit Reports and issues related to Appropriation Accounts and Finance Accounts.
- Compilation of documents/material viz., Notes on Schemes, Standing Committee's Reports etc. for submitting the same, along with a presentation on

Demand for Grants, to Lok Sabha Secretariat in connection with Parliamentary Standing Committee's meeting on "Demand for Grants" held in Parliament House Annexe on yearly basis. A full-fledged Report based on the discussion held and the information provided in the aforesaid documents, is also sent by Lok Sabha Secretariat for submitting Action Taken Report. Accordingly, B&A Section compiles Action Taken Report (ATR) on the Report containing the recommendations of Parliamentary Standing Committee. Laying of the Action Taken Report in both the Houses of the Parliament within six months of submitting the ATR to Lok Sabha Secretariat.

- To forward/upload the updated status of implementation of Budget Announcements to Ministry of Finance.
- Liaisoning with Autonomous Bodies, Attached & Subordinate offices for various budget related matters.
- Brief on Cut-Motions for budget debates on the Demand for Grants.
- To facilitate in providing loan to Government Servants.
- To provide secretariat assistance to Standing Audit Committee headed by Secretary (L&E) for which AS&FA is the nodal officer.

During the financial year 2021-22, following major items of work were performed by the B&A Section:-

- Proposals for Revised Estimates (RE) 2021-22 and Budget Estimates 2022-23 received from the concerned Divisions/Sections of the Ministry were examined/finalized and sent to the Ministry of Finance for approval.

Proposal was approved by the Ministry of Finance on 28th December, 2021.

- ATNs on 10th, 13th and 17th Report of the Parliamentary Standing Committee on Labour, Textiles and Skill Development have been forwarded to the Lok Sabha Secretariat.
- Status of implementation of the recommendations made in the First, Fifth and Seventeenth Reports of the Standing Committee on Labour, Textiles and Skill Development on Demands for Grants 2019-20, 2020-21 and 2021-22 have been laid in the Lok and Rajya Sabha on 17.12.2021
- Sabha Information regarding Autonomous Bodies is being uploaded on the website developed by Ministry of Finance to facilitate review exercise to be carried out by NITI Aayog.
- Present Status of the Action Taken Reports on the implementation of Budget Announcements for the years 2014-15 to 2021-22, having implication for MoLE, have been uploaded on DEA's eSamiksha Portal for online monitoring of the same by the Ministry of Finance.

Official Language

Progressive use of Hindi

2.35 With a view to implement the Official language policy of Government of India and rules made there under, there is a full-fledged Hindi Section in the Ministry. During the year 2021-22 The Ministry of Labour & Employment has made efforts to promote the use of Hindi in official work and create interest among officers / staff to work. Steps were taken to ensure compliance of the provisions of the Official Language Act / Rules and orders / instructions/ guidelines issued by the Department of Official Language from time to time. Hindi Section of the Ministry is

entrusted with the task of implementation of the Official Language Policy of the Government of India and translation of important documents such as papers to be placed before the Parliament, Labour Laws, Labour Codes, Bills, Hon'ble Labour & Employment Minister's Speeches, Press release etc. and other routine work of the Ministry.

2.36. Reconstitution of the Hindi Salahkar Samiti is in progress. Hindi Fortnight was observed from 14-28, September, 2021 to promote the use of Hindi in the official work of the Ministry. All India Official Language Conference held at Varanasi (13-14 November, 2021) by Department of Official Language, Ministry of Home Affair in which one officer and two official participated.

Direct Benefit Transfer (DBT) Cell

2.37 With the aim of reforming Government delivery system by re-engineering the existing process in welfare schemes for simpler and faster flow of information / funds and to ensure accurate targeting of the beneficiaries, de-duplication and reduction of fraud, Direct Benefit Transfer (DBT) of funds to beneficiaries was started on 1st January, 2013. DBT Mission was created in the Planning Commission to act as the Nodal Point for implementation of the DBT programmes. The Mission was transferred to the Department of Expenditure in July, 2013 and continued to function till 14.09.2015. To give more impetus, DBT Mission and matters related thereto has been placed in Cabinet Secretariat under Secretary (Co-ordination & PG) w.e.f. 14.09.2015. DBT Mission at Cabinet Secretariat is mandated to act as nodal point for implementation and monitoring of Aadhaar-based DBT programmes of various Central Ministries / Departments as well as State Governments / UTs. DBT Mission has also developed a web-based MIS portal (www.dbtbharat.gov.in),

which collects and compiles all DBT related information of Ministries / Departments i.r.o. following parameters on regular basis:

- i) Beneficiary Digitization and their Aadhaar Seeding / Aadhaar Authentication.
- ii) Benefits (either Cash or Kind) given to the beneficiaries sponsored by the Consolidated Fund of India.
- iii) Fund transferred to the beneficiaries through DBT / Non-DBT Mode.
- iv) Savings, if any, due to removal of duplicate / ghost / fake beneficiaries.

2.38 In pursuance to the directions of DBT

Mission, a DBT Cell was constituted in the Ministry of Labour & Employment, in August, 2016, for attending the work relating to Direct Benefit Transfer. The Cell is working under overall supervision of AS & FA (L&E) assisted by CCA. Day-to-Day functioning of DBT Cell is looked after by one Under Secretary. DBT Cell is coordinating and monitoring the progress of DBT in the Ministry as per the directions / instruction of DBT Mission. The list of 15 DBT Schemes (13 Cash Benefit Transfer, one In-Kind Benefit Transfer and one Aadhaar Enabled Service) of the Ministry of Labour & Employment covered under the DBT Program during 2021-22 is given in below **Table**

List of DBT Schemes of the Ministry of Labour & Employment covered under the DBT Program during 2021-22

(From 1st April 2021 upto 31st December 2021)

Sl. No.	Name of the Scheme	Number of Beneficiaries during 2021-22	Amount Given to the Beneficiaries during 2021-22 [In Rs.]
Cash Transfer Schemes			
1	Financial Assistance for Education for the Wards of Beedi, Cine, IOMC, LSDM Workers	76,189	12,86,26,480
2	Revised Integrated Housing Scheme (RIHS) - 2016 for Beedi, IOMC, LSDM, Cine Workers	3,824	10,40,00,000
3	Stipend to Children in Special Schools under National Child Labour Project (NCLP)	0	0
4	Stipend to Trainees under the Scheme of Welfare of SC /ST Job-Seekers through Coaching, Guidance & Vocational Training (CGC)	6,550	4,62,00,000
5	Stipend to Differently Abled Candidates under the Scheme of Vocational Rehabilitation Centres for Handicapped (VRCs)	400	10,95,00
6	Grants to Dattopant Thengdi National Board for Workers' Education & Development (DTNBWED)	2,23,864	11,47,97,763

7	Family Pension-cum-Life Assurance & Deposit Linked Insurance Schemes for the Plantation Workers in Assam	1,47,721	33,51,79,950
8	Rehabilitation Assistance under the Scheme of Rehabilitation of Bonded Labour	1,174	2,80,43,000
9	Employees Pensions Scheme (EPS) for EPF Pensioners	19,13,172	6,92,28,82,699
10	Employees Pensions Scheme (EPS) for EPF Member	5,74,97,306	50,02,96,07,455
11	Pradhan Mantri Rojgar Protsahan Yojana (PMRPY)	1,22,70,966	2,82,01,87,476
12	Pradhan Mantri Shram Yogi Maandhan (PM-SYM)	40,74,138	1,74,45,41,931
13	National Pension Scheme for Traders and Self Employed Persons		
In-Kind Transfer Scheme			
14	Grants to V.V. Giri National Labour Institute (VVG NLI)	2,882	NA
Aadhaar Enabled Service			
15	National Career Service (NCS)	55,84,132	NA

RFD Cell

Action Taken on Citizens' / Client's Charter (CCC)

2.39 The Citizens' / Clients' Charter (CCC) of the Ministry of Labour & Employment is updated regularly on the basis of the guidelines of the Department of Administrative Reforms & Public Grievances (DAR&PG) and the Performance Management Division (PMD), Cabinet Secretariat and in consultation with the stakeholders of the Ministry. The charter has been put on the website of the Ministry for easy access by public and sufficient copies have been kept in the Information Facilitation Centre of the Ministry for use by visitors.

2.40 The Citizens' / Clients' Charter (CCC)

contains information with respect to vision, mission, services / transactions rendered by the Ministry along with responsible persons, their contact details, processes, documents / fees required and service standards. Separately, contact details of Grievance Redressal Officer and information with reference to Attached / Subordinate Offices / Autonomous Bodies of the Ministry along with contact details and address of their websites have been incorporated in the Charter.

2.41 An Information Facilitation Centre has been set up in the Ministry with Internet and Telephonic Facility, which is rendering all necessary assistance to the Public by making information available on various activities and schemes of the Ministry and its Organizations.

Action Taken Notes on PAC and C&AG Audit Paras

S.No.	Report No. & Year	Paras	Details of the Paras/PA Reports on which ATNs are pending			Remarks
			No. of ATNs not sent by the Ministry even for the first time	No. of ATNs sent but returned with observations and audit is awaiting their re-submission by the Ministry	No. of ATNs which have been finally vetted by Audit but have not been submitted by the Ministry to CAG/PAC.	
1.	1 CAG Report No.4 of 2018 - Short realization of administrative charge (EPFO)	One Para (Para No. 14.1)	0	0	0	Final Reply Sent to the Lok Sabha on 22/07/2021
2.	Report No. 115- Action Taken by the Government on the Recommendations of the Committee contained in their Sixty Seventh Report on "Performance Audit of Employees State Insurance Corporation and Special Audit of Medical Education Projects of ESIC"	Seven Paras (6,13,18, 23,28,33 & 38)	0	0	0	Final ATR Submitted to the Lok Sabha on 06.04.2021

Chapter-3

INDUSTRIAL RELATIONS CENTRAL INDUSTRIAL RELATION MACHINERY (CIRM)

3.1 Chief Labour Commissioner's (Central) Organisation, also known as Central Industrial Relations Machinery (CIRM) is an attached office of the Ministry of Labour & Employment. The CIRM is headed by the Chief Labour Commissioner (Central). It has been entrusted with the task of maintaining harmonious Industrial Relations, Enforcement of Labour Laws and Verification of CTUOs (Central Trade Union Organisations). The offices of the organisation are spread over different parts of the country with regional and unit level formations.

Functions of the organisation:

3.2 The functions of CIRM broadly are given as under:

- i. Prevention and Settlement of Industrial Disputes, in Central Sphere,
- ii. Enforcement of Labour Laws and Rules made there under in central sphere,
- iii. Implementation of awards,
- iv. Quasi-Judicial functions,
- v. Verification of the membership of the CTUOs,
- vi. Welfare & Training,
- vii. Other Miscellaneous functions,

(i) Prevention and Settlement of Industrial Disputes

3.3 The CIRM ensures harmonious Industrial Relations in the central sphere

establishments through:-

- a. Monitoring of Industrial Relations in Central Sphere,
- b. Intervention, mediation and conciliation in Industrial Disputes in order to bring about settlement of disputes,
- c. Intervention in situations of threatened strikes and lockouts with a view to avert the strikes and lockouts,
- d. Implementation of settlements and awards,
- e. Enforcement of other provisions in Industrial Disputes Act, 1947 relating to: (1) Works Committee, (2) Recovery of Dues, (3) Lay Off, (4) Retrenchment, (5) Unfair Labour Practices etc.

3.4 (a) Industrial Disputes Handled

The details of the industrial disputes handled by the CIRM during the year 2020-2021 (January to December, 2021) are as under:-

Head	January to December, 2021
Industrial Disputes Handled	12,170
Industrial Disputes Disposed off	7,359
Strike Averted	221

(b) Benefits to Workers due to Intervention by CIRM

YEAR	January to December, 2021
Numbers of Workers Benefited	53,889
Amount of Relief to the above workers (In Crore)	386
Number of workers Regularised / Re-instated	1,985

Control Room For Workers During Lockdowns Due To Covid-19

3.5 Twenty Control Rooms were established and operationalized on pan India basis at twenty regional offices of the Chief Labour Commissioner (Central) organisation under the direct supervision of the Chief Labour Commissioner (Central), with involvement of about 75 Officers including the Deputy Chief Labour Commissioner(c), Regional Labour Commissioner (c), Assistant Labour Commissioner (c) & Labour Enforcement officer (Central) who have been designated to operate these control rooms.

3.6 These control rooms with vigour and impetus to handle the task in hand were rejuvenated on 21st April 2021 with strength of appx. one hundred officers.

3.7 The name of the officers from each control room with their email ID and mobile/whatsapp numbers were put on the website of Chief Labour Commissioner (Central) i.e. <https://clc.gov.in/clc/>, Ministry of Labour Employment i.e. <https://labour.gov.in/> and were also publicized through press release, on social media like face book page of Ministry of Labour and Employment and

tweeted by Hon'ble Minister of Labour and Employment.

3.8 Objective

- To address grievances of workers employed in Central Sphere regarding less/non-payment of wages / retrenchment / laid off/termination of employment.
- To mitigate the problems of migrant workers through coordination with various state governments by guiding and placing them in temporary shelters with provision of food and shelter etc.

3.9 Further, keeping in view the extraordinary situation, all officers operating control rooms had been advised to adopt a humane approach to assist the aggrieved workers to maximum possible extent and ensure delivery of timely relief.

Functioning of Control Rooms

3.10 An aggrieved worker may approach these control rooms through the Phone/ Whatsapp numbers, or via Email, as per the Control room's wise/officer wise phone number/whatsapp number/Email IDs circulated in public domain.

3.11 On receipt of the grievance, the Control rooms recorded the grievances in prescribed format. The grievances pertaining to Wages, terminations etc. of workers in Central Sphere were resolved by the regional office of the Chief Labour Commissioner(C). The endeavour of the control rooms is to resolve the grievance within 72 hours. In case of the Distress Calls received from a migrant worker, the Control Rooms are mandated to take up such matters with the appropriate authority of the State Govt/Distt Administration apprising them of the matter and requesting for necessary action.

3.12 The grievances pertaining to the

'Employees Provident Fund' and 'Employees State Insurance' are recorded by the control rooms and are routed to the EPFO and ESIC authorities for redressal at their end. The Nodal officers designated in EPFO and ESIC are responsible for ensuring timely redressal of the grievances routed to them through the control rooms.

3.13 Further, other grievances of workers pertaining to the State Government jurisdiction are taken up by the control rooms, with concerned State Government Authorities. The State Governments are apprised and requested to take necessary action in the matter. In this regard, the Hon'ble Union Minister of State (I/C) for Labour and Employment also requested all State/UT Governments to designate a Nodal officer from Labour Department to coordinate with Control Rooms.

3.14 At the apex level, these Control Rooms were being monitored by the 'Implementation Monitoring Cell- संतुष्ट' in the Office of Hon'ble Minister (IC) for L&E. Further, regular feedback from the aggrieved persons are being taken regularly to ensure proper redressal of the grievances by Chief Labour Commissioner (Central) and by these control rooms.

Benefit to workers due to the Control Rooms:

3.15 The officers through these control rooms with substantial intervention and coordination were able to get disbursed an **amount of Rs. 348 Crores to 2,14,431 workers through employers, in central sphere and an amount of Rs. 4.34 to 2401 workers through employers in state sphere during both lock down periods.**

(ii) Enforcement Of Labour Laws:

3.16 Another important function of CIRM is enforcement of Labour Laws in the establishments for which Central

Government is the Appropriate Government. The machinery enforces following Labour Laws and Rules framed there under:

1. The Payment of Wages Act 1936 & rules made thereunder for Mines, Railways, Air Transport Services & Docks, Wharves and Jetties,
2. The Minimum Wages Act 1948 and Rules,
3. The Contract Labour (Regulation & Abolition) Act, 1970 and Rules,
4. The Equal Remuneration Act 1976 & Rules,
5. The Inter-State Migrant Workmen (RE&CS) Act 1979 and Rules,
6. The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 and Rules,
7. The Payment of Gratuity Act, 1972 and Rules,
8. The Labour Laws (Exemption from Furnishing returns and Maintaining Registers by certain Establishments) Act 1988,
9. The Building and other Construction Workers (RE&CS) Act, 1996 and Rules.
10. The Chapter VI-A of Indian Railways Act; Hours of Employment Regulations for Railways Employees
11. The Industrial Employment (Standing Orders) Act, 1946 & Rules,
12. The Maternity Benefit Act, 1961 & Mines and Circus Rules, 1963 & Rules and
13. The Payment of Bonus Act, 1965, and Rules.

3.17 There are approximately 2.32 lacs establishments in the Central Sphere. The Inspecting Officers of CIRM inspect these

establishments under different labour enactments. To ensure transparency and accountability in the system, all the inspections are conducted through web enabled Shram Suvidha Portal. The inspection reports are uploaded on the Shram Suvidha Portal within 48 hours, so as to enable employers to make good the irregularities and deficiencies noticed during inspections. Special emphasis is given to enforcement of beneficial enactments such as Minimum Wages Act, 1948; The Contract Labour (Regulation & Abolition) Act, 1970, and The Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 in the unorganised Sector. Prosecutions are launched against persistent defaulters and in respect of major violations. Details of Inspections for the period January to December, 2021 are given as under:-

Statement Showing No. of Inspections Etc. Under Various Labour Laws For The Period January To December, 2021

Head	January to December, 2021
Inspection Conducted	26,496
No. of irregularities detected	1,28,237
No. of irregularities rectified	48,970
No. of prosecution cases filed	2,445
No. of convictions secured	834

(iii) Implementation Of Awards:-

3.18 The officers of CIRM implement Awards issued by Central Government Industrial Tribunal-cum-Labour Courts (CGITs). During the period January to December, 2021, 1875 awards were

received/brought forward out of these 129 were implemented, implementation of 937 Awards were stayed by Hon'ble High Courts & implementation of 566 awards are under process.

3.19 Difficulties in implementing the awards are experienced as employers obtain stay orders from Hon'ble High Courts on implementation. Prosecution proposal is submitted to the Ministry of Labour and Employment for sanction under Section 197 of Cr. PC .

(iv) Quasi Judicial Functions:-

3.20 The CIRM officers from the level of LEO(C) up to the level of CLC (C) also perform certain Quasi-Judicial Functions as shown below:

CLC(C):- Director General (Inspections) under The Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 but power has been delegated to a Dy. CLC(C) at headquarters; Appellate Authority under The Industrial Employment (Standing Orders) Act, 1946, Conciliation Officer under the Industrial Disputes Act, 1947 for intervening in the disputes as per occasion arises and Supervisor of Railway Labour under The Railway Servants Hours of Employment Rule, 2005.

Addl. CLC(C):- Conciliation Officer under The Industrial Disputes Act, 1947. Appellate Authority under The Industrial Employment (Standing Orders) Act, 1946. He is an officer of senior level of CIRM to assist CLC (C) in all his functioning.

Dy. CLC(C):- Appellate Authority under The Industrial Employment (Standing Orders) Act, 1946, The Payment of Gratuity Act, 1972, The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, Inter-State Migrant

Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Appellate Authority to deal with appeals u/s 7 and 12 of The Contract Labour (Regulation and Abolition) Act, 1970; Authority under Rule 25 (2) (v) (a) and (b) of The Contract Labour (Regulation and Abolition), Rules 1971; Conciliation Officer under the Industrial Disputes Act, 1947; Supervisor of Railway Labour under the Railway Servants Hours of Employment Rule, 2005.

RLC(C):- Authority under The Minimum Wages Act, 1948, The Payment of Wages Act, 1936; and The Equal Remuneration Act, 1976. Certifying Officer under The Industrial Employment (Standing Orders) Act, 1946 and Supervisor of Railway Labour under Railway Servants Hour of Employment Rules, 2005, Conciliation Officer under the Industrial Disputes Act, 1947, disputes on classification under HOER are being dealt by RLC(C); Independent RLCs(C) are also notified as Registering and Licensing Officer under The Contract Labour (Regulation and Abolition) Act, 1970 and Inter-State Migrant Workmen Act, 1979; Registering Officer under The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.

ALC(C):- Controlling Authority under The Payment of Gratuity Act, 1972; Authority under The Equal Remuneration Act, 1976; Registering and Licensing Officer under The Contract Labour (Regulation and Abolition) Act, 1970, ISMW (RE&CS) Act, 1979, Conciliation Officer under the Industrial Disputes Act, 1947; Supervisor of Railway Labour The Railway Servants Hours of Employment Rule, 2005.

LEO (C):- In some places LEOs (C) are notified as Conciliation Officer under the Industrial Disputes Act, 1947

Besides above the officers of CLC(C)

organisation have been declared as Inspectors under various labour law enactments.

3.21 The claim cases decided by these officers under Minimum Wage Act, Payment of Wages Act & payment of Gratuity Act are given in the table below:-

Head	January to December, 2021
Claim cases received incl brought forward	24,082
Claims cases decided	8,192
Amount Awarded (In Crore)	127
Claims cases pending	15,890

Court Cases:-

Head	Hon'ble Supreme Court	Hon'ble High Court and other Courts
No. of Cases	114	3064

Annual Returns:-

Year	
Number of online Annual Returns Received (for year 2020)	55,269

(v) Verification Of Membership Of Trade Unions Operating In An Establishment To Identify Majority Union Under Code Of Discipline.

3.22 The Verification of membership of unions operating in the establishments of central sphere is conducted by Chief Labour

Commissioner (Central)'s office under Code of Discipline for the purpose of granting recognition as and when directed by the Ministry of Labour and Employment.

3.23 The Chief Labour Commissioner (Central) organization during the period from 1st January 2021 to 31 December 2021 has conducted the Secret Ballot Election in the following Seventeen establishments:

1. M/s Electronic Corporation of India Ltd.(ECIL), Hyderabad
2. M/s Oil and Natural Gas Corporation Ltd., Dehradun
3. M/s Hindustan Shipyard Limited, Visakhapatnam
4. M/s Neyveli Lignite Corporation India Limited, Tamil Nadu
5. M/s Indian Oil Corporation, Eastern Region, Marketing Division, Kolkata
6. Bhakra Beas Management Board Talwara
7. Cochin Shipyard Limited, Kochi.
8. Konkan Railway Corporation Limited, Mumbai
9. KIOCL Limited, formerly Kudremukh Iron Ore Company Limited, Bangalore
10. Oil and Natural Gas Corporation Ltd., Ahmedabad Asset
11. M/s Hindustan Machine tools Ltd. (HMTL), Hyderabad
12. National Aluminium Company Corporate Office, Bhubaneswar, Odisha
13. M/s Hindustan Aeronautics Ltd., Hyderabad
14. M/s Rourkela Steel plant (RSP), Rourkela
15. M/s India Government Mint, Hyderabad

16. Kakrapar Nuclear Power Plant, NPCIL, Post- Anumala, Tal-Vyara, District-Tapi, Gujarat

17. M/s. Nuclear Power Corporation of India Ltd., Kudankulam Nuclear Power Project, Tamilnadu.

3.24 In addition to above, in respect of 28 establishments the verification of membership of Trade Unions through Secret Ballot Election under Code of Discipline is under process.

Statutory Verification Of Membership Of Unions Operating In Nationalized Banks

3.25 The Ministry of Finance, Department of Financial Services has revised the procedure for conducting verification of membership strength of various unions of workmen operating in Nationalized Banks for determining the majority status to identify Representative union and for the purpose of nominating a Workmen/ Employee as Director, on the Board of Director of Banks vide its notification dated 19.11.2008. As per this notification the verification of membership of trade unions is to be conducted through check off system by the designated officers at the level of General Manager nominated by Chairman or Managing Director of Bank. An appeal lies against the report of the Designated Officer before the Appellate Authority.

Appellate Authority for the above purpose is the Central Government or the Deputy Chief Labour Commissioner(C), Ministry of Labour and Employment, Government of India.

(vi) Welfare & Training:-

WELFARE

3.26 The ALWCs, DLWCs and LWCs are posted in Defence and other establishments such as CPWD, Ordnance Factories, Hospitals, etc., which are under the control of

Central Government. The LWCs are posted at the Head Quarters of these establishments. These officers ensure harmonious Industrial Relations in their respective establishments. They also look after the welfare and redressal of grievances of the workers, administration of Welfare Schemes and advise the managements on various Labour Matters including constitution of bilateral committees such as Shop Councils, Works Committees etc.

TRAINING:-

3.27 In house training on regular basis to the officers of Central Labour Service (CLS) posted in three streams i.e. 1. Central Industrial Relation Machinery (CIRM)/Chief Labour Commissioner Organisation: 2. Director General Labour Welfare Organisation and 3. As Welfare Officers under The Factories Act in the Industrial Establishments under the control of Central Government. Under a plan scheme titled "Improvement and Strengthening of Training Wing Labour Officers". The objective of the scheme is to provide trainings to the CLC officers & LEO(C) with a view to enhance their skills & knowledge in various areas of their functioning for effective discharge of their duties. A committee was constituted with the approval of secretary, Ministry of Labour & Employment on "Training Need Analysis" and on the basis of its recommendations; trainings were provided to the officers at the selected specialized Institutes.

3.28 Total 125 CLS Officers/LEOs were imparted training during the year 2021-2022 (January to December, 2021) on various subjects like Wage Policy and Minimum wages, Industrial Relations, Effective Labour Law Enforcement and Labour Codes etc.

(vii) MISCELLANEOUS FUNCTIONS:-

3.29 The CIRM performs the following miscellaneous functions also:

1. Notifying Variable Dearness Allowance every six months as per A.I.C.P.I. number under the Minimum Wages Act, 1948.
2. Defending Ministry of Labour & Employment in various Writ Petitions filed against Ministry in different High Courts & Supreme Court.
3. Investigations of Complaints as per direction of the Ministry of Labour & Employment.
4. Assisting Central Advisory Contract Labour Board as convener of different sub-committees to examine prohibition of contract Labour in different employments.
5. Assisting Ministry in preparation of different reports required to be submitted to International Labour Organisation.
6. Supplying information to Ministry in replying Parliament Question on various labour laws enforced by CLC(C) organisation.
7. Advising Ministry of Labour & Employment in Conflict situations like strikes of All India Nature and other labour matters.
8. Attending to Parliamentary Committees and other important delegations as per advice of the Ministry.
9. Keeping Liaison with State Government Labour Departments for collection of information as per direction of Ministry.
10. Imparting training to the Officers of Central Labour Service and LEO(C).

The R.T.I. Act, 2005

3.30 The CLC(C) Organisation is dealing with all the RTI applications at CLC(C) HQ as well as at regional level. There are 59 nos. of CPIOs and 24 nos. of First Appellate Authorities designated to deal with RTI

applications / appeals received online as well as off line. At nodal point, Nodal Officer has dealt with 1935 RTI applications and 198 nos. of appeals. The details of RTI applications First Appeals dealt during the period previous year and current year in CLC(C) organisation is as below:-

	Online	Offline	Total
RTI Applications	1572	363	1935
First Appeal	175	23	198

PUBLIC GRIEVANCES:-

3.31 During the Year 2021-2022 (Jan to Dec. 2021) a total number of 14,662 (11,568 online and 3094 offline) public grievances were received and a total number of 14087 (11336 online and 2751 offline) public grievances have been disposed of, which accounts for 96% of disposal.

Statement showing Online \ Offline Grievances Statuses during Year 2021-2022 (Jan to Dec. 2021)

	B/F	Public Grievances received	Public Grievances disposed off	Pending as on 31.12.2021
Online	185	11383	11336	232
Offline	831	2263	2751	343

Major Industrial Relations Events During 1st January, 2021 To 31st December, 2021 In Which CIRM Played Important Role:-

The details of the strikes in different establishments from 1st January 2021 to 31st December, 2021 is as follows:-

1. AIR TRANSPORT

b. Bhartiya Kamgar Sena

3.32 President, Bhartiya Kamgar Sena served notice dated 20.4.2021 to the management of M/s Spice Jet Ltd, Mumbai proposed to go on strike on 5.5.2021 to press their demands like to regularize the services of the employees who have served more than 240 days a year, to stop the reduced salary and pay the full salary, to pay the bonus for the year 2019 - 20 etc.

3.33 Dy. CLC(C) Mumbai intervened in the matter and due to effective conciliation the union deferred the proposed strike.

2. BANK

i. Joint Forum Of Unions Bank Unions

3.34 The Convenor, Joint Forum of Union Bank Unions served notice dated 14.1.2021 to the management of Union Bank of India, Mumbai proposed to go on nationwide strike on 29.1.2021 to press their demands like no enlargement of area of rotation transfer from station to geographical district in the name of harmonization of transfer policy, in the name of harmonization of policies there should not be anti-employee amendments to existing policies etc.

3.35 RLC(C) Kolkata intervened and seized the matter into conciliation and advised the union not to go on strike on 29.1.2021. Hence the strike was averted.

ii. United Forum Of Bank Unions And All India Bank Employees Unity Forum

3.36 A notice dated 18.02.2021 & 16.2.2021 had been served by General Secretary, United Forum of Bank Unions and All India Bank Employees Unity Forum respectively to the Bank management proposed to go on strike on 15th & 16th March 2021 in support of their charter of demands against the decision of the Govt. to privatize two Public Sector Banks inspite of the fact that public sector banks are earning

profit and doing service to the nation and rural areas in particular.

3.37 After receiving the strike notice, Addl. CLC(C) intervened into the matter and held conciliation proceedings on 4.3.2021, 9.3.2021 & 10.3.2021. However, the unions went ahead with the proposed strike and overall strike position in Banking Industry in the country as per the feedback received from field offices on 15.3.2021 and 16.3.2021 was observed as to be 86% & 84 % respectively.

iii. Federal Bank Limited, Ernakulam

3.38 The Federal Bank Employees Union Employees Union affiliated to the AIBEA and the recognized union in the establishment had served a notice on the management of M/s Federal Bank Ltd with around 4000 employees across the country proposed to go on strike on 31.3.2021.

3.39 Dy. CLC(C) Cochin intervened in the matter and held conciliation proceedings and the proposed strike was averted.

iv. All India Gramin Bank Officers Organization and All India Gramin Bank Workers Organization

3.40 A notice dated 1.4.2021 jointly served by the General Secretary of All India Gramin Bank Officers Organization and All India Gramin Bank Workers Organization to the management of DFS, NABARD proposed to go on one day nation-wide strike on 17.5.2021 to press their demands like release of allowances and other benefits, set up Rashtriya Gramin bank, restore compassionate appointment scheme etc..

3.41 RLC(C) Jaipur intervened in the matter and held conciliation on 3.5.2021 and after his persuasion the union agreed to defer the proposed strike.

v. All India Regional Rural Bank

3.42 A Notice dated 11.08.2021 jointly served by General Secretaries of AIRRBEA, NFRRBE, NFRRBO and NFRRRBS to the Secretary, Ministry of Finance proposed to go on All India Strike on 27.9.2021 to press their demands like formation of National Rural Bank of India totally delinked from existing sponsor banks, which have been acting as master –cum-competitor, full and proper implementation of XIth bipartite settlement without any discrimination/ distortion/ deviation etc.

3.43 All regional heads were requested to intervene into the matter and it was informed by the Dy. CLCs(C) of various regions that the strike took place on 27.9.2021.

vi. Central Bank of India

3.44 The General Secretary of Central Bank of India Employees Association and Central Bank of India Officers' Union jointly served notice to the management of Central Bank of India proposed to go on full day stay out strike on 6.9.2021 in all regions in the states of Kolkata Zone and in 13 regions in Chennai Zone respectively to press their demands like stop harassment of officers, recognize trade union rights, hold joint talks as per norms at ROs and ZO etc.

3.45 Dy. CLC(C) Cochin & Kolkata intervened in the matter and the union submitted that they called off the proposed strike based on an understanding arrived with the management .

vii. All India Bank of Maharashtra Employees Federation

3.46 The General Secretary of All India Bank of Maharashtra Employees Federation, Bank of Maharashtra Karamchari Mahasangh, Bank of Maharashtra Karamchari Sena and Mahabank Navnirman Sena jointly served notice to the management of Bank of

Maharashtra proposed to go on one day nationwide strike on 27.9.2021 followed by 2 days nationwide strike on 21.10.2021 and 22.10.2021 to press their demands like recruitment of PTS, clerks, sub-staff, administrative transfers etc.

3.47 O/o Dy. CLC(C), Mumbai intervened in the matter and held conciliation proceedings. However, the union went on strike on 27.9.2021 with 40% absenteeism.

viii. Sonali Bank Employees' Association

3.48 The General Secretary, Sonali Bank Employees' Association served notice dated 13.9.2021 to the management of Sonali Bank Ltd proposed to go on strike in the state of West Bengal on 30.09.2021 and 1.10.2021 to press their demands.

3.49 Dy. CLC(C) Kolkata intervened in the matter and held conciliation on 28.9.2021. After detailed discussion with the management and the union the matter is adjourned and the union averted the proposed strike.

ix. All India Bank of Maharashtra Employees Federation

3.50 A joint notice was served by General Secretary of All India Bank of Maharashtra Employees Federation, Bank of Maharashtra Karamchari Mahasangh, Bank of Maharashtra Karamchari Sena and Mahabank Navnirman Sena proposed to go on 2 days nationwide strike on 21.10.2021 and 22.10.2021 to press their demands like recruitment of PTS, clerks, sub-staff, administrative transfers etc.

3.51 O/o Dy. CLC(C), Mumbai seized the matter into conciliation and due to effective conciliation the strike was averted.

x. Bengal Provincial Banks' Contract Employees' Association

3.52 The General Secretary, Bengal Provincial Banks' Contract Employees'

Association served notice dated 24.9.2021 to the management of Deutsche Bank AG proposed to go on strike on 22.10.2021 against the violation of labour laws by discontinuing the services of two workers.

3.53 ALC(C) Kolkata intervened and seized the matter into conciliation and union deferred the proposed strike.

xi. Utkal Grameen Bank Employees Union

3.54 The General Secretary, Utkal Grameen Bank Employees Union served notice dated 18.10.2021 to the management of Utkal Grameen Bank proposed to go on strike from 9.11.2021 to 10.11.2021 against apathetic attitude and step motherly behavior towards the staff members of UGB and workmen staff.

3.55 ALC(C), Bhubaneswar intervened and seized the matter into conciliation and held conciliation proceedings on 8.11.2021. The union deferred the proposed strike.

xii. United Forum of Bank Unions

3.56 The Convenor, United Forum of Bank Unions served notice dated 1.12.2021 to the Chairman, IBA and CLC(C) proposing to go on All India strike on 16th & 17th December 2021 to press their demands i.e. Strengthening of public sectors banks, Opposing proposed privatization of public sector banks and Opposing Banking Laws (Amendment) Bill, 2021.

3.57 On receipt of the strike notice, Addl. CLC(C) & Conciliation Officer intervened in the matter and held conciliation proceedings on 08.12.2021, 14.12.2021 & 15.12.2021 wherein the representatives of Ministry of Finance, Indian Banks Association (IBA) and representatives of United Forum of Bank Union (UFBU) were present

3.58 However, on 15.12.2021 no amicable settlement could be arrived at and the unions/

associations did not agree to withdraw the proposed strike.

3.59 Based on the feedback received from the field offices, the overall strike position in Banking Industry in the country on 16.12.2021 and 17.12.2021 has been observed as to be 86% and 84% respectively.

xiii. Joint Forum of Gramin Bank Unions

3.60 The Convenor, Joint Forum of Gramin Bank Unions served notice dated 1.12.2021 to the management of Deptt. of Financial Services, IBA and Chairman RRBs proposing to go on two days strike on 16th-17th December 2021 to press their demands i.e (i) withdraw banking laws (Amendment) Bill, 2021 and (ii) extend complete bipartite settlement and joint note for officers wage revision in RRBs and implement service regulation in RRBs at par with Sponsor Banks .

3.61 Immediately, on receipt of the strike notice, Addl. CLC(C) intervened in the matter and held conciliation proceedings on 09.12.2021 and 14.12.2021. In the course of joint discussion the representatives of Ministry of Finance, NABARD, RRBs and representatives of Joint Forum of Gramin Bank Unions were present.

3.62 After due deliberations and discussions the conciliation officer/ Additional CLC(C) advised DFS to get the meeting fixed between the union representatives and joint Secretary (DFS) Ministry of Finance so that the matter may be discussed in detail to rationalise and bring uniformity in the allowances across all RRB's which is the main area of concern. The conciliation officer also advised the union representatives to submit their agenda to the DFS for the bilateral dialogue which is to be addressed by the Govt. in order to bring uniformity in the issues pertaining at National level. So both the parties were advised to hold bilateral talks

by 17.01.2022. However, the Union proceeded on proposed strike.

3. COAL & NON-COAL

i. Rajasthan Mines Workers Union

3.63 A notice served by Rajasthan Mines Workers Union, Kota affiliated to Hind Mazdoor Sabha to the management of Associated Stone Industries (ASI) Company, Ltd, Ramganjmandi Rajasthan proposed to go on indefinite strike from 20.4.2021 to press their demands like non-payment of salary, safety equipment to the workers 5% increase of salary every year etc.

3.64 ALC(C) Kota intervened in the matter and due to effective conciliation; the union deferred the proposed strike.

ii. RMD Contractor Workers Union

3.65 General secretary, RMD Contractor Workers Union served notice dated 19.4.2021 to the management of SAIL, Kolkata proposing to go on 24 hour strike in all establishments in SAIL and RINL on 6.5.2021 to press their demands like tenure of the wage settlement must be for five years period, 35 % perks/ allowances to be calculated, management contribution to pension fund to be enhanced to 9% etc.

3.66 Dy. CLC(C) Kolkata intervened and seized the matter into conciliation and due to effective conciliation the proposed strike was deferred.

iii. Steel Authority of India Ltd. (SAIL) and RINL

3.67 The office of CLC(C) received strike notices from various unions operating in Steel Authority of India Ltd. (SAIL) and RINL proposing to go on strike on 30.6.2021 for fulfillment of their various demands like immediate wage settlement of employees working in SAIL & RINL w.e.f. 1.1.2017 etc.

3.68 On receipt of strike notices the same was forwarded to the respective regional heads for necessary intervention, however, the proposed strike took place. Based on the feedback received from the field offices, the overall strike position was observed as to be 53%.

iv. NFITU & Rashtriya Colliery Mazdoor Congress

3.69 The General Secretary, of NFITU and Rashtriya Colliery Mazdoor Congress had jointly served notice dated 16.7.2021 to the management of Coal India Limited proposing to go on nationwide strike from 16.8.2021 against the illegal activities by the management of Coal India Limited and its subsidiaries towards the workers.

3.70 Respective Regional Heads intervened in the matter and seized the matter into conciliation and due to effective conciliation the proposed strike was postponed.

v. Salem District SC & ST Magnesite Employees Trade Union and Salem District Magnesite Pattali Thozhir Sangam

3.71 The General Secretaries of Salem District SC & ST Magnesite Employees Trade Union and Salem District Magnesite Pattali Thozhir Sangam served notice dated 16.7.2021 to the management of SAIL Refractory Company Ltd. Salem proposed to go on strike on 9.8.2021 (or) any day there upon to press their demands like revision of grades, reduction of wage gap, yearly increment etc.

3.72 RLC(C) Chennai intervened and seized the matter into the conciliation and due to effective conciliation the proposed strike the strike was averted.

vi. NFITU & Rashtriya Colliery Mazdoor Congress

3.73 The General Secretary, National President, National Front of Indian Trade union (DHN) served notice dated 20.09.2021 proposed to go on strike on 02.10.2021 in Coal India Limited and its subsidiaries. A charter of demands consisting of 20 points was submitted by the concerned union in this regard. On receipt of the strike notice the Dy. CLC(C), HQ dealing with Industrial Relations Section intervened in the matter and due to effective conciliation the proposed strike was called off.

vii. Rashtriya Mazdoor Manch, Tumsar

3.74 The General Secretary, Rashtriya Mazdoor Manch, Tumsar served notice dated 23.09.2021 proposed to go on strike on 18.10.2021 to press their demands like payment of bonus, compassionate appointment, implementation of IDA/CDA scheme etc.

3.75 RLC(C) Nagpur intervened and seized the matter into the conciliation and due to effective conciliation the proposed strike was averted.

viii. National Aluminium Company Shramik Congress Union

3.76 The General Secretary, National Aluminum Company Shramik Congress Union served notice dated 30.09.2021 to the management of Smelter Plant, Nalco, Angul proposed to go on strike on 14.10.2021 to press their demands like superannuation benefits, special consideration for employees who joined between 1.1.1997 and 31.12.2016 etc.

3.77 Dy. CLC(C) Bhubaneswar seized the matter into conciliation and due to effective conciliation the proposed strike the strike was averted.

ix. Telangana Boggu Gani Karmika Samgam

3.78 The Major Unions namely, Telangana

Boggu Gani Karmika Samgam, AITUC, INTUC, HMS, CITU BMS and trade unions of contract labour of SCCL served strike notices on the CMD, SCCL proposed to go on Strike for 3 days from 09.12.2021 to 11.12.2021 to press their charter of demands.

3.79 On receipt of the Strike Notice, the RLC(C) Hyderabad held the Conciliation Proceedings on various dates, which were attended by the representatives of the Unions and the Management. However, the Joint Forum of unions had proceeded on 3 days strike w.e.f. 9.12.2021 in Singareni Collieries Company Ltd.in Telangana.

x. SAIL/RINL

3.80 Notice served by Sanyukt Sangharsh Samiti, Bihar Colliery Kamgar Union and All India Co-ordination Committee of SAIL Employees' Union proposing to go on nationwide strike on 16.12.2021 in all the establishments of SAIL & RINL to press their 18 points charter of demands relating to wage revision w.e.f. 1.1.2017 and other demands

3.81 Dy.CLC(C) Dhanbad and Kolkata intervened in the matter and held conciliation proceedings and due to effective conciliation the union deferred the proposed strike.

4. DEFENCE

i. MES Workers Union Chilka

3.82 The General Secretary, MES workers Union Chilka served notice dated 7.1.2021 proposed to go on indefinite strike from 22.1.2021 against the INS Chilka management policy.

3.83 ALC(C) Bhubaneswar informed that the management and union reached to a mutual understanding and requested to withdraw the strike notice.

5. FOOD CORPORATION OF INDIA

3.84 President, FCI Mazdoor Sangh, Uttar

Pradesh served notice dated 18.2.2021 to the management of FCI proposed to go on hunger strike etc. from 31.3.2021 against the unfair labour practice.

3.85 The matter was seized into conciliation by RLC(C) Kanpur and the unions did not resorted to strike.

6. INSURANCE

i. Joint Forum of Trade Unions (JFTU)

3.86 The Joint Forum of Trade Unions (JFTU) in the Public Sector General Insurance (PSGI) Companies i.e. (i) Oriental Insurance Company Limited, (ii) National Insurance Company Limited, (iii) The New India Assurance Company Limited and (iv) United India Insurance Company Limited went on a one day All India strike on 4.8.2021 to press their following demands :

1. Opposing passing of General Insurance Business (Nationalization) Amendment Bill,
2. Opposing privatization of PSGI Companies
3. Strengthening of PSGI Companies and
4. Immediate settlement of Wage Revision.

3.87 Based on the feedback received from the field offices, the overall strike position in Insurance Sector in the country on 4.8.2021 at 2 PM has been observed as to be 82%.

7. Miscellaneous

i. Joint Platform of Scheme Workers Federations

3.88 The Joint Platform of Scheme Workers Federations affiliated to Central Trade Unions (INTUC, AITUC, HMS, CITU, AIUTUC, TUCC, AICCTU, LPF, UTUC) has decided to join the All India Strike of 'Scheme Workers' on 24 September 2021 (Keeping

physical distance and all norms by WHO). All Sections of Scheme Workers including Anganwadi, ASHA, MDM, NCLP, SSA, NHM etc. will participate in the strike. Since the matter falls under the jurisdiction of State Governments so the same is therefore forwarded for necessary action at their end.

3.89 All regional heads/ Dy. CLCs(C) in the regional offices of CLC(C) organization were advised to coordinate with concerned State Labour Authorities in the matter. As per the report received from the regions the proposed strike took place.

ii. Container Corporation of India Ltd. (Concor) Employee Union

3.90 The General Secretary, Container Corporation of India Ltd. (Concor) Employee Union served notice dated 25.10.2021 to the management of Container Corporation of India Ltd. proposed to go on one day strike on 25.11.2021 to press their various demands including payment of minimum wages etc.

3.91 ALC(C) New Delhi seized the matter into conciliation and the strike was averted.

8. OIL

i. Field Operators Joint Action Committee

3.92 Convenors, Field Operators Joint Action Committee, Rajahmundry served notice to the management of ONGC, Rajahmundry proposed to go on indefinite strike from 5.2.2021 over delay in finalization and implementation of wage revision of Field Operators at ONGC.

3.93 ALC(C) Vijayawada intervened in the matter and held conciliation proceeding on 24.1.2021 and the unions agreed to avert the proposed strike.

ii. Oil & Natural Gas Corporation Karamchari Sanghtana

3.94 The General Secretary, Oil & Natural

Gas Corporation Karamchari Sanghtana served notice dated 1.3.2021 proposed to go on strike from 11.3.2021 to 22.3.2021 onwards to press their long pending issues like over time performed in offshore during lockdown period by offshore employees, regularization of Field Operators and Paramedical Staff, Pay revision of Field Operators and paramedical staff etc.

3.95 Dy. CLC(C) Mumbai has informed that the union has deferred the proposed strike.

iii. ONGC Officers' Association

3.96 General Secretary, ONGC Officer's Association (OOA) served notice to the management of ONGC, Delhi proposed to go on strike from 19.4.2021 to press their demands like removal of 50% sealing in all level in A+ PAR grading, E1-E@ Pay anomaly, implementation of long service reward scheme, Covid 19 vaccinations for Oil soldiers and families etc.

3.97 ALC(C) New Delhi intervened in the matter and held conciliation on 26.4.2021 and the proposed strike was deferred.

iv. ONGC Officers' Association

3.98 A notice dated 21.4.2021 served by Oil Field Employees Association (OFEA) to the management of ONGC Ltd. Mumbai proposed to go on relay fast from 1.5.2021, fast unto death from 4.5.2021 to press their demands like medical facilities and compensation in case of death for all the secondary workforce (contract labour) at par with regular employees of ONGC.

3.99 Dy. CLC(C) Mumbai intervened into the matter and due to effective conciliation the union deferred the proposed relay fast.

9. POST & TELEGRAPH

i. Bhartiya Gramin Dak Karmachari Sangha

3.100 General Secretary Bhatiya Gramin

Dak Karmachari Sangha served notice dated 21.12.2020 by Bhartiya Postal Employees Federation, Mushidabad Division proposed to go on indefinite hunger strike from 14.1.2021 to press their demands like Immediate revision of MDW throughout the Division, immediate settlement of long pending cases of temporary status MTS, timely payment of their dues etc.

3.101 ALC(C) Kolkata seized the matter into conciliation and strike was averted.

10. PORT

i. Vishakhapatnam Dock Labour Board and Dock Workers Union

3.102 The General Secretary, Vishakhapatnam Dock Labour Board and Dock Workers Union served notice to the management of Vishakhapatnam Port Trust proposed to go on strike any day on or after 2.2.2021 to press their demands like better improvement and settlement of PLR scheme, incorporate federation/ union viewpoints in major port authorities bill -2020 etc.

3.103 The RLC(C) Vishakhapatnam intervened and seized the matter into conciliation and due to effective conciliation the union postponed the proposed strike.

ii. Cochin Port Employee's Organization

3.104 General Secretary, Cochin Port Employee's Organization served notice to the management of Cochin Port Trust proposed to go on indefinite strike from any day on or after 8.4.2021 against the order of merger of all the 3 subdivisions of Civil Engineering department of Cochin Port.

3.105 RLC(C) Cochin intervened and seized the matter into conciliation on 7.4.2021 and the proposed strike was averted by the union.

iii. Transport & Dock Workers' Union

3.106 The General Secretary, Transport &

Dock Workers' Union, Mumbai served notice to the management of Mumbai Port Trust proposed to go on strike on 10.7.2021 over the arbitrary and unilateral action of outsourcing Mooring Operation of tankers at Jawahar Dweep and Pir Pau and the outsourcing of the operation and maintenance of MbPT's two Harbour tugs 'Ajit' and Ajinkya'.

3.107 Dy. CLC(C) Mumbai intervened in the matter and seized the matter into conciliation and due to effective conciliation the union deferred the proposed strike.

iv. Cochin Port Employees' Organization

3.108 General Secretary, Cochin Port Employees Organization served notice dated 5.7.2021 to the management of Cochin Port Trust proposed to go on strike any day on or after 19.7.2021 against the action of the port management to sell out one of the Reach Stackers of Cochin Port detrimental to the interest of workers making the Cargo Handling Operations of Cochin Port handicapped.

3.109 Dy. CLC(C) Cochin intervened in the matter and seized the matter into conciliation and due to effective conciliation the strike was averted.

v. Cochin Port Employees' Organization

3.110 The General Secretary, Cochin Port Employees' Organization served notice dated 10.8.2021 proposed to go on strike from any day on or after 28.08.2021 against the action of the Port Management to recover the benefits already paid to the Skilled Categories of employees violating the Statutory Provisions and Skilled scheme prevalent in Cochin Port.

3.111 RLC(C), Cochin intervened in the matter and seized the matter into conciliation and due to effective conciliation the strike was averted.

vi. Minjur Paguthi Pothu Thozhilalar Sangam

3.112 The Secretary, Minjur Paguthi Pothu Thozhilalar Sangam served notice dated 30.7.2021 to the management of Kamarajar Port, Chennai proposed to go on strike on 16.8.2021 against the violation of Contract Labour Act and Dock Labour Act.

3.11 Dy. CLC(C) Chennai intervened and seized the matter into conciliation and the union deferred the proposed strike.

vii. National Co-ordination Committee of 5 Major Ports Workers Federation

3.114 A notice was served by National Co-ordination Committee of 5 Major Ports Workers Federation i.e. (i) All India Port & Dock Workers Federation (ii) All India Port & Dock Workers Federation (Workers) (iii) Water Transport Workers Federation of India (iv) Indian National Port & Dock Workers Federation Port, Dock and (v) Waterfront workers Federation of India proposing to go on indefinite nationwide strike at all the major ports on or after 15.12.2021 to press their charter of demands.

3.115 Immediately, on receipt of the strike notice, Addl. CLC(C)/ conciliation officer intervened in the matter and held joint discussion on 10.12.2021. In the course of joint discussion the representatives of Ministry of Shipping, Indian Ports Association and representatives of National Co-ordination Committee of 5 Major Ports Workers Federation were present.

3.116 After prolonged discussion and deliberation, and due to effective conciliation the proposed strike was deferred.

11. POWER

i. Power Grid

3.117 A Notice dated 15.11.2021 was served by National Forum of Power Grid Workers to

the management of Power-grid Corporation of India Limited proposing to go on strike on 2.12.2021 from 5.00 am to 5.00 am on 3.12.2021 to press their six points charter of demands like against privatization, national monetization pipeline, conduct secret ballot for PNBC in NR-III immediately etc.

3.118 Immediately, on receipt of the strike notice, joint discussions were held on 23.11.2021 and 01.12.2021 in the office of CLC(C) and the proposed strike was deferred.

ii. HPBP/BHEL

3.119 A notice dated 13.12.2021 had jointly served by the General Secretaries of various unions/ associations affiliated to HPBP/ BHEL proposing to go on an indefinite strike from 28.12.2021 to press their demands like to convene joint committee meeting immediately, negotiate & finalize the PPP-SIP, finalize & execute the Term Insurance Scheme etc.

3.120 Dy. CLC(C) Chennai intervened into the matter and held conciliation proceedings, and due to effective conciliation the union agreed to defer the proposed strike.

15. SIGNIFICANT MEMORANDUM OF SETTLEMENT DURING 1ST JANUARY, 2021 TO 31ST DECEMBER, 2021 IN WHICH CIRM PLAYED IMPORTANT ROLE:-

Office of Chief Labour Commissioner(C), New Delhi

3.121 A memorandum of settlement between the management of MOIL and MOIL Kamgar Sangathan (INTUC), was signed before the Chief Labour Commissioner© on 16th November 2021. This wage revision settlement will provide relief to more than 6000 workers.

3.122 The wage revision is for 10 years' duration w.e.f 01.08.2017 up to .31.07.2027, benefitting close to 6000 company

employees. It is based on an MOU arrived between management and recognized union of MOIL i.e. MOIL Kamgar Sanghatan (MKS). The settlement includes fitment benefit of 20% and perks/allowances at the rate of 20%. An Interim relief @ 12% of Basic and DA was given by the company w.e.f May, 2019.

3.124 It was agreed that MOIL will be making the arrear payment in one go, which will have a financial impact of Rs. 218 crores approximately for the period it is due i.e. from 1st August, 2017 to 30th September, 2021. The financial impact of the proposed wage revision will be about Rs.87 crores per annum.

Ajmer

i. A Memorandum of settlement was signed before the ALC(C) Kota between the management of State Bank of India and the State Bank Employees Union/Association-State bank of India Staff Association for payment of overtime wages to employees who worked for extra hours during the period of demonitisation time. As a result of the Settlement, about 30,000 Bank employees were benefited for payment of extra work done during the period. The estimated amount of disbursement to **30,000 bank employees** comes to Approx **Rs. 150 crores**.

Ahmedabad

i. As a conciliatory efforts made by the RLC(C) Baroda in an Industrial dispute raised by Akhil Dadra and Nagar Haveli Kamdar Sangh, Silvasa against the management of Castrol India Limited, Silvasa memorandum of settlement under section 12(3) of the ID Act, 1947 has been signed on 30-03-2021 and by this **settlement 53 workers** were granted monetary benefit of **Rs.**

1,20,75,024/-

ii. As a conciliatory efforts made by the RLC(C) Baroda in an Industrial dispute raised by Akhil Dadra and Nagar Haveli Kamdar Sangh, Silvasa against the management of Balmer Lawrie and Co Limited. Silvasa and its contractor, memorandum of settlement of under section 12(3) of ID Act, 1947 has been signed on 30-12-2021 and by this **settlement 52 worker** were granted monetary **benefit of Rs. 1,20,75,024/-**

Nagpur

i. The General Secretary, Rashtriya Mazdoor Manch, Tumsar, Distt. Bhandara raised and Industrial Dispute against the management of MOIL Ltd. Nagpur regarding one day strike on 18-10-2021 along with charter of demand related to wage agreement. The matter was seized into conciliation which led to amicable resolution. The management of MOIL Limited signed the wage agreement within a certain period and hence the representative. Of the management requested to close the matter. The representative of union also agreed for the same. Due to the settlement proposed strike was averted. As a result of which, **7000 man days were saved** and did not affect on the production of the company.

ii. The General Secretary, Koyla Shramik Sabha (HMS), WCL, Nagpur raised an Industrial Dispute against the management of the Chandrapura Area of Western Colfileds Limited, Chandrapura over alleged illegal termination from service of Sh. Pravin H. Angade, General Mazdoor, Cat-I w.e.f 24-01-2019, and demanded reinstatement with back wages and continuation of services. The matter was sized into conciliation that led

to an amicable settlement. After persuasion by conciliation officer and ALC(C) Chandrapuram, the management of WCL agreed to reinstate the workman in service and also consider the period falling in between termination and reinstatement, as continuous service for the purpose of calculating gratuity etc. A settlement dated 19-07-2021 was signed before the conciliation officer in this regard.

Kolkata

- i. The president, Castrol Limited Employees and Workers Union submitted a charter of demand against the contractor of Ws. Castrol India Ltd. which is an oil industry unit, functioning in the district of Kolkata. The union demanded for payment of Central Wages along with other additional service benefits to the member workmen who are working under different contractors from 1 year to more than 15 years. The management did not agree to provide central wages and stated that as of now they are paying the state minimum wages. The union demanded for payment of additional wages of around Rs. 1700/- to all categories per month in addition to state govt. wages with DA towards various allowances to all categories of workers. The matter was taken up in joint discussion/conciliation by the Dy.CLC(C) Kolkata and on the various dates of joint discussion efforts were made to resolve the issues amicably. Finally on 17-11-2021, after detailed discussions and persuasions made by the undersigned, the employer i.e. the contractors, namely i) M/s. GEM Engineering, ii) M/s CLR Facility Services Pvt. Ltd, iii) M/s Quanta Electricals iv) M/s Dag Consultants Pvt. Ltd. and the union agreed to resolve the dispute and to sign a Memorandum of

Settlement 39 noc. Of workman shall be benefitted by this settlement and financial involvement because of this settlement is **approximately Rs. 8.5 Lakhs per annum.**

Bhubaneswar

- i. The General Secretary, Sukinda Region Chromite Khadan Mazdoor Sangh (SRCKMS) vide their letter dated 31.08.2020 raised Charter of 5 demands and vide letter dated 08.09.2020 raised charter of 8 demands. On receipt of the Industrial Dispute, notices were issued to the parties for Joint discussion/conciliation proceedings on various dates. After conciliation/protracted discussion a settlement was arrived on 27.07.2021 due to which **218 workmen** got benefitted to the tune of **Rs. 3,09,87,600.00.(Rs Three crore, nine lakh, eighty seven thousand, six hundred)** towards the above statutory dues.
- ii. The General Secretary, Keonjhar Mining Workers Union had served a strike notice dated. 16.08.2021 to go on strike w.e.f 01.09.2021 against the management of M/s Roida 'C' Iron & Mn. Mines (IKIWL), Keonjhar and their contractor M/s P K Ores Pvt. Ltd over non-payment of dues (i.e. leave wages, arear VDA, gratuity etc-) in respect of 124 workmen. After conciliation/protracted discussion a settlement was arrived on 30.08.2021 due to which **124 workmen** got benefitted to the tune of **Rs. 55,61,874.00.(Rs Fifty five lakh sixty one thousand eight hundred seventy four only)** towards the above statutory dues.
- iii. The General Secretary, Sundargarh & Keonjhar Districts Mazdoor Union had raised industrial disputes vide letter dated. 01.07.2021 against the management of M/s. Essel Mining and

Industries Limited, Barbil and their 11 contractors over non-payment of full & final payment (i.e. Bonus, leave wages, sick leave, retrenchment compensation and gratuity) to 285 workmen. After receipt of the same the matter was seized in conciliation. After conciliation/protracted discussions a settlement was arrived on 12.08.2021 due to which **285 workmen** got benefited to the tune of **Rs 3,68,09,062.00**.

- iv. The General Secretary, Orissa Minerals Workers Union had raised industrial disputes vide letter dated. 11.09.2021 against the management of M/s. Penguin Trading & Agencies Limited, Keonjhar and their 08 contractors over non-payment of Bonus & ex-gratia to 326 workmen. After receipt of the same the matter was seized in conciliation. After conciliation / protracted discussions with the parties a settlement was arrived on 24.09.2021 due to which **324 workmen** got benefited to the tune of **Rs 1,32,03,671.00 (Rs One crore thirty two lakh three thousand six hundred seventy one only)** towards the above bonus & ex-gratia payment.
- v. The Legal Adviser of ECRCSU vide letter dated 12.01.22 raised a dispute against the management of M/s Supreme facilities, contractor of East Cost Railway coaching depot, Bhubaneswar over termination of service of 47 workers and termination of employment of 270 workers on completion of the contract. After receipt of the dispute the matter was seized under conciliation and the parties agreed to settle the dispute. A settlement was signed on 19.02.2021 in which 47 workers were reinstated by the contractor in previous job and railway authority agreed to take necessary steps to re-engage 270 workers with the new contractor. The total of **317 workers re-**

engaged by the new contractor under section 25-H of ID Act, 1947.

- vi. The General Secretary, REEU vide letter dated 05.12.2020 raised a dispute against M/s IREL (India)Ltd over revision of allowances and fringe benefits. The matter was seized under the conciliation and the parties agreed to resolve the matter through MOS and settlement was signed on 18.06.2021. The total of **476 workmen** benefited an amount of **Rs: 6 crores**.
- vii. The General Secretary, PPWU raised a dispute vide letter dated 26.03.21 against the management of M/s S.V. Industries, contractor of Paradip Port Trust, Paradip over 10 point charter of demands. The dispute was seized under conciliation and settlement was signed on 02.09.2021 and total **26** number of workmen got benefited an amount of **Rs:11,75,226/-**
- viii. The General Secretary Nalco Shramik Sabha Angul raised a dispute towards payment of full and final to 145 workers working with United Rail Road Consultant Pvt Ltd Contractor. Matter was ceased into conciliation and conciliation held on several dates. After persuasion, finally in the month of October, 2021 contractor agreed to pay the same and a Memorandum of Settlement was signed on 06.10.2021 before the conciliation officer. Due to which **145 workers** got benefited to the tune of **Rs. 17 lakhs**.

Bangalore

- i. Vasavadatta Cement General Workers Union had raised an Industrial Dispute against the Management of Vasavadatta Cements, Sedam over Non-Payment of Ex-Gratia /Bonus. The Regional Labour Commissioner(C), Bellary had admitted the matter in conciliation and a

Settlement was arrived at on 10-11-2021. **899 workers** were benefitted by the Settlement amounting to **Rs. 3.09 Crore**.

- ii. An Industrial Dispute was raised by Shri Umesh & 88 others against the Management of M/s Mineral Enterprises Ltd on 9.12.2020 over Non-Payment of Terminal benefits. The Regional Labour Commissioner (C), Bellary intervened in the matter and a Settlement was arrived at **benefitting 89 workers amounting to Rs. 4.84 Crores**.
- iii. The President MRPL Employees Union had raised a dispute against the Management of Mangalore Refinery & Petrochemicals Ltd., over a charter of various demands including Wage Revision requesting for intervention. The matter was admitted in conciliation by the ALC(C), Mangalore and a Settlement was arrived at on 6.2.2021 benefitting **1032 workers**. The financial implication per month is approx. Rs.1.63 crores per month. A sum of **Rs.62.35 crore** was paid as arrears.
- iv. The President, Vignyan Industries Mazdoor Sandh (VIMS) raised an Industrial Dispute dated 29-9-2021 before the ALC(C), Mangalore for settlement of various issues including Wage Revision due from 01.01.2013 by the Management of Vignyan Industries Ltd. Joint discussions were held in the matter and MOS was signed before the Assistant Labour Commissioner (C), Mangalore. Around **124 workers** were benefitted by an amount of **Rs. 3 crore** approximately.
- v. A complaint was raised by 19 contract workers regarding refusal of employment by , Sri Vinayaka Enterprises, Contractor of NIMHANS, Bangalore. The complaint was admitted

by the Assistant Labour Commissioner (C), Bangalore and discussions were held on various dates commencing from 7.9.2021 and on 14-9-2021 a Memorandum of Understanding was signed. **All 19 contract were taken back to work with continuity of service** by the contractor.

- vi. Based on the complaint filed, 2 workers were re-instated by HMT Ltd., Bangalore in the MOS signed before Regional Labour Commissioner©, Bangalore.
- vii. In the complaint filed by Karnataka State ESIC Model Hospital Contract Workers Union & ESIC Hospital, Peenya, V4 HR & Security Services Pvt. Ltd Bangalore regarding refusal of employment to 70 workers doing housekeeping job. The Assistant Labour Commissioner (C), Bangalore intervened in the matter and discussions were held on 3-5-2021. The Contractor **agreed to take 48 workers as these workers had worked from 2012 to 2013**.

Raipur

- i. The Union alleged that the employer M/s Surveyors and sealing Yard Pvt. Ltd. of Chotia Mines Balco has not paid retrenchment compensation to 18 number of workers although the Mines is closed.

The matter was seized into conciliation under ID Act and notices on various dates were issued to the parties. Finally on 09-08-2021 after persuasion of the conciliation officer Dy.CLC(C), Raipur the employer agreed to make payment of EL, CL, retrenchment compensation and Bonus and signed Form H before Dy.CLC(C),Raipur.

Memorandum of Settlement was signed between Koyla Shramik Sangh (CITU) Vs M/s Security Surveyors and Sealing

Yard Pvt.Ltd. of Chotia Mines Balco and **benefited Rs. 5,76,106/- to 18 number of workers** towards retrenchment compensation and other dues.

- ii. The complainant alleged that the M/s Sunshine caterers, Railway contractor is not providing job of catering work to 86 no. of workers at South East Central Railway since last 6 month and also alleged that the contractor is exploiting them and not following the Labour Laws. The employer had already made up his mind to quit the contract.

The dispute was taken under ID Act and conciliation held on 23-07-2021, 26-07-2021 and finally on 11-08-2021. Due to effective conciliation by Dy.CLC©, Raipur the issue was resolved and accordingly the employer representative agreed to give job of catering work to the **86 no. of workers at Railway stations of South East Central Railway.** Memorandum of Settlement was signed on 11-08-2021 and implemented benefiting **86 no. of workers who were reinstated / taken back and resumed their work with M/s Sunshine Caterers. Railway contractor.**

- iii. A group of workers alleged that they have not paid arrears of OT, National Holiday wages, and full and final payment to the 16 no. of workers. The matter was seized into conciliation and by giving adequate opportunity to the parties and conciliatory efforts made by the C.O. they agreed to sign.

Memorandum of Settlement **benefiting Rs. 3,20,000/-** payment of arrears of OT, Holiday and full and final payment to Shri Chitrakant Sahu & others against M/s Lalan construction, NTPC seepat, Bilaspur.

- iv. The Union alleged that the contractor M/s

Sadbhav Engineering Ltd. Not paid 8 days wages and retrenchment compensation to 327 number of workers although the contract was stopped by the management of SECL due to the breach of contract.

The matter was sized into conciliation and after prolonged discussion the employer agreed to pay the dues along with Ex-gratia amount to the 327 number of workers. Additional benefit provided to the workers. Memorandum of Settlement was signed between Koyla Shramik Sangh Vs M/s Sadbhav Engineering Limited, contractor of SECL Gevra Area. The total 327 number of workers were benefited with the followings :-

- a. 8 days wages i.e. Rs. 15,46,183/-
 - b. Retrechment compensation Rs. 89,44,906/-
 - c. Ex-gratia amounting Rs. 3,14,894/-
 - d. Total amounting Rs. 1,08,05,983/-.
- v. A dispute was raised by the Union of Private Mines (Iron Ore) situated at Boria Tibbu in Rajnandgoan District Naxal effected area of M/s Godawari Power and Ispat Limited.

The matter seized into conciliation and by conciliation held on 24-08-2021, 03-09-2021, 30-09-2021, 06-10-2021 and 07-12-2021 settlement was signed in Form H but due to involvement of 3rd party i.e. Local Gram Samiti in Rural area who intervene into the providing the job of local villagers the same was difficult to implement. Through discussion held with the members of Gram Samiti as the Mines is situated in Naxal prone area and conciliatory efforts made by the conciliation officer total 173 no. of workers were taken back into job. A Memorandum of Settlement was entered

into with Shri Mahendra Kumar Sahu & others Vs. M/s Godawari Power and Ispat Limited and a **total of 173 no. of workers were reinstated.**

7. The Union raised ID regarding wage settlement in Ultratech Cement, Baikunth.

Looking into the demand of the Union the matter was discussed with the employer and Union representatives and after prolonged discussion a Memorandum of Settlement was signed by the Union Chhattisgarh Cement & Khadan Kalyankari Shramik Sangh and the management of Ultratech Cement Baikunth Unit, Distt – Balodabazar. **Total Rs. 259.82 Lacs were benefited to 374 numbers of workers** towards wage settlement.

Dehradun

ii. A Memorandum of Settlement was signed between the Management of Oil India Ltd. And Coordination committee of recognized unions at Noida over long term settlement on wages for unionized employees of Oil India Ltd. W.e.f 01.01.2017 before the RLC(C) Noida. The Long term settlement on wages governing the wages of unionized employees was due w.e.f. 01.01.2017

and accordingly, a tripartite settlement was arrived at before the RLC(C) Noida on 10.02.2021 as earlier settlement was signed on 10.02.2011 and was valid for a period of 10 years. The settlement is applicable to all regular unionized category employees who were on the rolls of the company as on 31.12.2016 and the Basic pay will be fixed as per fitment formula applicable to both the parties.

16. REGISTRATION OF UN-ORGANIZED WORKERS ON E-SHRAM PORTAL THROUGH CHIEF LABOUR COMMISSIONER (CENTRAL) ORGANIZATION during the period Jan to Dec, 2021:

3.125 The Hon'ble Minister for Labour & Employment on 31st August 2021 during the review of the “100 Days plan” directed to accelerate the registration of unorganized Workers on e-Shram Portal. The field officers of CLC(C) organization conducted registration drive/awareness camps for unorganized workers including differently abled persons, transgenders etc. besides camps in remote areas. These efforts by the CLC(C) organisation led to accelerated registration of 3,21,95,333 un-organized workers.

VISION STATEMENT OF CLC'(c) ORGANISATION

Vision 2030:

Maintaining harmonious industrial relations by timely and meaningful conciliation of industrial disputes and settlement of grievances.

- I. Securing full compliance of Labour Laws by continuous tracking of default and violations and timely corrective action.

	Seven Year Strategy		Three Year Action Plan
1.	Disposal of Industrial Disputes in conciliation in 30 days by <ul style="list-style-type: none"> i. Continuous engagement with employers & Trade unions. ii. Strengthening grievance handling machinery at establishment level. 	1.	Disposal of Industrial Disputes in conciliation in 40 days by <ul style="list-style-type: none"> i. Continuous engagement with employers & Trade unions. ii. Strengthening grievance handling machinery at establishment level.

2.	Securing full compliance in r/o 10 Labour Laws by i. Real time tracking of default and violations through IT-enabled systems. ii. Taking corrective action within 2-3 days .	2.	Securing full compliance in r/o 10 Labour Laws by i. Continuous tracking of default and violations through field level intelligence and IT-enabled systems. ii. Taking corrective action within 7 days .
3.	Disposal of claim applications under MW Act, PW Act, and ER Act within 2 months by i. On-line filling of claims. ii. Disposal on the basis of on-line records.	3.	Disposal of claim applications under MW Act, PW Act, and ER Act within 3 months by i. On-line filling of claims. ii. Disposal on the basis of iii. available records.
4.	Passing of order under Payment of Gratuity Act within 2 months by i. On-line filling of claims. ii. Disposal on the basis of on-line records.	4.	Passing of order under Payment of Gratuity Act within 3 months by i. On-line filling of claims. ii. Disposal on the basis of available records.
5.	Disposal of appeals under Payment of Gratuity Act within 20 days .	5.	Disposal of appeals under Payment of Gratuity Act within 30 days .
6.	Issue of Registration/License under CL(R&A) Act, BOCW Act and ISMW Act within 3 days .	6.	Issue of Registration/License under CL(R&A) Act, BOCW Act and ISMW Act within 5 days .
7.	Disposal of appeals under CL(R&A) Act, BOCW Act and ISMW Act within 15 days .	7.	Disposal of appeals under CL(R&A) Act, BOCW Act and ISMW Act within 30 days .

Monitoring of Industrial Relations

SAMADHAN Portal for Industrial Dispute under Section 2-A and 2(k) of Industrial Disputes Act, 1947. (<https://samadhan.labour.gov.in/>)

3.126 The prime responsibility of Ministry of Labour & Employment has always been to protect, preserve and uplift the interests of workers. The primary objective of Industrial Disputes Act, 1947 (ID Act) is to make provisions for the investigation and settlement of Industrial Disputes (IDs) which are defined under section 2-A and 2(k) of the Industrial Disputes Act, 1947, by way of mediation by the Conciliation Officer of the Appropriate Government. The ID Act, 1947

has been subsumed in Industrial Relations Code 2020 which is yet to be implemented.

3.127 In the present scenario of digitalization, the Ministry developed an e-dispute portal i.e. SAMADHAN (Software Application for Monitoring and Disposal, Handling of Apprehended/Existing Industrial Disputes) for filing disputes by a workman in a very simple and lucid way which has made the filing of the dispute easy.

3.128 SAMADHAN, the web portal, was launched by Secretary (Labour & Employment) on 6th February, 2019 in the 5 pilot regions i.e. Ajmer, Bengaluru, Bhubaneswar, Delhi and Raipur, and in May 2019 in the 6th region too i.e. Jabalpur.

Thereafter, in order to ensure timely delivery of justice to all the workmen throughout the country, on 17th September, 2020, the Portal was launched on Pan India basis.

3.129 This initiative has ushered in a new era of Industrial Relations by hassle free and timely handling of Industrial Disputes in a very simple, useful and transparent manner resulting into a simplified, standardized and streamlined process which is faster and easier to monitor. The paradigm shift in governance of Industrial Dispute statute ensures maintenance of peaceful work culture in the industry so that industrial growth doesn't suffer and rights of the employee remain protected.

3.130 As on date, there are total 18,400 User IDs of which 16,110 are Individual Users and 2290 are Trade Union Users. Since the launch of portal, a total of 9382 cases have been raised through the portal and out of which 6751 cases have been disposed of.

3.131 Regular monitoring and analysis of MIS is done by the Program Management Unit (PMU) in the Ministry for which weekly and monthly reports are sought from the Conciliation officers. The review meetings are also conducted by the senior officers from time to time to appraise the performance of the portal.

3.132 PURPOSE OF SAMADHAN PORTAL

1. This online portal is devised to make it workers' friendly, easy to understand for filing dispute, transparent in a way that status will be visible to all stake holders at all times. Moreover, the Portal ensures accountability which makes process more effective and efficient.

2. Encourages transparency which ensures timely justice and trust by workers on the governance of the Government.

3. The aggrieved worker can handle his own case independently by himself without taking assistance.

4. Cases falling under Section 2-A are directly referred to CGIT after lapse of 45 days before Conciliation officer which would reduce the time taken in manual application for redressal.

5. System enables automatic distribution of disputes to the concerned Conciliation Officers and make dispute redressal faster.

6. Being an integrated portal, the workers, Conciliation Officers, CGIT and Government have access to the documents for analysis and doing away with missing and repeated submission of document thus reducing the gap in communication.

7. It gives a bird's eye view of the status of cases files, disposed of, pending, implemented, including statistics and thus will strengthens the monitoring system.

Monitoring of Industrial Relations

3.133 Based on the information received from Labour Bureau on the number and spatial dispersion of strikes/lockouts, number of workers involved and mandays lost, number of units reporting retrenchment and the extent of layoffs, the Ministry monitors the industrial harmony prevalent in the country.

3.134 The total number of strikes and lockouts and man-days lost during the period 2017-2021 are as follows:

No. of Strikes and Lockouts and Man-days lost during 2017-2021(P)

Year	Strikes	Lockouts	Total	Man-days lost
2017	87	25	112	5,233,467
2018(P)	69	17	86	3,149,554
2019(P)	95	10	105	2,782,546

2020(P)	56	5	61	1,353,717
2021(P) (Jan. to Nov.)	15	2	17	550,994

Source: Data on Industrial Disputes is based on returns received every month from the Labour Departments of the States/Union Territories and Regional Labour Commissioner (Central)

(P): Provisional and based on the returns/clarifications received in the Bureau till 31st December, 2021.

3.135 The spatial/industry wise dispersion of the number of strikes and lockouts and the workers consequently affected is not uniform. Man-days lost is a direct measure of the impact of industrial unrest on industrial production.

3.136 Most of the industrial unrests, as indicated by strikes and lockouts, are primarily caused by issues relating to indiscipline & violence, wages & allowances and personnel matters.

Closure

3.137 Closures of units and workers affected (both in Central and State spheres) during 2017-2021

Year	No. of Units affected by Closures	No. of Workers affected
2017	22	2740
2018(P)	12	2143
2019(P)	6	1631
2020(P)	15	1753
2021(P) (Jan. to Nov.)	2	193

Source: Data on Industrial Disputes is based on returns received every month from the Labour Departments of the States/Union Territories and Regional Labour Commissioner (Central)

(P): Provisional and based on the

returns/clarifications received in the Bureau till 31st December, 2021.

3.138 Financial Stringency, shortage of raw materials, question of pollution and others are the main reasons for closures during the period.

Lay-Off

3.139 Lay-off can be defined as the failure, refusal or inability of an employer to give employment to a workman whose name is borne on the muster rolls of his industrial establishment and who has not been retrenched. Supply side bottlenecks such as shortage of power, shortage of raw materials, financial stringency and others as well as seasonal fall in demand for products may result in lay-offs.

3.140 The number of units effecting lay-off and the number of workers affected due to such lay-off during 2017-2021 were as follows:

3.141 Layoffs and workers affected during 2017 – 2021 (both in Central and State spheres)

year	Lay-offs	Workers affected
2017	40	6274
2018(P)	31	6561
2019(P)	43	6443
2020(P)	38	6140
2021(P) (Jan. to Nov.)	5	773

Source: Data on Industrial Disputes is based on returns received every month from the Labour Departments of the States/Union Territories and Regional Labour Commissioner (Central)

(P): Provisional and based on the returns/clarifications received in the Bureau till 31st December, 2021.

Retrenchment

3.142 As per the provisions contained in

Chapter V-B of the Industrial Disputes Act, 1947, establishments employing 100 persons or more are required to seek prior permission of the appropriate Government in the prescribed application form before effecting closure, retrenchment or lay-off. In the Ministry of Labour & Employment, applications are received for such closures/retrenchments/lay-offs from establishment falling in the Central sphere. These applications are examined and hearing is held in order to provide an opportunity to both the management and the workers to make submissions on issues pertaining to the proposed action of the management. Based on the oral and written submissions made by the parties, and considering the reasonableness/genuineness of the management's application, a decision to grant/not grant permission for closure, retrenchment or lay-off is taken. Whenever permission is granted, it is ensured that workers' interests are protected as far as possible.

3.143 The number of units effecting retrenchment and workers retrenched therein during the period 2017-2021 are as follows:

Retrenchment and workers affected during 2017-2021 (both in Central and State spheres)

Year	Retrenchment	Workers affected
2017	4	87
2018(P)	9	116
2019(P)	2	98
2020(P)	11	481
2021(P) (Jan to Nov)	--	--

Source: Data on Industrial Disputes is based on returns received every month from the Labour Departments of the States/Union Territories and Regional Labour Commissioner(Central)

-- Not available

(P): Provisional and based on the returns/clarifications received in the Bureau till 31st December, 2021

The Trade Unions Act, 1926

3.144 The Trade Unions Act, 1926 is a Central Act, but administered by the State Governments. This Act provides for registration of Trade Unions of workers and in certain respects, it defines the law relating to registered Trade Unions.

3.145 The Trade Unions Act, 1926 was last amended 2001 and enforced w.e.f. 9.1.2002. The objective of this amendment is to ensure orderly growth of Trade Unions and reduce multiplicity of Trade Unions and promote internal democracy.

3.145 The Trade Unions Act, 1926 has been merged in the Industrial Relations Code, 2020.

The Industrial Disputes Act, 1947.

3.146 The Industrial Disputes Act, 1947 provides for investigation and settlement of industrial disputes. The main objectives of the Act are : promotion of measures for securing and preserving amity and good relations between the employer and workmen; investigation and settlement of industrial disputes between employers and employees, employers and workmen or workmen and workmen, prevention of illegal strikes and lock-outs; relief to workmen in the matter of lay-off and retrenchment; and collective bargaining.

3.147 The Industrial Disputes Act, 1947 was lastly amended in 2010 and enforced w.e.f. 15.9.2010 enhancing the wage ceiling of supervisors, providing direct access for the workman to the Labour Court or Tribunal and establishing of Grievance Redressal Machinery.

3.148 During 2018, the First Schedule to the Industrial Disputes Act, 1947 was amended by inserting "Chemical Fertilizers Industry' as item 33, vide notification No.S.O.6362(E) dated 28.12.2018.

3.149 To reduce the time taken in processing of an Industrial dispute, Ministry of Labour & Employment delegated the power of appropriate Government conferred by Section 39 of the Industrial Disputes Act, 1947 to the Conciliation Officer to directly refer the industrial disputes under Section 2A of the I.D. Act to Labour Court or Tribunal for adjudication instead of filing a report to the appropriate Government, if no settlement could be arrived at in the course of conciliation proceedings vide Notification No. S.O.1936(E) dated 10.06.2019.

3.150 The Industrial Disputes Act, 1947 has been merged in the Industrial Relations Code, 2020.

The Plantations Labour Act, 1951

3.151 The Plantations Labour Act, 1951 is a Central Act but administered by the State Governments. The Act provides for the welfare of plantation labour and it regulates the conditions of work in plantations. This Legislation is applied to all tea, coffee, rubber, cinchona and cardamom plantations which measures 5 hectares or more in which 15 or more persons are working. The State Governments are also vested with powers to extend all or any of the provisions of the Act to any plantation notwithstanding it measures less than 5 hectares or the number of persons employed therein is less than 15. The Act covers Offices, hospitals, dispensaries, schools and crèches within the plantation premises. The Act contains important provisions related to health, welfare, hours of work, rest intervals, prohibition on employment of children etc.

3.152 Keeping in view the changing social,

economic and industrial relations scenario in the country, the Government amended the Plantations Labour Act, 1951 which was enforced w.e.f. 7.6.2010. The objectives of these amendments are to make the Act more welfare oriented for the workers in the plantations sector.

3.153 The Plantations Labour Act, 1951 has been merged in the Occupational Safety, Health and Working Conditions (OSH) Code 2020.

The Industrial Employment (Standing Orders) Act, 1946

3.154 The Industrial Employment (Standing Orders) Act, 1946 is an Act enacted to require employers in the industrial establishments formally to define with sufficient precision the conditions of employment under them and to make the said conditions of employment known to workmen employed by them for which they have to get the Standing Orders certified which should be in conformity with the Model Standing Order. This Act applies to every industrial establishment wherein one hundred or more workmen are employed, or were employed on any day of the preceding twelve months viz. (i) industrial establishments as defined in Section 2(ii) of the Payment of Wages Act, 1936; (ii) Section 2(m) of the Factories act, 1948; (iii) Railways; (iv) establishment of a person who, for the purpose of fulfilling a contract with the owner of any industrial establishment, employs workmen. Appropriate Government is competent to extend the Act to other classes of industrial establishments or to grant exemption where necessary.

3.155 The category of 'Fixed Term Employment Workman' was incorporated under the Industrial Employment (Standing Orders) Act, 1946 and Rules made thereunder for all sectors vide Notification No.G.S.R.235(E) dated 16.3.2018.

3.156 The Industrial Employment (Standing Orders) Act, 1946 has been merged in the Industrial Relations Code, 2020.

The Sales Promotion Employees (Conditions of Service) Act, 1976.

3.157 The Sales Promotion (Employees) (Conditions of Service) Act, 1976 is a Central Act which came into force w.e.f. 6.3.1976. The main purpose of the Act is to regulate certain conditions of service of sales promotion employees in certain establishments. Initially this Act was applicable only to the sales promotion employees engaged in pharmaceutical industry. Thereafter the schedule of the Act has been amended and the Act was made applicable to additional 10 Industries vide Notification No.S.O.217(E) dated 31.1.2011 which are as under:

- i. Cosmetics, soaps, household cleaners and disinfectants.
- ii. Readymade garments
- iii. Soft drink manufacturing industries
- iv. Biscuits and confectioneries
- v. Ayurvedic, Unani and Homeopathic Medicines
- vi. Automobiles including accessories and spare parts
- vii. Surgical equipments, artificial prosthesis and diagnostics
- viii. Electronics, computers including accessories and spares

ix. Electrical appliances

x. Paints and varnishes

3.158 The Act stipulates that provision of Workmen's Compensation Act, 1923, the Industrial Disputes Act, 1947, the Minimum Wages Act, 1948, the Maternity Benefit Act, 1961, the Payment of Bonus Act, 1965, the Payment of Gratuity Act, 1972 may apply to the sales promotion employees.

3.159 Central Government is empowered to make rules under the Act.

3.160 A meeting of the Industrial Tripartite Committee for Sales Promotion Employees was held on 8.8.2017 under the chairmanship of Hon'ble Minister of State for Labour & Employment (IC) wherein it was decided to frame statutory working rules for sales promotion employees. The statutory working rules for sales promotion employees are under consideration of this Ministry.

3.161 The Sales Promotion (Employees) (Conditions of Service) Act, 1976 has been merged in the Occupational Safety, Health and Working Conditions (OSH) Code 2020.

The Motor Transport Workers Act, 1961:

3.162 The Motor Transport Workers Act, 1961 provides for the welfare of motor transport workers and to regulate the conditions of their work like medical facilities, welfare facilities, hours of work spread over, period of rest, overtime and annual leave with pay etc. This Act has been merged in the Occupational Safety, Health and Working Conditions (OSH) Code 2020.

Chapter-4

NATIONAL LABOUR AWARDS

4.1 The DGFASLI on behalf of the Ministry of Labour & Employment has been implementing the Prime Minister's Shram Awards, Vishwakarma Rashtriya Puraskar (earlier known as Shram Vir National Awards) and the National Safety Awards scheme since 1965. These schemes were modified in 1971, 1978 and again in 2007. The schemes presently in operation are as under:

1) Prime Minister's Shram Awards (PMSA)

4.2 The Prime Minister's Shram Awards (PMSA) were instituted in 1985, for the workers (as defined in Industrial Disputes Act, 1947) in recognition of their outstanding contributions in organizations both in public and private sector and who have distinguished record of performance, devotion to duty of a high order, specific contribution in the field of productivity, proven innovative abilities, presence of mind and exceptional courage and also to the workmen who have made supreme sacrifice of laying down their lives in the conscientious discharge of their duties.

4.3 It has been decided from the year 2004 onwards that the private sectors shall also be included within the ambit of Prime Minister's Shram Awards and the workers in the private sector units employing 500 or more workers and engaged in manufacturing and productive processes will be eligible to apply for these awards. The number of awards has been increased from 17 to 33. The awards, in order of sequence are Shram Ratna, Shram Bhushan, Shram

Vir/Veerangana and Shram Shri/Devi. The recognition consists of a Sanad and cash award of Rs. Two lakh (1 award), Rs. One lakh (4 awards), Rs. 60,000 (12 awards) and Rs. 40,000 (16 awards) respectively.

2) Vishwakarma Rashtriya Puraskar (VRP)

4.4 VRP is awarded in recognition of outstanding suggestions given by a worker or group of workers and implemented by the management during the previous calendar year resulting improvement in quality, productivity and working conditions such as safety, health and environmental conservation in the industrial undertakings where "Suggestion Schemes" are in operation. It is designed to give recognition at the national level to outstanding suggestions resulting in

- (i) Higher Productivity
- (ii) Improvement in safety and working conditions
- (iii) Savings in foreign exchange (import substitution as well as quality and safety of products)
- (iv) Improvement in overall efficiency of the establishments.

4.5 The prizes are grouped in three classes:

- (a) Applications ranked 1 to 5 (5 Awards) - Class "A" Awards Rs.75, 000/- each
- (b) Applications ranked 6 to 13 (8 Awards) - Class "B" Awards Rs.50, 000/- each
- (c) Applications ranked 14 to 28 (15

Awards) - Class "C" Awards RS.25,000/- each

4.6 These awards are applicable to the workers of Industrial establishments covered under the Factories Act, 1948, the employees covered under the Dock Workers (Safety, Health and Welfare) Act 1986, the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Installations under Atomic Energy Regulatory Board (AERB).

3) National Safety Awards:

4.7 National Safety Awards are given in recognition of outstanding safety performance on the part of the industrial establishments covered under the Factories Act 1948, the employers covered under the Dock Workers (Safety, Health and Welfare) Act 1986, the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Installations under Atomic Energy Regulatory Board (AERB).

4.8 The awards are given under twelve schemes, out of which ten are meant for Factories /Construction sites /Installations under AERB and two are for Ports. Under each award, a Shield and a Certificate of Merit is given to each of the Award Winners and Runners-up. The establishments are classified in different schemes based on working of highest man-hours.

Awards for the performance year 2018

I. Prime Minister's Shram Awards

4.9 The Prime Minister's Shram Awards (PMSA) for the performance year 2018 are to be awarded to 69 workers employed in the Departmental Undertakings & Public Sector Undertakings of the Central and State Governments and Private Sector Units employing 500 or more workers in

recognition of their distinguished performance, innovative abilities, outstanding contribution in the field of productivity and exhibition of exceptional courage and presence of mind.

4.10 This year the Prime Minister's Shram Awards are given in three categories namely:

- i. Shram Bhushan Awards which carry a cash prize of Rs. 1,00,000/- each
- ii. Shram Vir/Shram Veerangana Awards which carry a cash prize of Rs. 60,000/- each
- iii. Shram Shree/Shram Devi Awards which carry a cash prize of Rs. 40,000/- each

4.11 For the year 2018, four (4) nominations for the Shram Bhushan Awards, twelve (12) nominations for Shram Vir/Shram Veerangana awards and seventeen (17) nominations for Shram Shree/Shram Devi Awards have been selected. While the total numbers of Shram Awards conferred this year are thirty-three (33), the number of workers receiving the Awards is sixty-nine (69) as some of the awards have been shared by workers and/or teams of workers consisting of more than one worker. Out of the total awardees, forty-nine (49) workers are from the public sector while twenty (20) workers are from the private sector. The awardees include eight (8) women workers. The details of the awards are as follows:

- 1. SHRAM BHUSHAN:** Total number of Shram Bhushan Awards are four (4). It carries a cash award of Rs. 1,00,000/- and a 'Sanad'. Total numbers of Shram Bhushan Awardees are ten (10) for the year 2018 in respect of Public Sector Undertaking and Private Sector.
- 2. SHRAM VIR/VEERANGANA:** Total numbers of Shram Vir/Shram

Veerangana Awards are twelve (12). It carries a cash award of Rs. 60,000/- and a 'Sanad'. Total numbers of Shram Vir/Shram Veerangana awardees are twenty-one (21) including one (1) women worker for the year 2018.

3. SHRAM SHREE/DEVI: Total numbers of Shram Shree/Shram Devi Awards are seventeen (17). It carries a cash award of Rs. 40,000/- and a 'Sanad'. Total numbers of Shram Shree/Shram Devi Awardees are thirty-eight (38) including seven (7) women workers.

II. Vishwakarma Rashtriya Puraskar (VRP): For the performance year 2018, a total of 28 Vishwakarma Rashtriya Puraskar awards are to be given in three

categories A, B and C for 96 awardees. The details of which are as follows:

Sl.	Class	No. of Awards	No. of Awardees
1.	Class "A"	5	14
2.	Class "B"	8	26
3.	Class "C"	15	56
Total		28	96

III. National Safety Awards: For the performance year 2018, the National Safety awards are to be given to a total of 80 winners and 61 runners-up.

Chapter-5

WAGES

5.1 In a labour surplus country like India, it is difficult to have a uniform and comprehensive wage policy for all sectors of the economy. Wages in the organized sector are generally determined through negotiations and settlements between the employer and the employees. In the unorganized sector, however, labour is vulnerable to exploitation due to illiteracy and lack of effective bargaining power.

The Minimum Wages Act, 1948

5.2 The Minimum Wages Act, 1948, safeguards the interests of the workers as they are vulnerable to exploitation due to illiteracy and lack of bargaining power and binds the employers to pay the minimum wages to the workers as fixed under the statute for the work performed during a given period, which cannot be reduced by collective agreement or an individual contract. The provisions of the Act are gender neutral and thus do not discriminate between male and female workers. Under the Minimum Wages Act, 1948 (the Act) both the Central and the State Governments are “Appropriate Governments” for fixation/revision of

minimum rates of wages for the scheduled employments at an interval not exceeding five years. There are 45 scheduled employments in the Central sphere while in the State sphere the number (cumulative) of such employments is 1709. The Central Government has notified increase in the basic rate of minimum wages for all sectors in the Central sphere w.e.f. 19.01.2017. For the first time minimum wages for all sectors in the Central sphere, namely agricultural, non-agricultural, construction, etc. have been increased by 42% approximately.

5.3 The minimum rates of wages also include Special Allowance i.e. Variable Dearness Allowance (VDA) linked to Consumer Price Index Number, which is revised twice a year effective from 1st April and 1st October. The Central Government and twenty-seven States/UTs have adopted VDA as a component of minimum wage. Both the Central and the State Governments have been revising the minimum wages in respect of scheduled employments from time to time. Latest revised rates of minimum wages including VDA applicable in Central Sphere w.e.f. 01.10.2021 are at **Table 5.1**.

Table 5.1

Area wise Rates of Minimum Wages for Scheduled Employments in the Central Sphere.

As on 01.10.2021

Name of Scheduled Employment	Category of Worker	Rates of wages including V.D.A per day (in Rs.)		
		Area A	Area B	Area C
1. Agriculture	Unskilled	417	380	377
	Semi-Skilled/Unskilled Supervisory	455	419	384
	Skilled/Clerical	495	455	418
	Highly Skilled	547	509	455
2. Stone Mines	1. Excavation & removal of over burden with 50 meters lead/1.5 meters lift**: (*Per 2.831 cubic meters or 100 cubic feet)			
	(a) Soft Soil	441		
	(b) Soft Soil with Rock	663		
	(c) Rock	878		
	2. Removal and Staking of rejected stones with 50 metres lead 1.5 metres lift		354	
	Stone breaking or Stone Crushing for the stone size**: (** Per truck load of 5.662 cubic meters or 200 cubic feet)			
	(a) 1.0 inch to 1.5 inches	2701		
	(b) Above 1.5 Inches to 3.0 Inches	2310		
	(c) Above 3.0 Inches to 5 Inches	1356		
	(d) Above 5.0 Inches	1114		
3. Sweeping and Cleaning*	Unskilled	654	546	437
4. Watch and Ward	Without Arms	795	724	617
	With Arms	864	795	724
5. Loading and Unloading#	Unskilled	654	546	437
6. Construction^	Unskilled	654	546	437
	Semi-Skilled/Unskilled Supervisory	724	617	512
	Skilled/Clerical	795	724	617
	Highly Skilled	864	795	724
7. Non-Coal Mines\$		Above Ground	Below Ground	
	Unskilled	437	546	
	Semi-Skilled/Unskilled Supervisory	546	654	
	Skilled/Clerical	654	762	
	Highly Skilled	762	851	

**Employees engaged in the employment of Sweeping and Cleaning excluding Activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993.*

#Employees engaged in the employment of Loading and Unloading in (i) Goods Sheds, Parcel Offices of Railways; (ii) Other Goods Sheds, Godowns, Warehouses and other similar employments; (iii) Docks and Ports; and (iv) Passengers Goods and Cargo Carried out at Airports (Both International and Domestic).

^Employees engaged in the employment of construction or maintenance of Roads or Runways or in Building Operations including laying down Underground Electric, Wireless, Radio, Television, Telephone, Telegraph and Overseas Communication Cables and similar other Underground Cabling Work, Electric Lines, Water Supply Lines and Sewerage Pipe Lines.

\$Employees engaged in the employment of Gypsum Mines, Barytes Mines, Bauxite Mines, Manganese Mines, China Clay Mines, Kyanite Mines, Copper Mines, Clay Mines, Magnesite Mines, White Clay Mines, Stone Mines, Steatite Mines (including the mines producing Soap Stones and Talc), Ochre Mines, Asbestos Mines, Fire Clay Mines, Chromite Mines, Quartzite Mines, Quartz Mines, Silica Mines, Graphite Mines, Felspar Mines, Laterite Mines, Dolomite Mines, Red Oxide Mines, Wolfram Mines, Iron Ore Mines, Granite Mines, Rock Phosphate Mines, Hematite Mines, Marble and Calcite Mines, Uranium Mines, Mica Mines, Lignite Mines, Gravel Mines, Slate and Magnetite Mines.

CLASSIFICATION OF AREA

AREA – “A”					
Ahmedabad	(UA)	Hyderabad	(UA)	Faridabad complex	
Bengaluru	(UA)	Kanpur	(UA)	Ghaziabad	
Kolkata	(UA)	Lucknow	(UA)	Gurgaon	
Delhi	(UA)	Chennai	(UA)	Noida	
Greater Mumbai	(UA)	Nagpur	(UA)	Secunderabad	
Navi Mumbai		Pune	(UA)		
AREA – “B”					
Agra	(UA)	Gwalior	(UA)	Port Blair	(UA)
Ajmer	(UA)	Hubli-Dharwad	(M. Corpn)	Puducherry	(UA)
Aligarh	(UA)	Indore	(UA)	Raipur	(UA)
Allahabad	(UA)	Jabalpur	(UA)	Raurkela	(UA)
Amravati	(M. Corpn)	Jaipur	(M. Corpn)	Rajkot	(UA)
Amritsar	(UA)	Jalandhar	(UA)	Ranchi	(UA)
Asansol	(UA)	Jalandhar-Cantt.	(UA)	Saharanpur	(M. Corpn)
Aurangabad	(UA)	Jammu	(UA)	Salem	(UA)

Bareilly	(UA)	Jamnagar	(UA)	Sangli	(UA)
Belgaum	(UA)	Jamshedpur	(UA)	Shillong	
Bhavnagar	(UA)	Jhansi	(UA)	Siliguri	(UA)
Bhiwandi	(UA)	Jodhpur	(UA)	Solapur	(M.Corpn)
Bhopal	(UA)	Kannur	(UA)	Srinagar	(UA)
Bhubaneshwar	(UA)	Kochi	(UA)	Surat	(UA)
Bikaner	(M.Corpn)	Kolhapur	(UA)	Thiruvananthapuram	(UA)
Bokaro Steel City	(UA)	Kollam	(UA)	Thrissur	(UA)
Chandigarh	(UA)	Kota	(M.Corpn)	Tiruchirappalli	(UA)
Coimbatore	(UA)	Kozhikode	(UA)	Tiruppur	(UA)
Cuttack	(UA)	Ludhiana	(M.Corpn)	Ujjain	(M.Corpn)
Dehradun	(UA)	Madurai	(UA)	Vadodara	(UA)
Dhanbad	(UA)	Malappuram	(UA)	Varanasi	(UA)
Durgapur	(UA)	Malegaon	(UA)	Vasai - Virar City	(M.Corpn)
Durg-Bhilai Nagar	(UA)	Mangalore	(UA)	Vijayawada	(UA)
Erode	(UA)	Meerut	(UA)	Vishakhapatnam	(M.Corpn)
Firozabad		Moradabad	(M.Corpn)	Warangal	(UA)
Goa		Mysore	(UA)	Gorakhpur	(UA)
NandedWaghala	(M.Corpn)	GreaterVisakhapatnam	(M.Corpn)	Nasik	(UA)
Gulbarga	(UA)	Nellore	(UA)	Guntur	(UA)
Panchkula	(UA)	Guwahati	(UA)	Patna	(UA)

Area 'C' will comprise all areas not mentioned in this list.
NB: U.A. stands for Urban Agglomeration.

States/Union Territories Which Adopted/ Did not Adopt the system of Variable Dearness Allowance (VDA)

Sl. No.	Name of the State/UT which	
	Adopted VDA	Did not adopt VDA
1	Andhra Pradesh	Arunachal Pradesh
2	Assam	Goa
3	Bihar	Himachal Pradesh
4	Chhattisgarh	Jammu and Kashmir
5	Gujarat	Manipur
6	Haryana	Meghalaya
7	Jharkhand	Mizoram
8	Karnataka	Nagaland
9	Kerala	Sikkim
10	Madhya Pradesh	
11	Maharashtra	
12	Odisha	

13	Punjab	
14	Rajasthan	
15	Tamil Nadu	
16	Telangana	
17	Uttar Pradesh	
18	Uttarakhand	
19	West Bengal	
20	Andaman and Nicobar Islands	
21	Chandigarh	
22	Dadra and Nagar Haveli	
23	Daman and Diu	
24	Delhi	
25	Lakshadweep	
26	Tripura	
27	Puducherry	

National Floor Level Minimum Wage

5.4 In order to have a uniform wage structure and to reduce the disparity in minimum wages across the country, the concept of National Floor Level Minimum Wage as a non-statutory measure was mooted on the basis of the recommendations of the National Commission on Rural Labour (NCRL) in 1991. On the basis of increase in the Consumer Price Index, the Central Government has revised the National Floor Level Minimum Wage from Rs. 160/-to Rs.176/-per day with effect from 01.06.2017.

Central Advisory Board (CAB)

5.5 The Central Government has re-constituted the Central Advisory Board (CAB) vide Notification No. S.O. 898 (E) dated 27th February, 2019 under Section 8 of the Minimum Wages Act, 1948.

Minimum Wages Advisory Board (MWAB)

5.6 The Central Government has re-constituted the Minimum Wages Advisory Board (MWAB) vide Notification No. S.O.527 (E) dated 29th January, 2019 under Section 7 of the Minimum Wages Act, 1948.

5.7 The proposal for amendment of the Minimum Wages Act, 1948 for omission of Section 2(g) of the Act relating to definition of “scheduled employment” is not being pursued presently as the Payment of Bonus (Amended) Act, 2015 has been challenged in various High Courts. Department of Legal Affairs has opined to wait till vacation of stay and disposal of the writ petitions as definition of the “scheduled employment “ is common in both the Minimum Wages Act,1948 and the Payment of Bonus (Amendment)Act, 2015.

5.8 In the meanwhile, the Code on Wages, 2019 has been notified on

08.08.2019, wherein the provisions of the Payment of Wages Act, 1936, the Minimum Wages Act, 1948, the Payment of Bonus Act, 1965 and the Equal Remuneration Act, 1976 have been subsumed. The provisions of the Code on Wages, 2019, have not come into effect except the provisions relating to the Central Advisory Board.

The Payment of Wages Act, 1936

5.9 The Payment of Wages Act, 1936 regulates payment of wages to workers employed in industries and to ensure speedy and effective remedy to them against illegal deductions and/or unjustified delay caused in paying wages in current coin, or currency notes or by cheque or by crediting in the bank account of the workers.

5.10 The Payment of Wages (Amendment) Act, 2017- Section 6 of the Payment of Wages Act, 1936 has been amended on 16.02.2017 to enable making payment of wages in current coin or currency notes or by cheque or by crediting in the bank account of the workers. The amendment made also enables that the appropriate Government may, by notification in the Official Gazette, specify the industrial or other establishment, the employer of which shall pay to every person employed in such industrial or other establishment, the wages only by cheque or by crediting the wages in the bank account.

5.11 Provision for making payment only by cheque or by crediting in the bank account of an employee, in respect of industrial or other establishments namely Railways, Air transport services, Mines and Oil fields in the Central Sphere has been notified on 26.04.2017.

5.12 The wage ceiling for applicability of the Payment of Wages Act, 1936, was fixed at Rs. 1600/- p.m. in 1982 This wage ceiling has been periodically revised on the

basis of the Consumer Expenditure Survey brought out by the National Sample Survey Office, after every five years. The Central Government has enhanced the wage ceiling from Rs.18,000/- to Rs. 24,000/- per month w.e.f. 29.08.2017 for applicability of the Act.

The Payment of Wages (Nomination) Rules, 2009

5.13 In pursuance of the recommendation of the Special Task Force set up by the Ministry of Women and Child Development for providing complete equality to women vis-a-vis men in terms of payment of wages, the Central Government, in exercise of powers conferred in sub-section (3) of section 26 of the Payment of Wages Act, 1936, has notified the Payment of Wages (Nomination) Rules, 2009, vide notification GSR No 822 (E) dated 29th June, 2009 defining the procedure for nomination and restricting the nomination by workers to his /her family members as far as applicable.

Enforcement of the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948

5.14 The Government is committed to enhance the welfare and well-being of workers in the organised and unorganised sector and ensure implementation of the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948. The enforcement of various labour laws including the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948 is ensured at two levels. While in the Central Sphere the enforcement is secured through the Inspecting officers of the Chief Labour Commissioner (Central) commonly designated as Central Industrial Relations Machinery (CIRM), the compliance in the State Sphere is ensured through the State Enforcement Machinery.

5.15 In the 1950s and 60s, when the

organized labour sector was at a nascent stage of development, the Government in appreciation of the problems of wage fixation in some sectors, constituted need based Wage Boards from time to time in line with the accepted policy of the Ministry of Labour. The Wage Boards are tripartite in character in which representatives of workers, employers and independent members participate and finalize the recommendations. At present, there is provision for only two Wage Boards, one for the Working Journalists and the other for the Non-Journalist Newspaper Employees which are in operation as statutory Wage Boards. All other Wage Boards have ceased to exist.

5.16 The Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 has been subsumed in Occupational, Safety, Health and Working Conditions, 2020 (OSH Code) which has been notified on 29.09.2020.

Wage Boards for Newspaper Employees.

5.17 The Working Journalists and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (the Act) provides for regulation of conditions of service of working journalists and other persons employed in newspaper establishments. Section 9 and Section 13C of the Act, inter-alia, provide for setting up of Wage Boards for fixation and revision of rates of wages in respect of working journalists and non-journalist newspaper/news agency employees respectively. According to the Act, Wage Boards shall consist of the following:

- Three persons, representing employers in relation to newspaper establishment;
- Three persons, representing working journalists for Wage Board under Section 9 and three persons representing non-

journalist newspaper employees for Wage Board under Section 13 C of the Act.

- Four independent persons, one of whom shall be a person who is or has been a Judge of a High Court or the Supreme Court, and who shall be appointed by the

Government as the Chairman thereof.

5.18 The Act does not lay down the periodicity for constituting the Wage Board. In the past, various Wage Boards for Working Journalists and Non-Journalist Newspaper Employees were set up from time to time as shown in the Table below:-

Sl. No.	Name of the Industry	Date of appointment of Wage Board	Date on which final report was submitted to the Government	Date of acceptance of the recommendation by the Government	Name of the Wage Board
1	2	3	4	5	6
I.	Wage Board for Working Journalists	02-05-1956	NA	11-05-1957	Divatia Wage Board
II.	(a) Wage Board for Working Journalists	12-11-1963	17-07-1967	27-10-1967	Shinde Wage Board
	(b) Wage Board for Non-Journalist Newspaper Employees	25-02-1964	17-07-1967	18-11-1967	
III.	(a) Wage Board for Working Journalists	11-06-1975	13-08-1980	26-12-1980 & 20-07-1981	Palekar Wage Board
	Wage Board for Non-Journalist Newspaper Employees	06-02-1976			
IV.	Wage Board for Working Journalists and Non-Journalist Newspaper Employees	17-07-1985	30-05-1989	31-08-1989	Bachawat Wage Board
V.	Wage Board for Working Journalists and Non-Journalist Newspaper Employees	02-09-1994	25-07-2000	05-12-2000 & 15-12-2000	Manisana Wage Board
VI.	Wage Board for Working Journalists & Non-Journalist Newspaper Employees	24-05-2007	31-12-2010	11-11-2011	Majithia Wage Board

5.19 The Government constituted two Wage Boards – one for Working Journalists and other for Non-Journalist Newspaper Employees under Section 9 and Section 13C respectively of the Working Journalists and Other Newspaper Employees (Conditions of Service) & Miscellaneous Provisions Act, 1955 and appointed Justice G. R. Majithia, retired Judge of the High Court of Bombay as common Chairman vide notification in the Gazette of India (Extra Ordinary) S.O. Nos. 809 (E) and 810(E) dated 24.5.2007. The Wage Boards submitted their final Report to the Government on 31.12.2010. The recommendations of the Majithia Wage Board were notified in the Official Gazette vide S. O. No. 2532 (E) dated 11.11.2011.

5.20 The constitution and recommendations of the Majithia Wage Board were challenged through Writ Petitions filed by newspaper establishments before the Hon'ble Supreme Court. The Hon'ble Supreme Court dismissed all the Writ Petitions and directed that the wages as revised/determined shall be payable from 11.11.2011 when the Government of India notified the recommendations of the Majithia Wage Board. Also, in its final judgement, Hon'ble Supreme Court issued directions to all the State Governments to appoint Inspectors so as to determine whether the dues and entitlements of all categories of newspaper employees including journalists under the Majithia Wage Board Award have been implemented in accordance with the terms thereof. As the implementation of the recommendations rests with the State Government/UTs, this was communicated to the State Governments and Union Territory Administrations for compliance. The Majithia Wage Board Recommendations are presently in vogue.

5.21 In order to monitor the implementation of the notification, a Central Level Monitoring

Committee (CLMC) has been set up. The composition of the CLMC is modified as and when necessary and it was last modified vide this Ministry's order No. V-24011/1/2021-WB dated 20.09.2021. The present composition is as under:

i.	Special Secretary/Additional Secretary, Ministry of Labour & Employment	- Chairman
ii.	Joint Secretary, Ministry of Labour & Employment (in-charge of Wage Board Section)	- Member
iii.	Joint Secretary, Ministry of Information & Broadcasting	- Member
iv.	Chief Labour Commissioner (Central)	- Member
v.	Director/Deputy Secretary, Ministry of Labour & Employment (in-charge of Wage Board Section)	- Member Secretary

5.22 The Committee meets periodically from time to time both at Regional and National Level (New Delhi). The last meeting of the Committee was held at New Delhi on 09.07.2018 covering all States/UTs to review the implementation of the Wage Board Awards in the country. In the last CLMC meeting the representatives of States/ UTs were directed to gear up the monitoring mechanism at the State Level and to conduct regular inspections. The implementation status is obtained from the States/ UTs through Quarterly Progress Reports. 26 States, excluding the States having one-man establishments, have intimated constitution of Tripartite Committee in order to monitor the state level implementation status. The implementation status of Majithia Wage Board recommendations in the States/ UTs as on date are: Fully Implemented - 25.38%, Partially Implemented - 5.61%. Uttarakhand (100%), Puducherry (100%), A&N Island

(100%), Tamil Nadu (98.68%), Rajasthan (87.10%), Andhra Pradesh (82.35%) are the leading States in implementing the Majithia Wage Board recommendations.

5.23 In compliance of the order dated 05.12.2018 passed by the Hon'ble High Court of Delhi in LPA 549/2018 and C.M. No. 39593/2018 in the matter of The Statesman Limited Vs Union of India and Others, the process for re-notification of the Manisana Wage Board Recommendations has been completed in consultation with the Department of Legal Affairs. The Gazette Notification re-notifying the recommendations of Manisana Wage Board has been published vide S.O. 3596(E) dated 13.10.2020 after taking all the due procedure as laid down under the Act.

THE PAYMENT OF BONUS ACT, 1965

5.24 The Payment of Bonus Act, 1965 (the Act) provides for the payment of bonus to persons employed in certain establishments, employing 20 or more persons, on the basis of profits or on the basis of production or productivity and for matters connected therewith. The Payment of Bonus Act, 1965 has been subsumed under Code on Wages, 2019 which has been notified on 08.08.2019.

5.25 The minimum bonus of 8.33% is to be paid by every industry and establishment under Section 10 of the Act. The maximum bonus including productivity linked bonus that can be paid in any accounting year shall not exceed 20% of the salary/wage of an employee under Section 31 A of the Act.

5.26 Two ceilings are available under the Payment of Bonus Act, 1965. Firstly, the limit specified under Section 2 (13) of the Act defines eligibility of an employee to get the

Bonus. Secondly, Section 12 prescribes limit for calculation of bonus to be paid to an employee. The two ceilings are revised to keep pace with the price rise and increase in the salary structure. The revisions of the two ceilings over the years are as follows:

Sl. No.	Year of Amendment	Eligibility limit (Rupees per month)	Calculating Ceiling (Rupees per month)
1.	1965	1,600	750
2.	1985	2,500	1,600
3.	1995	3,500	2,500
4.	2007	10,000	3,500
5.	2016 (w.e.f. 01.04.2014)	21,000	7,000 per mensem or the minimum wage for the scheduled employment, as fixed by the appropriate Government, whichever is higher.

5.27 As per the Payment of Bonus (Amendment) Act, 2015, which was notified in the Gazette of India on 1.1.2016 and brought into operation with effect from 1.4.2014, various establishments throughout the country have filed Writ Petitions challenging the constitutional validity of the said amendment. Ministry has taken a view to transfer all these similar cases to the Hon'ble Supreme Court under Article 139A of the constitution. So far, Ministry has received 149 Writ Petitions filed in 18 High Courts in the country and action has been taken to transfer all these petitions to the Hon'ble Supreme Court under Article 139 A of the Constitution so that common judgement could be delivered.

Chapter-6

SOCIAL SECURITY

6.1 The social security schemes in India cover only a small segment of the organized work-force, which may be defined as workers who are having a direct regular employer–employee relationship within an organization. The social security legislations in India derive their strength and spirit from the Directive Principles of the State Policy as contained in the Constitution of India. These provide for mandatory social security benefits either solely at the cost of the employers or on the basis of joint contribution of the employers and the employees. While protective entitlements accrue to the employees, the responsibilities for compliance largely rest with the employers.

Social Security Laws

6.2 The principal social security laws enacted for the organised sector in India are:

- The Employees' State Insurance Act, 1948;
- The Employees' Provident Funds & Miscellaneous Provisions Act, 1952 (Separate provident fund legislations exist for workers employed in coal mines and tea plantations in the state of Assam and for seamen);
- The Employee's Compensation Act, 1923;
- The Maternity Benefit Act, 1961;
- The Payment of Gratuity Act, 1972 Administration of Social Security Acts

6.3 The provisions of the Employee's Compensation Act, 1923 are being administered exclusively by the State Governments. Cash

benefits under the Employees' State Insurance Act, 1948 are administered by the Central Government through the Employees' State Insurance Corporation (ESIC), whereas the State Governments and Union Territory Administrations are administering medical care alongwith ESIC under the Employees' State Insurance Act, 1948. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 is administered by the Government of India through the Employees' Provident Fund Organisation (EPFO). In mines and circus industry, the provisions of the Maternity Benefit Act, 1961 are being administered by the Central Government through the Chief Labour Commissioner (Central) and by the State Governments in factories, plantations and other establishments. The Payment of Gratuity Act, 1972 is administered by the Central Government in establishments under its control, establishments having branches in more than one State, major ports, mines, oil-fields and railway companies and by the State Governments and Union Territory Administrations in all other cases. This Act applies to factories and other establishments.

The Employees State Insurance Act, 1948

6.4 Coverage

The Employees' State Insurance Act, 1948 applies to factories employing 10 or more persons. The provisions of the Act are being brought into force area-wise in stages. The Act contains an enabling provision under which the "Appropriate Government" is empowered to extend the provisions of the Act to other classes of establishments, industrial,

commercial agricultural or otherwise. Under these provisions, the appropriate Governments have extended the provisions of the Act to shops, hotels, restaurants, cinemas including preview theatres, road motor transport undertakings, newspaper establishments, educational & medical institutions, establishments engaged in insurance business, Non-Banking Financial Companies, Port Trust, Airport Authorities and warehousing establishments etc. employing 10 or more employees. Employees of factories and establishments covered under the Act drawing monthly wages up to Rs 21000 per month and Rs 25,000/- per month for persons with disabilities are covered under the scheme. The ESI Scheme is now extended to 35 States/ Union Territories. As on 01.12.2021 a total of 3.39 crores Insured persons and family units 13.15 crore beneficiaries are covered under the Scheme.

6.5 Administration

The ESI Scheme is administered by a statutory body called the Employees' State Insurance Corporation (ESIC) which has members representing Employers, Employees, Central and State Governments, Medical Profession and the Parliament. The Union Minister for Labour & Employment is the Chairman. A Standing Committee constituted from among the members of the Corporation, acts as the executive body for administration of the Scheme and is chaired by the Secretary, Ministry of Labour & Employment. There are 26 Regional Boards and 244 Local Committees. The Director General is the Chief Executive Officer of the Corporation and is also an ex-officio member of the Corporation as well as its Standing Committee. The headquarters of the ESIC is located at New Delhi. The Corporation has 24 Regional Offices, 39 Sub-Regional Offices. Besides, there are 593 Branch Offices, 80 dispensary Cum Branch Offices (DCBOs) for administration of cash benefits to Insured Persons.

6.6 Funding and operating of the ESI Scheme

The ESI Scheme is financed by contributions from the employers and employees as per provisions of ESI Act,1948. The rate of contribution is 4% of the monthly wages out of which the employer's and the employee's share of contribution are 3.25% and 0.75% respectively. The Corporation makes an on account payment for Medical care Expenditure to the take Govt for providing medical care to ESI beneficiaries. At present the prescribed ceiling is Rs 3,000/-per Insured Persons family can't per Annum, on medical benefit is shared between ESI Corporation and State Government in the ratio of 7:1 within the ceiling has been done away with for a period of three years from April,2019 to March 2022. Subject to certain conditions, creation of State Autonomous Body by the states under section 58(5) of ESI Act has been initiated where additional incentive of bearing 100% expenditure up to the ceiling is proposed. All capital expenditure on construction of ESI Hospital and other building including their maintenance is borne exclusively by ESIC.

6.7 Investment

All contribution received under ESI Act and all other money belonging to the Fund which are not immediately required for defraying day to day expenses are invested in the manner prescribed under Rule 27 of the ESI (central) Rules, 1950. Investment of ESIC Fund is done in State Development Loans (SDLs), Govt. securities (G-Sec), AAA rated PSU Bonds, Fixed Deposits etc. as per the approved Investment Policy of ESIC through Portfolio Managers appointed by the ESI Corporation. As on 31st October, 2021 the total investment of Fund stands at Rs.1,20,242.87 crore including Special Deposit account (SDA)

6.8 Arrears of ESI Dues

A sum of Rs.4459.69 crores is due as arrears as on 31.03.21 on account of default / dues by the employers of covered factories / establishments. An amount of Rs.1943.22 crore was not found recoverable, due to various reasons, such as factories having gone into liquidation, BIFR / NCLT cases, whereabouts of employers not known, disputes in Courts etc. The balance amounting to Rs. 2516.47 crores, represents recoverable arrears. The ESI Corporation has been taking necessary recovery action through Recovery Machinery, Legal and Penal actions, and prosecution under the provision of the Employees' State Insurance Act, 1948 and under Penal Code for recovery of ESI Dues from defaulting employers.

6.9 Health benefit under ESI Scheme including list of hospitals ESIC / ESIS

The Employees' State Insurance Scheme provides comprehensive medical care in the form of medical attendance, treatment, drugs and dressings, specialist consultation and hospitalization to Insured Persons and also to their dependants. An Insured Person and his dependants are entitled to medical benefits from the day of entry into insurable employment. Insured Persons and their families are being provided medical care which includes outpatient care/ inpatient care, specialized medical care and super specialty medical care as per requirement of the patients. Besides, medical facilities under AYUSH i.e. Ayurveda, Yoga, Unani, Siddha and Homeopathy are also provided. Medical care to beneficiaries is provided through a large infrastructure comprising Hospitals, Dispensaries, Dispensary-cum-Branch Office (DCBO), Specialist centers, IMP clinics, Modified- IMP and Modified-EUD and tie-up arrangements with other health institutions. The range of medical services provided covers

preventive, promotive, curative and rehabilitative services. In-patient services are provided through ESI Hospitals and through empanelment with private and Govt. hospitals.

6.10 Medical Education

Medical Education Institutions have been set-up at various locations. The Institutions set-up and being run by ESIC are: -

PG Institutes:

PG courses are running at 03 standalone Postgraduate Institutes of Medical Sciences & Research (PGIMSRs) at ESIS Hospital, Maniktala, Kolkata (WB); ESICH Basaidarapur, New Delhi; and ESICH, Andheri (E) Mumbai (MH).

Admission in PG Institute at Manicktala (WB) has been discontinued from A.Y 2020-21 (in pursuance of decision of 178th Meeting of ESIC Corporation). Admission in PG Institute at Andheri (E), Mumbai has been stopped from A.Y 2019-20 due to a fire incident that happened on 17.12.2018. It will resume after re-commissioning of the Hospital.

Medical Colleges:

ESIC has established and is running 06 ESIC Medical Colleges at Rajajinagar, Bangalore (Karnataka); K. K. Nagar, Chennai (TN); Joka, Kolkata (WB); Gulbarga (Karnataka); Faridabad (Haryana) and Sanathnagar, Hyderabad (Telangana). Recognition has been granted by MCI for all these ESIC Medical Colleges.

Further, Letter of Permission has been received from National Medical Commission (NMC) to start ESIC Medical College at Alwar (Rajasthan) and Bihta, Patna (Bihar) from Academic Year 2021-22.

Dental Colleges:

ESIC is running 02 Dental Colleges at Rohini,

Delhi (recognition granted by DCI) and Gulbarga, Karnataka [5th batch BDS students (2021-22) is to be admitted]

Nursing College:

ESIC is running 02 Nursing Colleges at Indiranagar, Bangalore (Karnataka) and Gulbarga (Karnataka). ESIC Nursing College at Indiranagar, Bangalore has been started in 2013-14 and ESIC Nursing College at Gulbarga, Karnataka has been started in 2015-16.

Para Medical Institute:

ESIC is running 01 Para Medical Institute at Gulbarga, Karnataka. Two Courses i.e. Diploma in OT & Anaesthesia Technology; and Diploma in Medical Records Technology, have been started in 2019-20 at ESIC Para-medical Institute, Gulbarga, Karnataka. Presently, the institute is running Para Medical Courses in 08 disciplines.

Start of DNB Courses:

ESIC has started DNB courses in 09 hospitals not associated with Medical Colleges/ PG Institutes so that there is no conflict with courses run under MCI. However, DNB courses have also been started at ESIC Medical College, Sanathnagar from 2019-20.

Proposed ESIC Medical Colleges – Transfer of existing infrastructure to State Government /Starting MBBS course:

Due to review of decision by the Corporation, regarding Medical Education, the then proposed Medical Colleges at (i) Coimbatore, Tamilnadu; (ii) Paripally, Kerala and (iii) Mandi, Himachal Pradesh were transferred to respective State Government who have started MBBS courses at their location.

6.11 EMPLOYEES' PROVIDENT FUND ORGANISATION

The Employees' Provident Fund Organisation, an autonomous body under the Ministry of

Labour & Employment (MoL&E), Government of India, administers the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 and the Schemes framed there under. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 is a welfare legislation enacted for the purpose of instituting provident funds, pension fund and deposit linked insurance fund for employees working in factories and other establishments. The Act aims at providing social security and timely monetary assistance to industrial employees and their families when they are in distress and/or unable to meet family and social obligations and to protect them in old age, disablement, early death of bread winner and similar contingencies.

6.12 SCHEMES FRAMED UNDER THE EPF & MPACT, 1952

Following three Schemes have been framed under the Act:-

- i. The Employees' Provident Funds Scheme, 1952 (EPF) – (w.e.f 1st November, 1952) Provident Fund is based on a defined contribution scheme where both the employees and the employers contribute their mandated share.
- ii. The Employees' Pension Scheme, 1995 (EPS) (w.e.f 16th November, 1995) {replacing the Employees' Family Pension Scheme, 1971} A mix of “defined contribution” and “defined benefit” forms the Pension Scheme. The employees do not have to contribute to this scheme.
- iii. The Employees' Deposit Linked Insurance Scheme, 1976 (EDLI) (w.e.f. 1st August, 1976) *Insurance Scheme is a deposit linked Scheme that provides for benefits up to Rs. 7,00,000/- without any contribution from employees.*

Date (As On)	Corpus (Rs In Cr)
31.03.2021	15,54,859.00
31.12.2021	16,98,543.16 (Provisional)
31.03.2022	17,47,258.70 (Estimated)

contribution from employees.

6.13 COVERAGE OF ESTABLISHMENTS AND MEMBERS

Presently, the Act is applicable to industries/classes of establishments specified in Schedule I of the Act or any activity notified by the Central Government in the Official Gazette and employing twenty or more persons. Apart from the provision for compulsory coverage, provision also exists under Section 1(4) of the Act for voluntary coverage. With effect from 01-09-2014, an employee, on joining employment in a covered establishment and getting pay upto Rs. 15,000/- is required to become a member of the fund. Following table shows the reach of EPFO and its services during 01.01.2021 to 31.12.2021:

i.	Total No. of Establishments covered	265126
ii.	New joined EPF Membership (Exempted)	380804
iii.	New joined EPF Membership (Unexempted)	10349032
iv.	Total Contributing members	58772120
v.	Total Contributing establishments	658690
vi.	Total Claims settled	39041672

6.14 CUMULATIVE CORPUS UNDER THE ACT

The data pertaining to corpus managed by EPFO under the three Schemes EPF, EPS and EDLI excluding the Corpus managed by exempted Provident Fund Trusts is as follows-

6.15 RATE OF INTEREST

The rate of Interest declared on the deposits of members to the Employees' Provident Fund was 8.50% (on monthly running balance) for 2020-21.

6.16 EMPLOYEES' PENSION SCHEME 1995

The Employees' Pension Scheme, 1995(EPS) (w.e.f 16th November, 1995) {replacing the Employees' Family Pension Scheme, 1971}

A mix of "defined contribution" and "defined benefit" forms the Pension Scheme. The Employees' Deposit Linked Insurance Scheme, 1976 (EDLI) (w.e.f. 1st August, 1976) Insurance Scheme is a deposit linked Scheme that provides for benefits up to 7,00,000/- without any contribution from employees.

6.17 The Scheme is financed by transferring 8.33% of the Provident Fund contributions from employers' share and by contribution at the rate of 1.16% of basic wages of employees by the Central Government. All accumulations in the ceased Employees' Family Pension Fund constitute the corpus of the Pension Fund.

6.18 BENEFITS UNDER THE PENSION SCHEME

The Employees' Pension Scheme, 1995 provides the following benefits to the members and their families:

- Monthly member pension
- Disablement pension
- Widow/widower pension
- Children pension
- Orphan pension
- Disabled Children/Orphan Pension
- Nominee pension
- Pension to dependent parents

- Withdrawal benefit

6.19 The category-wise break up of pension claims (all benefits) settled by the Employees' Provident Fund Organization during the year 2021-22 is indicated in the following table:

Category of Claims	Number of Claims Settled for period 01.01.2021 to 31.12.2021	Projections for period Jan – Mar 2022
* Monthly Pension Benefits	3.42 lakh	0.86 lakh
Other than Monthly Pension **	42.46 lakh	10.62 lakh
Total	45.88 lakh	11.48 lakh

*Form 10 D settled

** 10C claims settled including Scheme Certificate

6.20 PENSIONERS

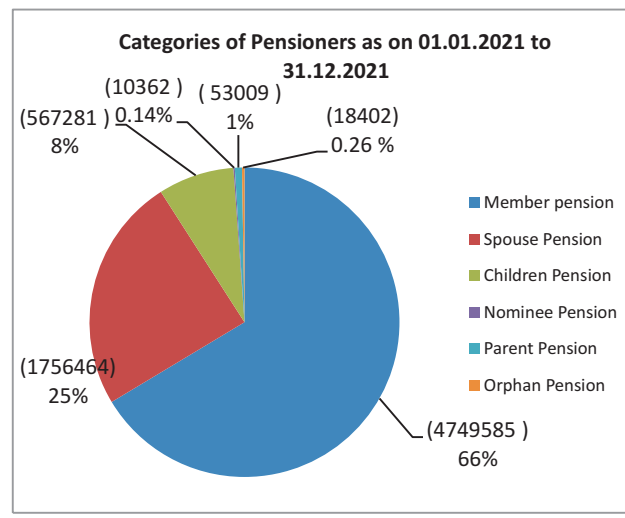
The EPS has since its inception grown in terms of the beneficiaries at a rapid pace. In the last five years the overall growth-in-terms of the pensioners being benefited by the scheme has increased at more than 5% to 10% year on year. The increase in the number of pensioners in the last five years is given in the table and the graph below:-

Year	Member Pension	Spouse Pension	Child ren Pension	Nomi nee Pension	Pare nt Pension	Orph an Pension	Total Pensi oners
2017-18	4211685	1431613	556510	10562	41740	21080	6273190
2018-19	4325413	1477583	573580	10538	43264	21368	6451746
2019-20	4477710	1565361	562352	10424	46922	19948	6682717

2020-21	4627733	1657184	555785	10402	49791	18928	6919823
01.01.2021 to 31.12.2021	4749585	1756464	567281	10362	53009	18402	7155103
Project ions for Jan-Mar 2022	1187396	439116	141820	2591	13252	4601	1788776

6.21 Among the pensioners, the category of member pensioners constitutes almost 66% of the total number of pensioners with the spouse and children pensioners constituting about 33% of the pensioners.

6.22 The distribution of pensioners in the year 2021-22 is shown in the figure below:-

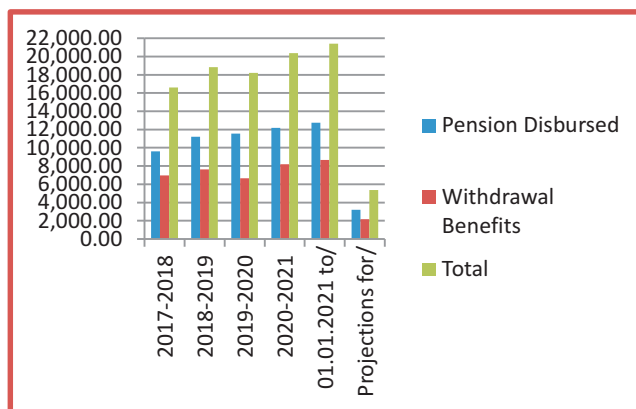


6.23 EPS FUND RECEIPTS, PAYMENTS AND CORPUS

With the increase in the number of pensioners the amount disbursed as pension has also shown a steady increase over the years. However, the Fund has not witnessed any cash flow problems till now, in spite of there being a projected actuarial deficit in the valuation of the Fund. The outgo from the EPS in the last five years is as below:

EPS Payments (Rs. in crores)			
Year	Pension Disbursed	Withdrawal Benefits	Total
2017-2018	9,613.59	6,983.45	16,597.04
2018-2019	11,207.34	7,636.41	18,843.75
2019-2020	11,320.89	6,796.62	18,117.51
2020-2021	12,172.56	8,206.41	20,378.97
01.01.2021 to 31.12.2021	12,759.26	8,661.16	21,420.42
Projections for Jan-Mar 2022	3189.82	2165.29	5355.11

EPS Payments (Rs. in Crores)



6.24 Along with the increase in the pension and withdrawal benefit payments there has been a continuous increase in the receipts and corpus given the growth in the membership as well as general increase in wages. The growth in the receipts and corpus in the previous five years is given in the table:-

Pension Fund Receipts & Corpus (Rs in crores)					
Year	Contribution (Employer's share)	Contribution (Govt. share)	Total Contribution received during the year	Interest	Corpus as at the end of Financial Year
2016-17	32,108.65	4,284.80	36,393.45	25,381.19	3,18,412.38
2017-18	36,618.23	5,757.42	42,375.65	30,260.66	3,93,604.40
2018-19	40,259.74	6,401.90	46,661.64	32,982.68	4,37,762.54

2019-20	44,448.55	7,504.59	51,953.14	39,042.05	5,30,846.39
2020-21**	44,009.53	6,552.48	50,562.01	35,773.36	5,93,546.52

**Un-Audited

6.25 The accumulated corpus of the EPS has grown steadily and since the year 2016-17, the corpus has increased by almost 86.41%.

6.26 IMPLEMENTATION OF MINIMUM PENSION PROVISION

During the year 2014-15, one of the long-awaited demands for implementation of the minimum pension was given effect to. The Central Government had issued Gazette Notification No. 593(E) dated 19.08.2014 providing a minimum pension of Rs. 1,000/- per month for member/widow(er)/disabled/nominee /dependent parent pensioners, Rs. 750/- per month for orphan pensioners and Rs. 250/- per month for children pensioners.

The payment of pension with the revised minimum pension applicable has commenced from September, 2014. The details of pensioners affected and the amount disbursed in respect of them in the last five years are as follows:-

Year	No. of Pensioner benefited	Amount paid as original pension (Rs. In crores)	Amount paid as per minimum pension notification (Rs. In crores)	Difference amount (Rs. in crores)
2016-17	18,34,624	1333.63	2146.69	813.06
2017-18	17,21,904	1,342.47	2,177.30	834.83
2018-19	20,03,143	1,433.64	2,354.07	920.43
2019-20	19,82,612	1,403.97	2,311.83	907.86
2020-21	19,70,670	1415.03	2315.70	900.67
01.01.2021 to 31.12.2021	20,95,013	1430.84	2357.55	926.71
Projections for Jan-Mar 2022	5,23,753	357.71	589.39	231.68

6.27 After implementation of the minimum pension notification, the pension for all member/widow(er)/ disabled/ nominee/ dependent parent pensioners whose original pension were less than Rs.1,000/- per month have been fixed at the minimum of Rs.1,000/- per month. Deductions, on account of benefits, availed by members on the basis of choice exercised at the time of making claims like commutation, Return of Capital and Short Services are applied on the minimum pension of Rs.1,000/- per month. The determination of pension under EPS, 1995 after implementation of the minimum pension notification is in consonance with the provisions of the scheme as well as the amendments introduced thereto vide the minimum pension notification referred above. Allowing the minimum pension of Rs.1,000/- per month without regard to deduction on account of Commutation and Return of Capital etc. would be iniquitous and unfair vis-à-vis the members/ pensioners who had not taken these benefits at the time of claim and opted to take only the original pension without any optional benefits.

6.28 ACTUARIAL VALUATION OF THE EMPLOYEES' PENSION SCHEME, 1995

Employees' Pension Scheme, 1995 is a funded scheme with combined features of Defined Benefit and Defined Contribution. Accordingly, the scheme prescribes the rate of contribution payable as well as the scale of benefits admissible. A provision has been made under Para 32 of the Employees' Pension Scheme, 1995 for annual valuation of Employees' Pension Fund by a Valuer appointed by the Central Government. The Actuary appointed for the 22nd and 23rd valuation of Employees' Pension Fund for the year 2017-18 and 2018-19 has completed the valuation and the report is

under consideration with the Government. The process for appointment of Actuary for 24th and 25th valuation for the year 2019-20 and 2020-21 has been initiated.

6.29 PENSION DISBURSEMENT

The disbursement of pension is being carried out at present using the Core Banking System (CBS) platform of the pension disbursement banks. Instructions have been issued to the field offices to ensure that pension is credited to the pensioners' accounts on the last working day of the month.

6.30 The disbursement of monthly pension benefits is carried out through the network of branches of banks with which agreements have been made. The Regional Offices have entered into arrangements with Nationalized Commercial Banks for this purpose. Centralized pension disbursement arrangement agreements have also been made with HDFC Bank, ICICI Bank, Axis Bank and Post offices to disburse pension and other benefits all over India.

6.31 EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME, 1976.

EDLI Scheme came into force on 1st August, 1976. This Scheme is supported by nominal contribution of 0.5% by the employers. No contribution is payable by the employee for availing the benefits of the scheme. Only 0.005% Administrative charge was payable by the employer but this has also been discontinued w .e .f 01.06.2018. However in case the establishment is exempted under EDLI Scheme, inspection charges @0.005% minimum rupee 1 is payable.

6.32 APPLICATION AND COVERAGE

This Scheme is applicable to all factories/ establishments to which the EPF Act 1952 applies. All the employees who are members of

the Employees Provident Fund are also members of this Scheme.

6.33 BENEFITS UNDER THE SCHEME

The following benefits are provided in case of death of an employee who was a member of the scheme at the time of his/her death:-

- i. If the member has rendered less than 12 month of service: The family will get an amount equal to the average balance in PF account during preceding 12 months; except where the average balance exceeds rupees Fifty Thousand, the amount payable shall be rupee Fifty Thousand plus 40% of the amount in excess of rupee Fifty Thousand subject to a ceiling of rupee 1 lakh.
- ii. If the death occurs between 15.02.2018 to 27.04.2021: Where deceased member was in employment in the same establishment(for a continuous period of twelve months, preceding the month in which he died, the quantum of benefits will be the average monthly wages drawn (subject to a maximum of rupee 15,000/-) during the twelve months preceding the month in which employee died, multiplied by thirty times plus fifty percent of the average balance in the account of the deceased in the Fund or of a provident fund exempted under section 17 of the Act or under, paragraph 27 or 27A of the Employees' Provident Funds Scheme, 1952, as the case may be, during the preceding twelve months subject to a ceiling of One lakh and Fifty Thousand rupees. Provided that the assurance benefit shall not be less than two lakh and fifty thousand rupees:
- iii. If the death occurs on and after 28.04.2021 : Where deceased member was in the employment (for a continuous period of twelve months, preceding the month in

which he died, the quantum of benefits will be the average monthly wages drawn (subject to a maximum of Rs.15,000/-) during the twelve months preceding the month in which employee died, multiplied by thirty -five times plus fifty percent of the average balance in the account of the deceased in the Fund or of a provident fund exempted under section 17 of the Act or under, paragraph 27 or 27A of the Employees' Provident Funds Scheme, 1952, as the case may be, during the preceding twelve months subject to a ceiling of one lakh and seventy- five thousand rupees. Provided that the assurance benefit shall not be less than two lakh and fifty thousand rupees. Provided further the assurance benefit shall not be more than seven lakh rupees.

CENTRAL ANALYSIS AND INSPECTION UNIT

6.34 Centralized, faceless digital interactive system for default management:

This is a new digital interface of EPFO with employers whereby list of establishments not filing ECRs is generated on 21st of each calendar month and SMS is sent immediately to such establishments. In case of no response, message is sent in employer login. e-Inspection Form is deployed in Login of estts. which fail to respond to SMS & message & continue to default for three months or more.

Through e-inspection Form, Employer can:

- i. Intimate closure of business & upload proof thereof
- ii. Declare amount in default and seek instalments to pay the outstanding dues
- iii. Report and remit the outstanding dues The e-inspection system is a step to reduce the cost of compliance for non-wilful defaulters and increase the ease of doing business for

the employers. It nudges the employers for compliant behaviour. It also helps EPFO to better utilize the limited resources available with its enforcement machinery and is a cost, time, and effort saving mechanism to ensure better default management.

6.35 Complaint and Optional Inspection Portal:

Each Zonal Office of EPFO now functions as an extended arm of CAIU (HO) to accord permissions to Regional Offices for carrying out inspections in all types of cases other than the mandatory inspections as listed in the EPFO. Further the ZOs are required to scrutiny the cases on the basis of the extant guidelines and grant permissions.

6.36 The portal allows real time tracking of the status of complaints relating to evasion and non-compliance as well as the status of inspections for other cases. This would lead to greater transparency in the inspection process as the pendency at each level (i.e., inspection registration, grant of permission by zones, conduct of inspection and uploading of inspection report) could be tracked. It would also lead to better efficiency as the process of granting inspection permissions has been moved online for smooth processing. It would lead to quicker resolution of complaints regarding evasion of PF by establishments.

6.37 Facility for Online Self-Generation of UAN to employees joining in EPF covered establishments:

To allow enrolment in the Schemes by workers themselves and also to generate intelligence data in regards to evasion in extension of membership and non-coverage of eligible establishments.

CUSTOMER SERVICE DIVISION

6.38 GRIEVANCE REDRESSAL

MECHANISM IN EPFO:

EPFO, in tune with its objectives, lays strong emphasis on customer service and the redressal of grievances of all stakeholders. The Organization has a robust mechanism to handle the grievances of its stakeholders i.e. employers, employees and pensioners through a network of its offices spread throughout the country. The Customer Service Division existing in EPFO Head Office, New Delhi and field formations in 21 Zones and 138 Regional Offices across the country are equipped with full-fledged Facilitation Centres, PROs and supporting staff with an aim to provide quality service to all stakeholders of the organisation. The various modes of registering and resolving grievances are-

- CPGRAMS
- Grievance Appeals
- EPFiGMS
- Call Center
- Whatsapp Business Helpline
- Twitter and FB account of EPFO & MoL&E
- FAQs
- Facilitation centers

6.39 Grievances are received from subscribers, pensioners, account holders of EPFO and from employers of establishments both exempted and unexempted, directly and also through President's Secretariat, Prime Minister's Office (PMO), Directorate of Public Grievances (DPG), Directorate of Administrative Reforms and Public Grievances (DARPG), Ministry of Labour and Employment, National Human Rights Commission (NHRC) and Social Media like Twitter and Facebook. During COVID-19 pandemic despite

countrywide lockdown and only 50 percent staff attending office the momentum in the resolution of the grievances was maintained despite the number of grievances having increased by a large percentage.

6.40 GOVERNANCE OF CUSTOMER SERVICE DIVISION:

The Customer Service Division in Head Office is headed by an ACC(HQ) level officer, who is assisted by, CC(CSD), RPFC-1s, RPFC-2s, APFCs, and other staff officials. The Nodal Officers looking after grievance resolution, have been nominated in each Zonal Office and Regional Office.

6.41 CENTRALIZED PUBLIC GRIEVANCE REDRESSAL AND MONITORING SYSTEM (CPGRAMS):

Centralized Public Grievance Redressal and Monitoring System (CPGRAMS) is available on PG portal of Govt of India. (www.pgportal.gov.in). This is an online web-enabled system over NICNET developed by NIC, in association with Directorate of Public Grievances (DPG) and Department of Administrative Reforms and Public Grievances (DARPG). CPGRAMS is the platform based on web technology which primarily aims to enable submission of grievances by the aggrieved citizens from anywhere and anytime (24x7) basis to Ministries/Departments/Organisations who scrutinize and take action for speedy and favorable redress of these grievances which has been successfully implemented in EPFO. All the offices are regularly using CPGRAMS to monitor & redress the grievances.

6.42 Monitoring of grievances received under CPGRAM Portal:

- The grievances under CPGRAM Portal are received by Customer Service Division (CSD) in EPFO Head Office through Ministry of Labour. After receipt

of grievances, they are forwarded to the concerned field office as well as ACC's of the concerned Division in Head Office for redressal.

- The field offices redress the grievances within the stipulated time and upload their reply on the PG Portal of CSD at Head Office.
- The CSD in turn forwards the reply to Ministry of Labour for its final disposal. The Ministry of Labour then replies to the citizen except in case of grievances pertaining to DPG which are disposed by DPG itself.
- Vigorous monitoring of grievances are done at all levels. Reports of pendency and disposal are generated regularly and followed up with field offices and different sections of Head Office through multiple modes like Emails, whatsapp, calls etc
- With respect to grievances registered on CPGRAMS Portal, feedback also taken over calls from 20 complainants every month to know the quality of redressal of grievances on CPGRAMS portal.
- Utmost priority is given to Covid-19 grievances registered on CPGRAMS Portal which are to be resolved within 3 days.

Receipts and disposal of grievances through CPGRAMS:

Year	Number of Grievances received	Number of Grievances disposed	Percentage of disposal	Average Time Taken
(01.01.21 to 31.12.2021)	81786	78332	95.70%	12 Days

Disposal of grievances received from various offices of Government of India:

S. No.	Grievance Source	Total Receipt	Disposed	Disposal Percentage	
1.	DPG	2656	2404	90.51%	
2.	DARPG	2267	2170	95.72%	
3.	Local/Internet		60458	58027	95.97%
4.	President Secretariat		413	402	97.33%
5.	Pension		5402	5072	93.96%
6.	PMO		10590	10250	96.70%

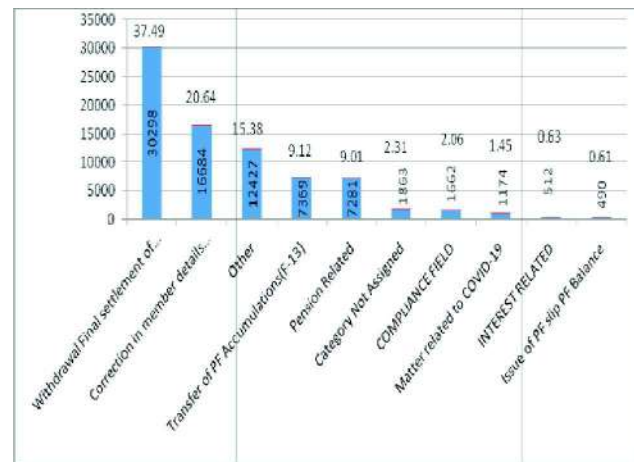
6.43 REGULAR REVIEW MEETINGS:

Disposal of Public Grievances is reviewed by the Ministry of Labour & Employment every month.

Qualitative Analysis of top 10 categories in CPGRAMS for the period 01.01.2021 to 31.12.2021:

S. No	Grievance Category	Brought Forward	Received During	Total receipts
1	Withdrawal Final settlement of 19 20 10C 31	224	30298	30522
2	Correction in member details KYC updation	163	16684	16847
3	Other	148	12427	12575
4	Transfer of PF Accumulations (F-13)	155	7369	7524
5	Pension Related	219	7281	7446
6	Category Not Assigned	4	1863	1867
7	COMPLIANCE FIELD	53	1662	1715
8	Matter related to COVID-19	7	1174	1181
9	INTEREST RELATED	7	512	519
10	Issue of PF slip PF Balance	4	490	494

CPGRAMS Category wise Grievance Received during 01.01.2021 to



6.44 PROVIDENT FUND ONLINE GRIEVANCE MANAGEMENT SYSTEM (EPFIGMS)

EPFO introduced many new online services to its stakeholders like ECR, UAN, Passbook, PMPRY, Online Transfer, Online Claim processing etc. With the extension of service areas of EPFO, the earlier EPFIGMS launched in 2010 was not meeting the challenges and new issues faced by the members necessitating its revamping. The revamped EPFIGMS was launched by Hon'ble Minister of State for Labour and Employment on 21 August, 2019 at Hyderabad.

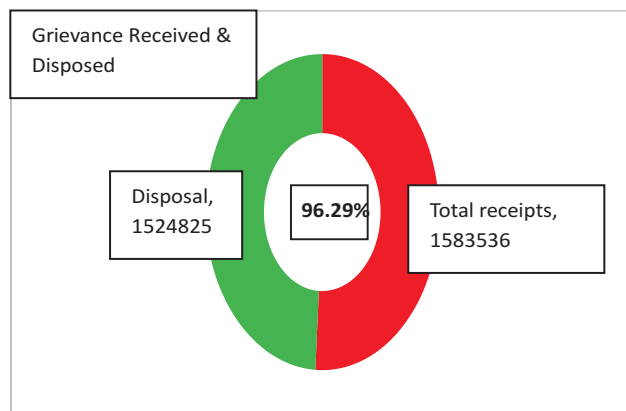
This system has not only provided convenience to subscribers to register their grievances/queries but has also proved to be of immense value to field offices in managing grievances. Subscribers can register their grievances on the EPFIGMS portal from anywhere and at anytime. The grievance can be lodged by the Members, Pensioners, Establishments and Others.

6.45 EPFIGMS has been developed with a view to provide a single window platform that is able to record, acknowledge and track/monitor grievances till it is finally redressed. Besides

the revamped EPFiGMS is citizen centric and facilitates EPFO in monitoring the redressal of grievances efficiently, transparently and with greater accountability. It has helped EPFO in streamlining its processes and improving the ease of business for the subscribers.

The revamped EPFiGMS2.0 has several innovative features, as below:-

- Bilingual, as the grievances can be registered both in English and Hindi.
- OTP verification to authenticate the user.



- Online lodging of grievance/complaint based on UAN
- UAN integrated with master database of EPFO resulting in identification of EPF office for redressal of grievance
- Quick resolution - the lodged grievance is directed to the officer who is handling the account of the member.
- Comprehensive Categorization – 59 categories introduced to identify exact nature of grievance
- Grievance closure only after satisfaction of complainant
- Feedback by complainant on (a) Portal Interface (b) Quality of Redressal
- Multiple document upload - Up to 3

documents can be uploaded in one grievance

- Interactive system - Complainant can send online comments/clarifications when asked
- Interim reply to complainant can be sent in case redress is delayed
- Dedicated Email and SMS facility to provide communications and alerts.
- 3-level escalation of grievances-RO, Zonal and HO
- Daily Monitoring through dashboard and MIS reports

Grievances Registered & Disposed in EPFiGMS during 01.01.2021 to 31.12.2021

Year	No. of Grievances	Disposed	% of Disposal
01.01.2021 to 31.12.2021	15,83,536	15,24,858	96.29%

6.46 During the period 01.01.2021 to 31.12.2021, within 30 days, 95% of grievances were redressed. 15.25% redressed within 3 Days, 43.50% between 4 to 7 Days, 27.45% between 8 to 15 Days and 9.1% redressed between 15 to 30 Days. Further, the top management reviews the grievance redressal mechanism periodically.

6.47. COVID-19 grievances of EPFiGMS

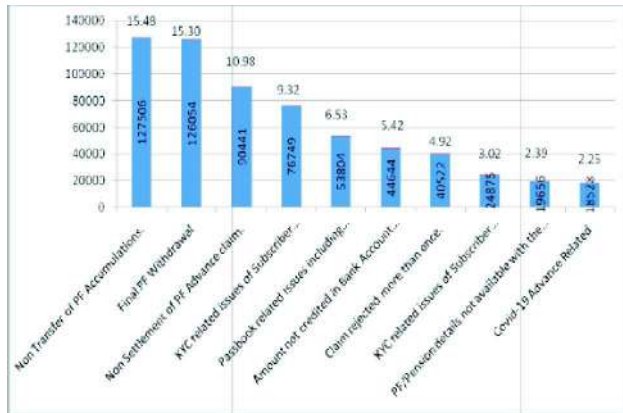
Three Categories of Grievances incorporated in EPFiGMS during the Covid- 19 Pandemic period.

- a Covid-19 Advance related
- b. PMGKY related
- c. Claims rejected more than once

During the period 01.01.2021 to 31.12.2021, Covid-19 Pandemic Period, 33,108 grievances related to COVID-19 advances were received

and 32,425 were disposed with 98% of disposal.

6.48 Qualitative analysis of grievances inEPFiGMS during the period 01-07-2021 to 31.12.2021.Top 10 Categories of Grievances



Note : Due to huge volume of data, the data is taken for the period 01.07.2021 to 31.12.2021 (Total No. of Grievances are 8,23,662)

Category Analysis is being done regularly as it is a tool to assist Management in improving the system so as to minimize the grievances

6.49 EPFiGMS in UMANG APP

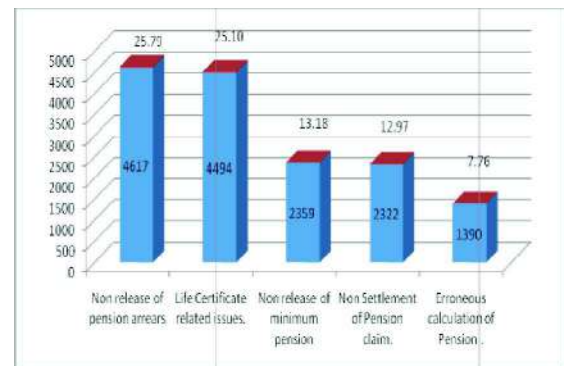
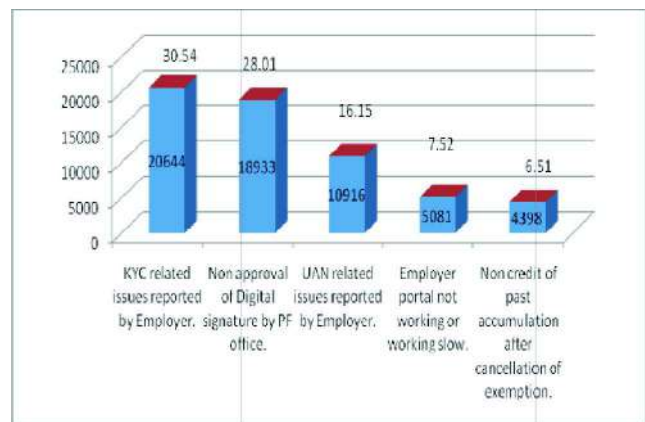
EPFiGMS has been on-boarded in UMANG app during September, 2020. However the data has been obtained from UMANG app in November,2020.

Period	Grievance Registered	Grievance Registered through UMANG	Percentage
Nov'2020	95,350	8,421	8.83%
Dec' 2020	1,11,991	8,568	7.7%
Jan' 2021	1,35,195	13,508	9.99%
Feb'2021	1,20,742	8,970	7.43%
Mar'2021	1,24,841	12,086	9.68%
Apr'2021	55,811	14,292	25.61%
May,2021	1,30,568	13,074	10.01%
June,2021	1,61,132	16,359	10.15%
July, 2021	1,48,396	12,094	8.15%
August,2021	1,45,825	11,930	8.18%
September,2021	1,28,452	10,414	8.11%
October, 2021	1,26,699	10,590	8.36%
November,2021	1,24,004	11,434	9.22%
December, 2021	1,51,191	15,024	9.94%

Top 5 Category Analysis of Employer Grievances registered in EPFiGMS for the period 01.01.2021 to 31.12.2021

Note : Total No. of Employer Grievance are 67,603

Top 5 Category Analysis of Pensioner Grievances in EPFiGMS For the period 01.01.2021 to 31.12.2021



Note : Total No. of Pensioner Grievances are 17,905

6.50 STAR RATING OF OFFICES IN EPFiGMS:

The feedback has been obtained from the stakeholders for the disposal of grievances to evaluate the quality of the grievance disposal. Out of 15,83,536 Total grievance receipt during 2021, 15,24,858 grievances have been disposed i.e. (96.29%).As per EPFiGMS portal as of 01.01.2021 to 31.12.2021 out of 15,24,858 grievance disposal, EPFO received 2,44,046 feedback from the stakeholders i.e. (16%). Further, out of that 2,44,046 feedback, 83,715

(34%) feedbacks are 3 star and above. Hence, it is presumed that more than 81% of stakeholders are satisfied with grievance resolution mechanism in EPFO. The feedback also obtained from the stakeholders for the portal performance and improvement. During the period 01.01.2021 to 31.12.2021, 81% feedbacks are 3 star and above with respect to performance of the EPFIGMS portal.

6.51 Grievance Appeals:

Appeals initiative started in April 21. During Special Campaign conducted by DPARG all 4773 pending Appeals had been disposed off by 31st Oct 21. Ministry of Labour & Employment forwarded 7033 Appeal Cases as on 31.12.2021. Out of that 6984 have been disposed and 49 were pending on 31.12.2021.

6.52 Santusht:

After creation of Santush Cell in Ministry for Grievance resolution, the emails are being received on regular basis for taking up the same with field offices

Period	Number of e-Mails received	e-Mails forwarded to concerned field office
01.10.2021 to 31.12.2021	1260	1260

6.53 Call Centre:

EPFO has a Call Centre at NDC, Dwarka to address the queries received on Toll Free Number 1800118005 from its stakeholders across India. The Call Centre remained functional even during the COVID-19 pandemic. During the year 2021, 14,22,230 calls were replied in the Call Centre. Call Centre is functional in three shifts from morning 7.00 AM to Evening 9.00 PM in all days of the week. Further the Call Centre has been revamped in January, 2021 by implementing the CSC VCC (virtual contact centre), which

has following advantages over the earlier system:-

- Call Recording Facility
- Call Monitoring Facility
- Real Time Dashboard
- Provision to store Missed Calls
- Call Back Facility
- Provision to send SMS
- Feedback from stakeholders
- Provision for detailed report

6.54 The capacity of the revamped call centre has increased by almost 100%. Now approximately 4,500 calls replied per day as compared to 2000 calls earlier. The call Centre facilities are extended at Zonal Level to help the stakeholders in local vernacular language in addition to English and Hindi. Constant monitoring of live calls by utilizing the feature of interception has ensured the quality of reply furnished to the stakeholders.

6.55 Zonal Call Centre:

The Zonal Call Centre facility has been tested and implemented from September, 2021 onwards in the following Zonal Offices. The calls are being answered in Tamil, Gujarati, Kannada, Telugu, Bengali, and Marathi in addition to Hindi and English.

S. No.	Zonal Office/ Particulars	States Covered under the Zone	Local Vernacular Language other than Hindi & English
1	Zonal ACC Office, Chennai & Puducherry	Tamil Nadu & Puducherry	Tamil
2	Zonal ACC Office, Telangana	Andhra Pradesh & Telangana	Telugu

3	Zonal ACC Office, Gujarat (Ahmedabad)	Gujarat	Gujarati
4	Zonal ACC Office, Bandra	Maharashtra, Pune, Thane & Goa	Marathi
5	Zonal ACC Office (West Bengal) & A&N & Sikkim	West Bengal	Bengali
6	Zonal ACC Office, Rajasthan (Jaipur)	Rajasthan	Hindi
7	Zonal ACC Office, Hubli	Karnataka & Goa	Kannada

The facility of recording all calls with a time shelf of six months ensures the complaint verification. Real time and interactive dashboard ensures the smooth functioning of Call Centre with respect to the number of total agents, login agents, active agents, free agents, agents on break, customer waiting in queue etc. 45 agents are working in bilingual Hindi and English from 7 AM to 9 PM in 3 shifts.

6.56 Whatsapp Business Helpline:

- EPFO has introduced WhatsApp Business Helpline Call number in all 138 Regional Offices from July, 2020 to resolve the queries raised by stakeholders from the comfort of their homes. These WhatsApp Business Helpline numbers are posted on EPFO website so that stakeholders can easily access the numbers of their respective PF Office.
- A dedicated team in each Regional Office ensures the reply to the queries within 24 hours.
- As on 31.12.2021, 9,62,096 Grievances/Queries through WhatsApp Helpline were

received of which 9,35,622 have been resolved.

- Frequently Asked Questions/Self-explanatory texts and standardized infographic has been shared in different regional languages in the catalogue features on the helpline for the benefit of all stakeholders.
- End to end encryption of WhatsApp Helpline assures total security.
- The WhatsApp Helpline ensure seamless and un-interrupted service delivery to the subscribers.

6.57 Social Media:

EPFO has an impressive presence in Social Media. Social media queries are replied from the social media handles of EPFO and the queries related to EPFO which are received on the handle of MoL&E are also replied and sent to the MoL&E, to post on their handle. The number of queries received and replied through Social Media Platform are tabulated below :

6.58 Social Media Grievances (Received from Ministry OF Labour & Employment / MoS(IC)):

The grievances/queries received on Social Media Account of Ministry of Labour & Employment and Minister of State (Labour & Employment) (Independent Charge) pertaining to EPFO have also been redressed. During the period 01.01.2021 to 31.12.2021, 2981 grievances/queries have been received and the same have been redressed.

Total No. of FaceBook Grievances	Total No. of Twitter Grievances	Total (FaceBook + Twitter) Grievances	Disposed
73	2908	2981	2981 (100%)

EPFO has an impressive presence on Social Media on Facebook, Twitter, Whatsapp and Quora. EPFO onboarded Quora also in October, 2020. The replies furnished on Social Media upto 31.12.2021 is as under:-

	No. of queries received	No. of queries replied	Pendency	Disposal %
FaceBook	51,095	51,095	0	100%
Twitter	47,091	47,091	0	100%
Quora	4	4	0	100%

6.59 FAQs:

- **375** FAQs received from Finance, Information Service Division, Compliance, Pension, EDLI, Recovery and Customer Service Division were compiled and translated into different Regional Languages for the benefit of the stakeholders.
- These are translated into 13 Indian Languages (English, Hindi, Tamil, Telugu, Kannada, Malayalam, Marathi, Bengali, Assami, Oriya, Nepali, Dogri and Punjabi).
- The 375 FAQs have been uploaded in Hindi and English have been uploaded in EPFO Website. Efforts are being taken to upload in the EPFO Website.
- 375 FAQs have been uploaded on Social Media (Facebook, Twitter and Quora) both in English and Hindi
- 38 ABRY FAQs have been translated in 19 Indian Languages (**English, Hindi, Tamil, Telugu, Malayalam, Kannada, Marathi, Gujarati, Bengali, Punjabi, Oriya, Nepali, Konkani, Assamese, Sindhi, Santhali, Maithali, Urdu and Sanskrit**).

6.60 PRO AND FACILITATION CENTRES:

Every office in the organization has a PRO (Public Relation Officer) and a Facilitation Center. All visitors are received at the facilitation

centre and proper guidance/ clarifications are given to them about various services / benefits extended by the organization. Their grievances, if any, are also redressed.

6.61 SYSTEMIC CHANGES:

Comprehensive policy guidelines have been issued from time to time reiterating commitment to improve service standards in the EPFO and they are being monitored intensively by the Head Office and the Zonal offices. The following policy changes have been initiated in an effort to streamline the services of EPFO making them more customer friendly.

- An SMS is sent to all PF Subscribers in whose account the Employers Share of PF has not been credited.
- In order to bring more transparency and minimise grievances, calculation sheets are provided to subscribers at the time of PF withdrawal and also to pensioners explaining the pension amount sanctioned.

6.62 COMMUNICATIONS & PUBLIC RELATIONS DIVISION

The Communication & Public Relations Division (C&PR) division represents the nodal desk for public relations to establish and maintain relationships with stakeholders especially the media, and other opinion makers of the society. Its responsibilities include designing communications campaigns, issuing press releases, coordinating with the press, acting as organization's spokesperson, maintaining the website and social media content, and building brand image of EPFO thereby improving the image of the Government as a citizen centric unit. The COVID pandemic tossed unique challenges in the year in terms of traditional outreach activities. However, the C&PR Division has been quite active in spreading awareness about the initiatives taken by EPFO to facilitate ease of living, ease of doing business, efficient

service delivery and widening the reach of EPF benefits.

6.63 Press releases were issued from time to time for bringing developments in EPFO for citizens to acknowledge, especially regarding initiatives that helped mitigate the impact of COVID era. The strategy was to reach out through press releases, webinars, media interviews by officers and the social media. Consequently, the efforts of EPFO in truly acting as an “essential services” arm of the Government, earned the trust of the citizens while handling service requests. National media carried out news of EPFO extensively giving confidence about the Government's commitment for ensuring Social Security delivery seamlessly. Almost all the initiatives made positive stories such as quick roll out of Aatmanirbhar Bharat Rojgar Yojana that was specially introduced to contain inconveniences caused by lockdown, raising of assurance benefit from 6 lakhs to 7 Lakhs under EDLI w.e.f 28.04.2021, allow EPF members to avail second non-refundable COVID-19 advance. Digital Governance was the focus area of EPFO. It introduced initiatives namely “e-facility for the Principal Employers (PE), to view PF compliance and remittance made by their contractors in monthly ECR” and “web facility for registering, processing & monitoring of complaints. These caught impressive media attention and discourse.

During 2021-2022 where serious challenges were posed by pandemic Covid-19, C&PR Division educated the stakeholders through social media by posting of creative's on Facebook & Twitter, banners, cartoons, and videos on YouTube about the steps taken by the Government in the area of Social security.

6.64. As a part of celebration of Azadi ka Amrit Mahotsav to commemorate the 75 years of India's Independence, EPFO has started a drive to encourage members to file e-nomination. It will give EPFO's members a

new level of independence for availing EPFO services. To spread the awareness among the stakeholders, creative's, youtube videos and GIF are being regularly posted on the social media by Communication & Public Relations (C&PR) Division of Head Office. To lead the cause EPFO ensured e-nomination of nearly all contractual staff working in its premises.

Social Media Platforms of EPFO were extensively used as an outreach tool. As on 31.12.2021, EPFO had 2,83,595 Facebook followers and 1,72,500 twitter followers.

6.65 New Initiatives Undertaken by EPFO from Jan, 2021 to December,2021

EPFO has under taken various initiatives out of which, major initiatives having a larger impact are as under:

i. Facility of Self-Generation of UAN:

The self-generation of UAN by any employees who has not been allocated UAN by the employer was provided on Unified Portal. This facility has been replicated through UMANGApp.

ii. Facility of Know Your UAN:

Several times the members failed to collect their UAN from employer and are not aware of it to avail the online facilities. There are also members who left before 01.01.2010 and their UAN was not generated. To facilitate such members, a facility to know their UAN and also generate UAN against the existing member has been provided.

iii. E-sign Facility in International Workers portal (IWU):

IS division is continuously striving to make the processes of EPFO paper-free. For easing the process for services related to international workers, E-sign facility has been integrated at the Employer portal and EPFO portal. This

facility helps to smooth en the process soapproving COC (Certificate of Coverage), COC-Extensionand COC-BP Cancellation.

iv. Atmanirbhar Bharat Rojgar Yojana (ABRY) functionality:

According to this scheme, GOI will pay both 12% employees' contribution and 12% employers' contribution i.e.24% of wages towards EPF in respect of new employees in establishments employing up to 1000 employees for two years. For it to work seamlessly, EPFO has developed the functionality of ABRY.

v. Principal Employers, Contract Workers:

EPFO has launched electronic facility for Principal Employers to view EPF compliances of their contractors. Those Principal Employer (PE) not registered with EPFO can register on Unified Portal to receive login/ password to add details of their contractors and contract employees.

vi. Auto Verification of Bank account through SBI:

For all the members who have bank account in State Bank Of India, Account number is verified by the bank itself and after verification account details are seeded to the member KYC without intervention of the Employer. This, functionality, improves the user experience by removing a manual step from the process of KYC.

vii. Web facility for Registering, processing, and Monitoring of complaints and optional Inspection by Regional Offices (ROs), Zonal Offices (Zos) and Head Office:

A functionality for registering,

processing, monitoring of complaints and inspection has been deployed in CAIU login. With this functionality each RO can upload the request for inspection which may be approved or rejected by ZO on examination. For approved inspection, Regional office can assign Enforcement officer and after inspection the report can be uploaded in the portal. The progress in each inspection can be monitored by Zonal Offices and CAIU, Head Office. This functionality will help in improving the transparency of inspection process.

viii. DSC/E-Sign Authorization letter upload facility in Employer login

Earlier the pensioner had option for commutation of pension in three modes as per Para 12 A of the Scheme. These options were available prior to 26th September 2008. A new functionality has been added in the Field office Application software to release benefit to the pensioners who had opted for ROC-III(One time Lump Sum) and are now eligible for the benefit.

ix. Functionality for release of ROC-III in Application Software

In an effort to make EPFO paperless, a facility has been made available in Unified portal to upload the DSC/E-sign authorization letter digitally. This will help organization in improving transparency and better monitoring of the DSC/E-sign approval applications.

x. Facility for Employers to declare closure :-

Facility for non-contributing Employers to declare closure through portal helps in early settlement and necessary action that needs to be taken by Field Office. It will also help in keeping employers data base updated.

Previously employers had to proceed manually for declaring closure.

PRADHAN MANTRI ROJGAR PROTSAHAN YOJNA (PMRPY)

6.66 The Pradhan Mantri Rojgar Protsahan Yojana (**PMRPY**) was launched on 9th August, 2016.

6.67 In order to incentivise creation and generation of new jobs in formal sector, the Scheme provided that Government of India will pay the Employee's Pension Scheme (EPS'95) contribution of 8.33% for all new employees enrolling under the Employees' provident Fund Scheme, 1952 (with EPFO) for the first three years of their employment. This was intended to incentivise the employers to recruit unemployed persons and also to formalize the employment. In order to channelize this intervention towards the target group of semi-skilled and unskilled workers, the Scheme was applicable to those with salary/ wages upto Rs15000/-per month and who had not worked in any establishment registered with EPFO prior to 01/04/2016 and did not have UAN prior to 01/04/2016. This Scheme had a dual benefit, where, on the one hand, the employer is incentivised for increasing the employment base of workers in the establishment, and on the other hand, these workers will have access to social security benefits of the organized sector. To check duplication errors and prevent unscrupulous members from availing the benefit, it was mandated that the UAN of beneficiaries will be seeded with Aadhaar.

6.68 In case of the textile (apparel) sector where the establishment particularly dealt with manufacturing of wearing apparel, the employers were also eligible to get 3.67% of employers' share of EPF contribution paid by the Government (in addition to paying the EPS' 95 contribution of 8.33%) under the Pradhan

Mantri Paridhan Rojgar Protsahan Yojana (**PMPRPY**).

6.69 With effect from 01/04/2018, the whole of employer's share of EPF & EPS contribution (10% or 12% as the case may be) is being provided to the employers for a period of three years in respect of the new employees and the existing employees for their remaining period of three years. Hence, the establishments and the employees therein which were getting twin benefits under both PMRPY & PMPRPY now are eligible for the full benefit of 12% (or 10%) under PMRPY since 01.04.2018. The terminal date for registration of beneficiary through establishment was 31st March, 2019.

6.70 The Scheme received good response from the employers. Though a little slow initially, but with the effective and large scale publicity by Head Office and the field offices of EPFO through conduct of Seminars and workshops with both the employers & Employers' Associations and employees & Union representatives, the response picked up fast and by the terminal date of registration, 185022 establishments had registered with 13791049 employees under the scheme. Out of this, 152900 establishments had been benefitted in respect of 12169960 employees amounting to Rs. 9255.32 Crore (as on 31st December 2021). The year wise details are given as under:

Financial Year	New unique beneficiaries	Employees benefitted	Subsidy disbursed (Rs. In Crore)
2016-17	33031	868	2.58
2017-18	3025084	39423	491.96
2018-19	8746888	144736	3870.88
2019-20	364957	135760	3393.60

2020-21	NIL	111568	1197.84
2021-22 (01.01.20 21 to 31.12.2021)	NIL	83477	282.44
Jan-March 2022 (projected)	NIL	32368	16.02

PMRPY

6.71 The Government has revised the Scheme guidelines dated 23.02.2017 vide their order dated 07.03.2019. This has produced the effect that for any establishment to avail upfront benefit under PMRPY for a particular wage month, it is now mandatory that the ECR is filed by 15th of the subsequent month.

Financial Year	Employees benefitted	Employers benefitted	Subsidy disbursed (Rs. In Crore)
2016-17	3900	19	0.18
2017-18	218304	689	18.75
2018-19	46840	781	5.04
2019-20	The PMRPY scheme has been merged with PMRPY subsequent to notification dated 01.04.2018		
2020-21			
2021-22			

PMRPY

6.72 On the initiative of the ACC (HQ) PMRPY and the help of Concurrent Audit Cell as well as IS Division, a scrutiny of the data of beneficiaries under PMRPY scheme was taken up and the same was validated with the legacy data of members exiting before 01.04.2016 on different parameters like, PAN, Aadhar, Name, Father's Name, Date of Birth and Gender of the beneficiaries. The outcome located a large number of duplicate cases who were suspected to be in-eligible beneficiaries under

the PMRPY scheme. Such accounts were blocked and further flow of benefited under the PMRPY scheme in respect of the suspected UANs was disallowed.

6.73 The lists of such cases were pushed into the logins of the respective establishments for verification and certification of their authenticity. A notice to the effect was also issued to all the related establishments by the respective RPFs with a request to either confirm their authenticity or block those cases permanently.

6.74 During the Financial Year 2019-20, the de-duplication exercise was completed involving verification of about 8.98 lakh UANs registered under PMRPY. Out of this, employers had availed benefit under PMRPY in lieu of a total of 7,62,013 ineligible member beneficiaries. Accordingly, a recovery module was prepared by the IS Division for recovering the principal amount along with interest and damages. The details of recovery effected from employers are as follows:-

Principal amount	266.67 crores (93.41 %)
Damages	30.57 crores
Interest	15.33 crores.
Total	312.57 crores

This exercise has led to massive savings for the Government of India, firstly by recovering the subsidy already disbursed in respect of ineligible beneficiaries, and secondly by preventing further subsidy disbursement into such accounts. We can safely assume that the total savings would be in excess of Rs 500cr.

6.75 ELIGIBILITY

- Any Establishment registered with EPFO and having LIN
- Any new employee
- Registered with EPFO on or after 01-April-2016

- Having UAN generated after 01-April-2016
- UAN seeded with Aadhaar
- Earning up to (and including) Rs.15,000/- per month.
- Benefit will continue against an employee on changing of job if other conditions satisfied
- Maximum 3 years benefit against an employee from the first date of joining in the scheme.

6.76 Assam Tea Employees Provident Fund Organisation (ATEPFO)

Social Security for Plantation workers in Assam is operated through the State Government of Assam. Following schemes are dealt by ATEPFO:-

- (i) Deposit Linked Insurance Scheme
- (ii) Family Pension cum Life Assurance Scheme

6.77 Deposit Linked Insurance Scheme

The Deposit Linked Insurance Scheme introduced in the year 1984. Deposit Linked Insurance Scheme provides Assurance benefit (payment linked to the average balance in the Provident Fund Account of an employee, payable to a person belonging to his family or otherwise entitled to it in the event of death of the employee, while being a member of the Fund) to all the employees in the Tea Plantation Assam.

Central Government pays contribution towards Deposit Linked insurance (DLI) Scheme under DLI Fund @ 0.25% (Contribution) and 0.05% (Administrative Charges) of the wages of the PF members.

The Board of Trustees, ATEPFO has enhanced the ceiling of assurance benefit payable from existing minimum Rs. 50,000 to Rs. 1,00,000 and maximum Rs. 1,00,000 to Rs. 2,00,000 with effect from April, 2020.

During the year (From January, 2021 to

December, 2021), ATEPFO has settled 1608 no. of DLI claims amounting to Rs. 14.93 crores.

Government of India had released a sum of Rs. 4.24 crore for the year 2020- 2021 under the Deposit Linked Insurance Scheme for the Plantation workers in Assam. Further, a sum of Rs. 6.185 crore has been released during the year 2021- 2022 (upto 31.12.2021) under the said scheme.

6.78 Family Pension cum Life Assurance Scheme

The Family Pension Scheme came into force with effect from 01-04-1972. Family Pension cum Life Assurance Scheme covers the cases of Pension/Family Pension to all the members of the Assam Tea Plantations Provident Fund Scheme on retirement, premature cessation and family pension to their families on death while in service.

The Central Government pays contribution towards Family Pension Scheme under Assam Tea Plantation Provident Fund and Pension Fund @ 1.16% of the wages of the PF members. The Central Government is also paying Administrative Cost towards the Scheme fully.

During the year (From January, 2021 to December, 2021), ATEPFO has settled 200131 no. of claims amounting to Rs. 30.42 crores.

Government of India had released a sum of Rs. 23.14 crore for the year 2020- 21 under the Family Pension cum Life Assurance Scheme for the Plantation workers in Assam. Further, a sum of Rs. 23.815 crore has been released during the year 2021-2022 (upto 31.12.2021) under the said scheme.

6.79 THE EMPLOYEE'S COMPENSATION ACT, 1923

The Employees' Compensation Act, 1923 enables the dependents of an employee to secure compensation at the cost of his

employer after the death of employee due to employment injury. It also provides for compensation in case of employment injury during the course of employment.

6.80 If an employee contracts an occupational disease while in employment, it is also treated under the Act as injury caused by accident.

6.81 Through the Employee's Compensation (Amendment) Act, 2017, Section 17A has been added. Now, "Every employer shall immediately at the time of employment of an employee, inform the employee of his rights to compensation under this Act, in writing as well as through electronic means, in English or Hindi or in the official language of the area of employment, as may be understood by the employee". Further, under Section 18A, penalty for contravention of Act has been increased from present Rs.5,000/- **to not less than** Rs.50,000/- which may extend to one lakh rupees. As per Section 30, the amount of dispute has been revised to go for an appeal from Rs. 300/- to Rs.10,000/- or such higher amount notified by the Central Government, so as to reduce litigation.

THE MATERNITY BENEFIT ACT, 1961

6.82 The Maternity Benefit Act, 1961 regulates the employment of women in factories, mines, the circus industry plantation units and shops or establishments employing 10 or more persons except the employees covered under the Employees State Insurance (ESI) Act, 1948 for certain period before and after birth and provides for maternity and other benefits. It extends to the whole of India. Following benefits are available under the Maternity Benefit Act 1961:-

- 26 Weeks of maternity leave out of which eight weeks before the expected date of delivery for upto 2 surviving children. For more than two children and for adopting/commissioning mothers, 12

weeks of paid maternity leave.

- One month maternity leave to a woman worker suffering from illness arising out of pregnancy, delivery, premature birth of child (miscarriage, medical termination of pregnancy or tubectomy operation).
- Two nursing breaks of 15 minutes until the child attains the age of 15 months.
- Medical Bonus of Rs.3500/- if no prenatal confinement and post-natal care is provided by the employer free of charge.
- Light works for 10 weeks.
- Immunity from dismissal during absence of pregnancy.
- No deduction of wages of woman entitled for maternity benefit.
- Facility of work from home'.
- Facility of crèche if 50 or more employees are working in the establishment with daily four visits.

THE PAYMENT OF GRATUITY ACT, 1972

6.83 Objective

The Payment of Gratuity (PG) Act, 1972 provides for a Scheme of compulsory payment of gratuity to employees engaged in factories, mines, oilfields, plantations, ports, railway companies, motor transport undertakings, shops or other establishments on the termination of his employment after he has rendered continuous service for not less than five years on his superannuation, or on his retirement or registration, or on his death or disablement due to accident or disease, provided that the completion of continuous service of five years shall not be necessary where the termination of the employment of any employees is due to death or disablement. Payment of Gratuity is an employer's liability under the extant provisions of the PG Act.

6.84 Coverage

- Every factory, mine, oil-field, plantation, port and railway company.
- Every shop or establishment within the meaning of any law for the time being in force in relation to shops and establishments in a State, in which ten or more persons are employed or were employed on any day of the preceding twelve months.
- Such other establishments or class of establishments in which ten or more employees are employed or were employed on any day of the preceding twelve months as the Central government may, by notification, specify in this behalf.
- A shop or establishment once covered shall continue to be covered notwithstanding that the number of persons employed therein at any time falls below ten.

6.85 Entitlement

Every employee, other than apprentice irrespective of his wages is entitled to receive gratuity after he has rendered continuous service for five years or more. Gratuity is payable at the time of termination of his service either (i) on superannuation or (ii) on retirement or registration or (iii) on death or disablement due to accident or disease. Termination of services includes retrenchment. However, the condition of five years' continuous service is not necessary if services are terminated due to death or disablement. In case of death of the employee, the gratuity payable to him is to be paid to his nominee, and if no nomination has been made, then to his heirs.

6.86 Calculation of Benefits

For every completed year of service or part thereof in excess of six months, the employer pays gratuity to an employee at the rate of fifteen days' wages based on the rate of wages

last drawn. As per section 4(3) of the Act, the amount of the gratuity payable to an employee shall not exceed such amount as may be notified by the Central Government from time to time. At present the ceiling under the Act is Rs.20,00,000/-.

6.87 Administration

The Act is enforced both by the Central and State Government. Section 3 authorizes the appropriate government to appoint any officer as a controlling authority for the administration of the Act. Mines, major ports, oilfields, railway companies and establishment owned or controlled by the Central Government and establishment having branches in more than one State are controlled by the Central Government. The remaining factories and establishments are looked after by the State Governments.

6.88 The Central/State Governments appoint the Controlling Authorities and Inspectors for different areas, to ensure that the provisions of the Act are complied with. The Central/State Governments also frame rules for administration of the Act. In Maharashtra, the labour courts in different localities are notified as Controlling Authorities for the administration of the Act.

6.89 In pursuance to a judgment of Hon'ble Supreme Court, the definition of 'employee' as per the section 2(e) of the Act, in order to cover the teachers in educational institutions under the Act, has been amended vide the Payment of Gratuity (Amendment) Act, 2009, notified on 31.12.2009, with effect retrospectively i.e. from 3rd April, 1997.

6.90 Consequent upon the Payment of Gratuity (Amendment) Act, 2018, notified on 29.03.2018, Ministry of Labour and Employment has enhanced the ceiling on amount of gratuity from Rs.10 lakh to Rs. 20 lakh under the Act, vide Notification No. S.O.1420(E) dated 29.03.2018, with effect from 29.03.2018.

Chapter-7

LABOUR WELFARE

Labour Welfare (Health) Scheme

7.1 Labour Welfare Organisation under the Ministry of Labour & Employment administers Welfare Funds for the Welfare of (i) Beedi, (ii) Cine, Iron Ore / Manganese Ore / Chrome Ore, (iv) Limestone and Dolomite Mine Workers which were set up under various Acts of Parliament. The concept of Labour Welfare Fund was evolved in order to extend a measure of social assistance to workers in the unorganized sector. Towards this end, separate legislations were enacted by Parliament to set up five Welfare Funds to be administered by Ministry of Labour & Employment to provide medical care to workers employed in beedi industry, certain non-coal mines, and cine workers.

7.2 The scheme of Welfare Funds is outside the framework of specific employer and employee relationship in as much as the resources are raised by the Government on a non-contributory basis and delivery of welfare services affected without linkage to individual worker's contribution. Welfare funds, which follow a sectoral approach, are in addition to a large number of various other poverty

alleviation and employment generation programmes, which follow a regional approach and for which most of these workers are eligible.

7.3 The basic objective of this scheme is to provide Health to more than 50 lakh poor and illiterate Beedi/ Cine/ Iron, Manganese, Chrome/ Limestone & Dolomite/ Mica Mine workers and their family members. These workers belong to unorganized and economically weaker sections of the society. These workers have very low literacy rate, poor health standards and low per capita income. The Scheme becomes a medium to enhance the living standards of this section of workers.

7.4 Health care facilities are being provided to Beedi, Cine and Non Coal Mine workers and to their families through **10** Hospitals and **285** Dispensaries located across the country.

7.5 Conducting welfare activities for Beedi / LSDM / MICA / IOMC / Cine workers and their dependents in the field of Health, Education and Housing.

7.6 Health care facilities have been provided to approx. 50 Lakh Beedi / LSDM / MICA / IOMC / Cine workers and their families.

S.No	HEALTH SCHEME	Salient Features				
1.	Health care facilities are being provided to Beedi, Cine and Non Coal Mine workers and to their families through 10 Hospitals and 286 Dispensaries located across the country.	<p>Reimbursement of expenditure for specialized treatment taken under Government recognized Hospitals in case of critical disease.</p> <table border="1"> <tr> <td>Cancer</td> <td>Reimbursement of actual expenses on treatment, medicines and diet charges incurred by workers, or their dependents.</td> </tr> <tr> <td>Tuberculosis</td> <td>Reservation of beds in T.B. Hospitals and domiciliary treatment for workers. Subsistence allowance of Rs.</td> </tr> </table>	Cancer	Reimbursement of actual expenses on treatment, medicines and diet charges incurred by workers, or their dependents.	Tuberculosis	Reservation of beds in T.B. Hospitals and domiciliary treatment for workers. Subsistence allowance of Rs.
Cancer	Reimbursement of actual expenses on treatment, medicines and diet charges incurred by workers, or their dependents.					
Tuberculosis	Reservation of beds in T.B. Hospitals and domiciliary treatment for workers. Subsistence allowance of Rs.					

			750/- to Rs. 1000/- p.m is granted as per the advice of the treating physician.
		Heart Diseases	Reimbursement of expenditure up to Rs. 1,30,000/- to workers.
		Kidney Transplantation	Reimbursement of expenditure up to Rs. 2,00,000/- to workers.
		Hernia, Appendectomy, Ulcer Gynaecological diseases and Prostrate diseases	Reimbursement of expenditure up to Rs. 30,000/- to workers and their dependents.

7.7 State/UT wise details of registered Beedi Workers

Sl.No.	Name of Region	Name of State/UT	Total
1.	Ahmedabad	Gujarat	39011
2.	Ajmer	Rajasthan	38791
3.	Allahabad	Uttar Pradesh	412757
4.	Bangalore	Karnataka	295501
5.	Bhubaneswar	Odisha	208212
6.	Hyderabad	Andhra Pradesh/ Telangana	458040
7.	Jabalpur	Madhya Pradesh	440556
8.	Kolkata	West Bengal	1829203
9.	Guwahati	Assam	24398
10.	Kannur	Kerala	40276
11.	Nagpur	Maharashtra	155089
12.	Patna	Bihar	296972
13.	Raipur	Chhattisgarh	3893
14.	Tirunelveli	Tamil Nadu	603076
15.	Ranchi	Jharkhand	136519
	Total		49,82,294

7.8 The Labour Welfare Organization is headed by a Director General (Labour Welfare). He is assisted by seventeen (17) Regional Welfare Commissioners for the

purpose of administration of these Funds in the States. The jurisdiction of each Welfare Commissioner has been shown in the Table below:

WELFARE COMMISSIONERES AND THEIR JURISDICTION		
S.NO.	Name of the Region	States Covered
01	Allahabad	Uttar Pradesh
02	Ahmadabad	Gujarat, Diu
03	Ajmer	Rajasthan
04	Bangalore	Karnataka
05	Bhubaneswar	Orissa
06	Hyderabad	Andhra Pradesh, Telangana
07	Jabalpur	Madhya Pradesh
08	Nagpur	Maharashtra , Goa, Dadar Nagar Haveli & Daman
09	Ranchi	Jharkhand
10	Patna	Bihar
11	Raipur	Chhattisgarh
12	Dehradun	Uttarakhand, Himachal Pradesh
13	Kolkata	West Bengal, Andaman & Nicobar, Sikkim
14	Guwahati	Assam, Meghalaya, Nagaland, Tripura, Arunachal Pradesh, Manipur, Mizoram
15	Tirunelveli	Tamil Nadu, Puducherry
16	Chandigarh	Punjab, Delhi, Chandigarh, Haryana, Jammu & Kashmir
17	Cannanore	Kerala, Lakshadweep

Skill Development Programme

7.9 Ministry of Labour & Employment in collaboration with NSDC and MoSDE have been providing Skill Development training to the Beedi Workers and their dependants to engage them in alternative jobs in all 17 Labour Welfare Regions. Total of 7262 beneficiaries have availed the Skill Development Training till December 2021 out of which 2746 beneficiaries have been provided placement in alternate jobs. Further, a joint committee of the officials of MoLE, MSDE and NSDC has also formulated the 'Healthy Option' special project for promotion of alternative occupations

through skill development of Beedi Workers and their dependents under Pradhan Mantri Kaushal Vikas Yojana (PMKVY) (2016-2020). 'Healthy Option' special project has been forwarded to all the Welfare Commissioners to provide inputs for incorporation in the project.

Salient features of programme:

7.10 The salient features of the programme include the following:

- Payment of Stipend to the registered Beedi worker to compensate him for loss of wages suffered while the worker attended the training.

- Travel expenses of the trainee, whether the worker or his dependent to cover the cost of travel from his place of residence to the **Vocational Training Providers (VTP)** and back.
- Support for Lodging & boarding expenses in case the worker or his dependent is required to stay away from his residence for attending the training.
- Training to beedi rollers and their dependents to be provided in VTPs approved under the Skill Development Programme being implemented by the Central/ State Govt.
- Certification under the Skill Development Programme being implemented by the Central/ State Govt. having national validity for the skill certified thereunder.
- Placement and tracking of trainees to ensure that they sustain in the alternative employment after the training. Payment of final installment of stipend made conditional upon successful placement and tracking.
- All payments to be made direct to the trainees through online transactions i.e. Direct Benefit Transfer (DBT) to ensure financial inclusion of the beedi rollers.

7.11 Various Courses in which Skill Development Training has been imparted

- 1. Account Using Tally**
- 2. CNC Operator**
- 3. Hotel Management (Front Office Associate)**
- 4. Sewing Machine Operator**

- 5. Food & Beverages Service**
- 6. A/C & Fridge Mechanic**
- 7. Customer Care Executive**
- 8. Solar PV Installation**
- 9. Tailoring**
- 10. Solar Panel Installation**
- 11. Asstt. Electrician**
- 12. Asstt. Beauty Therapist**
- 13. Basic Computer Course**
- 14. General Duty Asstt.**
- 15. Field Technician**
- 16. Automobile Repairing**
- 17. Plumbing**
- 18. Beautician**
- 19. Mushroom Cultivation**
- 20. Banking & Accountancy**
- 21. Medical & Nursing Course**
- 22. Hand Embroidery**
- 23. Jam & Jelly Making**
- 24. Computer Hardware**
- 25. Pickle Making**
- 26. Stitching & Fashion Designing**
- 27. Soft Toys Making**
- 28. Agarbatti Making**
- 29. Bag Making**
- 30. LED Technician**
- 31. CCTV Technician**

7.12 DETAILS OF BENEFICIARIES AND EXPENDITURE UNDER HEALTH COMPONENT – CONSOLIDATED FOR ALL REGIONS

01.04.2021 to 31.12.2021		1.1.2022 to 31.3.2022 (Estimates)	
Expenditure	Beneficiary	Expenditure	Beneficiary
6.81(Crore)	900114	3.66 (Crore)	451060

Revised Integrated Housing Scheme, 2016

7.13 A revamped housing scheme (RIHS, 2016) has been introduced from December, 2016 with a subsidy of Rs.1, 50,000 per beneficiary household. RIHS, 2016 is applicable to the workers engaged in Beedi/Iron Ore Mines, Manganese Ore & Chrome Ore Mines (IOMC)/Limestone Ore Mines, Dolomite Ore Mines (LSDM) /Mica Mines and Cine Industries registered with the Labour Welfare Organization (LWO).

7.14 In the scheme, a subsidy of Rs.1,50,000/- is released in three instalments on 25:60:15 ratio (First as advance, second on reaching the lintel level and third after receipt of inspection report that the construction of houses has been completed in all respect).

Under this scheme subsidy is released through DBT.

Details during 2021-22 under the Revised Integrated Housing Scheme (RIHS) are as under:

01.04.2021 to 31.12.2021		1.1.2022 to 31.3.2022 (Estimates)	
Expenditure	Beneficiary	Expenditure	Beneficiary
10.40 (Crore)	3824	18.72 Crore	6247

7.15 Convergence of Housing Scheme

In meeting of Expenditure Finance Committee (EFC) under the Ministry of Finance for appraisal and continuation of the Labour Welfare Scheme held on 11.05.2018 under the Chairmanship of Secretary (Expenditure), it was decided that the Ministry of Labour & Employment will explore the possibilities to converge the RIHS with the Pradhan Mantri Awaas Yojna (PMAY) of the Ministry of Urban Development poverty (URBAN) and Pradhan Mantri Awaas Yojna (Rural) of the Ministry of Rural Development. It was suggested to frame a timeline and to draw a transition plan, when all new sanctions under RIHS will be stopped and housing subsidy will be drawn from PMAY and a transition plan may be drawn up when all new sanction under RIHS will be stopped and

housing subsidy will be drawn from PMAY. Accordingly all Welfare Commissioner were directed not to release subsidy towards 1st instalment under RIHS and send pending applications to the concerned Blocks /ULBs for sanction under PMAY.

Scholarship

7.16 Under Scholarship Scheme, an amount of Rs.250/- to Rs.15000/- per student per annum is provided to the works of Beedi//Cine/non Coal Mines workers. The applications are invited through National Scholarship Portal which is common portal for all Central Ministries' Scholarship. The payment is made through DBT mode. Details regarding Scholarship Scheme during 2020-21 is as under:-

01.04.2021 to 31.12.2021		1.1.2022 to 31.3.2022	
Expenditure	Beneficiary	Expenditure	Beneficiary
16.89(Crore)	1.10 lakh	30 Crore	2.00 lakh

Chapter-8

UNORGANISED WORKER

8.1 The term unorganised worker has been defined under the Code on Social Security, 2020, means a home-based worker, self-employed worker or a wage worker in the unorganised sector and includes a worker in the organised sector who is not covered by the Industrial Disputes Act, 1947 or Chapters III to VII of the Code i.e. Employees Provident Fund, Employees' State Insurance Corporation, Gratuity, Maternity Benefit, Employee's Compensation.

8.2 As per the Periodic Labour Force Survey (PLFS) carried out by the National Sample Survey Organisation of the Ministry of Statistics & Programme Implementation, in the year 2017-18, the total employment in both organized and unorganised sector in the country was around 47 crores. Out of this, around 9 crores are engaged in the organized sector and the balance of 38 crores are in the unorganized sector. The workers in the unorganized sector constitute more than 81 per cent of the total employment in the country. A large number of unorganized workers are home based and are engaged in occupations such as beedi rolling, agarbatti making, papad making, tailoring, and embroidery work. workers who are working or engaged as street vendors, mid-day meal workers, head loaders, brick kiln workers, cobblers, rag pickers, domestic workers, washermen, rickshaw pullers, landless labourers, own account workers, agricultural workers, construction workers, handloom workers, leather workers, audio-visual workers and similar other occupations.

8.3 The unorganised workers suffer from cycles of excessive seasonality of employment, lack of a formal employer-employee relationship, absence of adequate

social security protection and other welfare schemes such as sickness and unemployment allowances.

COMPREHENSIVE LEGISLATION FOR WORKERS IN THE UNORGANIZED SECTOR

8.4 The Unorganised Workers' Social Security Act 2008 has been subsumed in the Code on Social Security, 2020. The Code has come into force with effect from 29.09.2020. For the first time, provisions have been made to register all the unorganised workers on a National Portal. Accordingly, the e-shram portal was launched on 26.8.2021 for creating a National Database of Unorganized Workers, which is seeded with Aadhaar. It has details of name, occupation, address, educational qualification, skill types and family details etc. for optimum realization of their employability and extend the benefits of the social security schemes to them. It is the first-ever national database of unorganised workers including migrant workers, construction workers, gig and platform workers, etc. As on 31.12.2021, more than 17 crores workers have been registered on eSHRAM portal. It is expected that in coming months more workers of unorganised sectors will be registered under this portal. The key objective of the Portal is as under: -

1. Creation of a centralized database of all unorganized workers (UWs) including Construction Workers, Migrant Workers, Gig and Platform workers, Street Vendors, Domestic Workers, Agriculture Workers, etc., to be seeded with Aadhaar.
2. To improve the implementation efficiency of the social security services for the

unorganized workers.

3. Integration of Social Security Schemes meant for UWs being administered by MoLE and subsequently those run by other ministries as well.
4. Sharing of information in respect of registered unorganised workers with various stakeholders such as Ministries/ Departments/ Boards/ Agencies/ Organisations of the Central & State Governments through APIs for delivery of various social security and welfare schemes being administered by them.
5. Portability of the social security and welfare benefits to the migrant and construction workers.
6. Providing a comprehensive database to Central and State Governments for tackling any National Crises like COVID-19 in future.

8.5 Further, India is leading the world in providing the social security schemes on the subject of life and disability cover; health and maternity benefits; old age protection and any other benefit as may be determined by the Central Government to the Gig Workers and Platform workers. These floating workers shall also be registered on the same national portal, with the Aadhaar and aggregators of such workers shall also play very important role in the welfare of the Gig and Platform workers.

8.6 Learning with the experiences on migrant workers during the Covid pandemic, the State Government and the State Building Workers Welfare Board have been made responsible to register the Building and Other Construction Worker, working within their geographical areas and to provide them benefits of the social security schemes in the states. To facilitate the registration, renewal and updation of the building and other construction workers, provision for the Nodal Officer is being made in the Rule on code of Social Security 2020 to make them

accountable for registration, renewal and updation of particulars. Further, enabling provision for the portability of the benefits for the building and other construction workers, process of their registration, de-registration and manner of obtaining the benefits in the State, where they are working as building and other construction workers, are being made in the rules.

8.7 The Salient features of the Code on Social Security, 2020 pertaining to the Unorganised Sector Workers are as under:

- In the Social Security Code, under Section 109, provisions have been made for the Central Government, to formulate the schemes for the benefit of unorganised workers, on the life and disability cover; health and maternity benefits; old age protection and any other benefit as may be determined by the Central Government and similar provisions have been also made for the State Government to formulate schemes, on provident fund; employment injury benefit; housing; educational schemes for children; skill upgradation of workers; funeral assistance; and old age homes.
- In the Social Security Code under Section 109 (3), and (4), every scheme formulated under this provision shall be required to be notified by the Central Government. The notification shall cover the scope of the scheme, eligibility condition, authority to implement the scheme, beneficiary of the scheme, resources of the scheme, implementing agency, grievance redressal mechanism, etc.
- Similar provisions have also been made for the gig workers and platform workers under section 114 of the Code.

8.8 The Central Government in 2017, has converged Aam Admi Bima Yojana with Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and Pradhan Mantri Suraksha

Bima Yojana (PMSBY). Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY) and Pradhan Mantri Suraksha Bima Yojana (PMSBY) provide insurance cover to a set of unorganised workers. The benefits under the schemes are Rs. 2 lakhs on death due to any reason and permanent disability, Rs. 4 lakh on death due to accident and Rs. 1 lakh on partial disability. The annual premium for both the schemes is Rs 342/- (Rs 330 for PMJJBY+ Rs. 12 for PMSBY). PMJJBY and PMSBY is available for the age group of 18-50 years and 18-70 years respectively. As on 31.10.2021 the cumulative registration under PMJJBY and PMSBY are 11.67 crore and 26.85 crore respectively. As per the decision of the Government of India taken in Sept, 2019, the beneficiaries of the converged PMJJBY and PMSBY are to be transition from subsidy regime to full premium payment with effect from 1st April, 2020. These schemes are being implemented directly through banks and administered by Department of Financial Services, Ministry of Finance.

8.9 Pradhan Mantri Shram Yogi Maandhan (PM-SYM):

Pradhan Mantri Shram Yogi Maandhan (PM-SYM), a pension scheme for unorganised workers has been introduced by the Government of India to provide old age protection to the Unorganised Workers. The enrolment under the scheme started since 15th February, 2019 and was formally launched by the Hon'ble Prime Minister on the 5th March, 2019. As on 31.12.2021, over 45.90 Lakhs beneficiaries have been registered under the scheme.

8.10 The unorganised workers who are mostly engaged as home based workers, street vendors, mid-day meal workers, head loaders, brick kiln workers, cobblers, rag pickers, domestic workers, washer men, rickshaw pullers, landless labourers, own account workers, agricultural workers, construction workers, beedi workers,

handloom workers, leather workers, audio-visual workers and similar other occupations, may join the scheme. It is a voluntary and contributory pension scheme. It is available to all unorganised workers in the age group of 18 years to 40 years with monthly income not exceeding to Rs 15,000. Further he should not be a member of New Pension Scheme (NPS), Employees' State Insurance Corporation (ESIC) scheme or Employees' Provident Fund Organisation (EPFO) and he should not be an income tax payee. The monthly contributions of the beneficiaries range from Rs.55 to Rs.200 per month depending upon their entry age. The equal matching contribution is also being paid by the Central Government. Under the scheme, contribution amount for the first month is being paid in cash and subsequent month's contribution is auto debited through linked bank account.

8.11 Enrolment to Pradhan Mantri Shram Yogi Maandhan is done through the Common Service Centres (CSC), with its network of 4 lakh Centres across the country. In addition eligible persons can also self-enroll through visiting the portal www.maandhan.in. Life Insurance Corporation of India (LIC) is the Pension Fund Manager and shall be responsible for pension pay-out.

8.12 The features of the scheme is as given below :

1. Minimum Monthly Assured Pension of Rs 3000/- shall be provided after attaining the age of 60 years.
2. During the receipt of pension, if the subscriber dies, the spouse of the beneficiary shall be entitled to receive 50% of the pension as family pension.
3. If a beneficiary has given regular contribution and died due to any cause (before age of 60 years), his/her spouse will be entitled to join and continue the scheme subsequently by payment of regular contribution or exit the scheme as

per provisions of exit and withdrawal of the money with interest as applicable in the scheme.

8.13 National Pension Scheme for Traders, Shopkeeper and Self Employed Persons:

National Pension Scheme for Traders, Shopkeeper and Self-Employed Persons (Erstwhile name was Pradhan Mantri Karam Yogi) was launched on 12.09.2019 by the Hon'ble Prime Minister. The eligibility and other features of the scheme are similar to PM-SYM Scheme. It is also a voluntary and contributory pension scheme. In this scheme the annual turnover should not exceed Rs. 1.5 Crore and the subscribers should not be member of EPFO/ESIC/NPS/ PM-SYM and he should not be an income tax payee. As on 31.12.2021 more than 47 thousand beneficiaries have been registered under the prescribed scheme.

The Scheme is being implemented through LIC of India and Common Services Centres –SPV. Enrolment of the beneficiaries is done through the Common Service Centres (CSC), with its network of 4 lakh Centres across the country and also self-enroll through visiting the portal www.maandhan.in. Life Insurance Corporation of India (LIC) is the Pension Fund Manager and shall be responsible for pension pay-out.

8.14 The progress of these Schemes are being reviewed regularly in the Ministry for taking initiatives under Mission Mode and it is expected that in coming months the more workers of unorganised sector will be covered under both the schemes. The Exit module, Donate-a-Pension module etc are under active consideration of this Ministry and these modules are likely to be operationalized shortly. Further the possibility of integration of eSHRAM portal with www.maandhan.in is also being explored so that the eligible unorganised workers coming for eSHRAM registration could also be enrolled under PM-SYM Pension Scheme simultaneously.

THE BUILDING AND OTHER CONSTRUCTION WORKERS

8.15 The construction workers constitute one of the largest categories of workers in the unorganized sector. Based on the Sample Survey conducted by NSSO, MoSPI in 2011-12, about 5.02 crore workers are employed in construction activities. In order to safeguard the interest of the workers of this sector, Government has enacted the following legislations for the construction workers: -

The Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996.

The Building and Other Construction Workers' Welfare Cess, Act, 1996;

8.16 Further, the Building and Other Construction Workers' Welfare Cess Rules, 1998 and the Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Central Rules, 1998 have been notified on 26.03.1998 and 19.11.1998 respectively.

8.17 These legislations regulate the employment and conditions of service, safety and health measures for the construction workers through State Welfare Boards constituted at the State level. All State Governments and Union Territories have constituted State Welfare Boards. The Government of Tamil Nadu has been implementing its own Act. Welfare measures are financed by levy of cess on cost of construction work incurred by an employer (the Government has notified the cess @ 1%).

8.18 The funds so collected are used for providing social security and welfare benefits to the registered workers and their families. An amount of approx. Rs. 78521.24 Crore (cumulative) has been collected as Cess by the State Governments and Union Territories till date and an amount of approx. Rs. 35399.40 Crore (cumulative) has been spent on the Welfare Scheme for Building and Other

Construction workers by the State Governments and the Union Territories.

8.19 The Central Government has been issuing directions from time to time, under Section 60 of the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996, to all the State Governments and UT Administrations for proper implementation of the Act. To monitor the implementation of these directions, specifically with reference to utilization of Cess fund for Welfare Schemes enumerated under Section 22 of the Act, by the State Building and Other Construction Workers' Welfare Boards, a Committee under the Chairmanship of Secretary (Labour and Employment) has been constituted. The Monitoring Committee holds its meeting from time to time with the Principal Secretaries/ Secretaries of Labour departments of the State/ Uts.

8.20 Implementation of the Building and Other Construction Workers (RECS) Act, 1996 and the Building and Other Construction Workers' Welfare Cess Act, 1996 was under close scrutiny of the Hon'ble Court in Writ Petition (Civil) No. 318 of 2006 between M/s National Campaign Committee for Central Legislation on Construction Labour V/s Union of India and others. Pursuant to the judgment dated 19.03.2018 and Order dated 04.10.2018 of the Hon'ble Supreme Court in the matter, Model Scheme for Building and Other Construction Workers and Action Plan (for strengthening Implementation Machinery) were framed and circulated to all States/UTs for implementation. The model scheme is also available on the website of Ministry. Further, as per the directions of the Hon'ble Supreme Court a framework for social audit of implementation of BOCW Act was developed in consultation with the State Governments and other stake holders and has been circulated to all States/UTs for carrying out social audit as directed by the Hon'ble Supreme Court.

8.21 The Mission Mode Project (MMP) was prepared and forwarded to all the States / UTs Governments with the advice to implement the MMP immediately to register all the left out BOC workers who have not been registered with the State Building and Other Construction Workers Welfare Boards which will ensure that all the registered BOC workers get all the benefits of welfare schemes of the State Welfare Boards and social security schemes of the Central/State Governments like Health Insurance Scheme through PM-JAY (Ayushman Bharat), Life and Disability Cover through PM-Jivan Jyoti Beema Yojana, PM-Suraksha Beema Yojana and Life-long Pension after 60 years through PM-Shram Yogi Mandhan Yojana and subsistence allowance during unemployment, illness, epidemics, natural calamities by using cess fund for the welfare of BOC workers.

8.22 The matter of convergence of BOCW and Ayushman Bharat PM-JAY is under process to bring all BOC Workers under the fold of Ayushman Bharat PM-JAY and therefore Ministry of Labour & Employment, National Health Authority (NHA), State BOCW Welfare Boards and State Health Agencies (SHAs) have been pro-actively engaging in various deliberations to augment the implementation of the said convergence at the State level. In the Phase-I, States/ UTs of Bihar, Uttar Pradesh and Chandigarh have started implementing the scheme relating to extending the benefits of Ayushman Bharat – Pradhan Mantri Jan Arogya Yojana (AB PM-JAY) to Building and Other Construction Workers (BOCW) and their families registered with State BOCW Welfare Boards. Further, all other States/ UTs are advised to take it up in Phase-II.

8.23 An Order under Section 60 of BOCW Act, 1996 has been issued to the Chief Secretary/Administrators of all States/UTs; All Principal Secretary/Secretary/Commissioner of Labour; and, All Secretary, BOCW State Welfare Boards regarding use of Direct Benefit

Transfer (DBT) for cash assistance and restriction on distribution of benefits in-kind to the registered BOCW workers by the State Building and Other Construction Workers' Welfare Board. The said Order, inter-alia, directs the States/UTs that any monetary assistance under the welfare schemes are to be provided through Direct Benefit Transfer (DBT) only in the beneficiary's bank account; and, No benefit is to be provided in-kind except in extra-ordinary circumstances such as natural calamities, epidemics, fire, accidents caused due to occupational hazard or similar other crisis, and with prior approval of the State Government and intimation to DG Labour Welfare, Govt. of India.

8.24 The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and the Building and Other Construction Workers' Welfare Cess, Act, 1996 have been repealed and consequently subsumed in the Occupational Safety, Health and Working Conditions Code, 2020 (OSH Code, 2020) and the Code on Social Security, 2020 (SS Code, 2020) respectively, which have been notified on 29.09.2020.

8.25 In the current pandemic period, to mitigate the financial crisis of the Building and Other Construction Workers (BOCW) and protect them against the economic disruptions during Covid-19 pandemic and Country-wide lockdown, the Central Government has taken numerous measures to provide them financial assistance, food packages and other benefits. Advisory guidelines were issued under Section – 60 of the Building and Other Construction Workers Act, 1996 to all the States/UTs Building and Other Construction Workers Welfare Boards to frame a scheme for transfer of adequate funds in the bank account of construction workers through direct benefit transfer (DBT mode) from the cess funds collected by the States/UTs. In response, during the 1st surge of Covid-19, the State/UT BOCW Welfare Boards have

cumulatively disbursed more than Rs. 5618 Crores, through DBT, to the bank accounts of 1.83 Crores BOC Workers during lockdown and thereafter under Pradhan Mantri Garib Kalyan Yojana (PMGKY). Food relief packages have also been provided by the States/UTs to around 30 lakh workers from the cess fund. Further, during the 2nd surge of Covid-19, Rs. 1795 Crores have been disbursed through DBT, to the bank accounts of 1.23 Crores BOC Workers.

Migrant Workers & Inter-State Migrant Workers

8.26 In order to safeguard the interest of the Migrant workers, the Central Government has enacted the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979 to protect the interest of the migrant workers who migrate within India for Jobs/better employment opportunities. The Act provides for registration of certain establishments employing Inter State Migrant Workers, licensing of contractors etc. Workers employed with such establishment are to be provided payment of minimum wages, journey allowance, displacement allowance, residential accommodation, medical facilities and protective clothing etc.

8.27 The Inter-state Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 has now been subsumed in the Occupational Safety, Health and Working Conditions Code, 2020 and the Code has been notified on 29.09.2020 . The above mentioned code commonly known as OSH Code, provides for decent working conditions, minimum wages, grievances redressal mechanism, protection from abuse and exploitation, enhancement of skills and social security to all category of organised and unorganised workers including migrant workers. The Code is applicable to every establishment in which 10 or more inter-state migrant workers are employed or were employed on any day of the preceding twelve months.

8.28 However, the OSH Code will come into force on such date as notified by the Government. With the enforcement of the OSH Code Inter-State Migrant Workmen(Regulation of Employment and Conditions Services) Act, 1979 shall stand repealed. Provision relating to ISMW Workers have been included in section 59-65 of Chapter XI (Part-II).

8.29 In the OSH Code, 2020 inter-state migrant worker has been defined as a person who is employed in an establishment who:- (i) has been recruited directly by the employer or indirectly through contractor in one State for employment in such establishment situated in another State or (ii) has come on his own from one State and obtained employment in an establishment of another State or has subsequently changed the establishment within the destination State Under an agreement or other arrangement for such employment and draws wages not exceeding the amount of Rs.18000/- per month.

8.30 An inter-state migrant worker is entitled to all the social security and welfare measures like EPFO, ESIC, insurance, pension and other benefits which is available to the similarly placed workers in any establishment in the State.

8.31 In the OSH Code, 2020 (Section 59 to 65) the following provisions have been made:-

- (a) Contractor/ Employer of an establishment employing inter-state migrant worker has to ensure suitable conditions of work having regard to the fact that the migrant worker is required to work in a state other than his own State.
- (b) In case of fatal accident or serious bodily injury, employer/ contractor has to report to the specified authorities of both the States and also to the next of kin of the worker.
- (c) Migrant worker is eligible to avail all the benefits which is available to a regular worker of that establishment including

benefits of ESIC, EPFO and other benefits.

- (d) He is eligible for journey allowance once in a year.
- (e) He is eligible for benefits of Public Distribution System (PDS) in his native State or the destination State where he is employed, under the initiative named One Nation One Ration Card.
- (f) He is eligible for the defined benefits from the cess fund if he is working as the Building & Other Construction (BOC) worker.
- (g) There is a provision of a toll free helpline number.
- (h) There is also a provision for study of inter-state migrant worker.
- (i) No suit or other proceeding in Court for recovery of debt of the past liability will lie against the migrant worker after completion of his employment.

8.32 The main responsibility for enforcement of the provision of the Act lies with the Central and the State Governments / Union Territories in the establishment falling in the Central and State Sphere respectively.

8.33 The problem of migration is sought to be checked through a multi dimensional course of action through rural development, provision of improved infrastructural facilities, equitable dispersal of resources to remove regional disparities, employment generation, land reforms, increased literacy, financial assistance etc. In order to generate better employment opportunities at State level, the Government have launched a number of schemes like Pradhan Mantri Gram Sadak Yojana (PMGSY), Pradhan Mantri Awas Yojna (IAY) etc. Further, the Government have also enacted the Mahatma Gandhi Rural Employment Guarantee Act, 2005 to provide 100 days guaranteed employment to rural households.

SL No	Name of the State	No. of Migrant workers who have returned to their home State *
1	Andhra Pradesh	32,571
2	Andaman and Nicobar	4,960
3	Arunachal Pradesh	2,871
4	Assam	4,26,441
5	Bihar	15,00,612
6	Chandigarh	39230
7	Chhattisgarh	526900
8	Dadra & Nagar Haveli and Daman & Diu	43,747
9	Delhi	2,047
10	Goa	85620
11	Gujarat	0
12	Haryana	1,289
13	Himachal Pradesh	18,652
14	Jammu & Kashmir	48,780
15	Jharkhand	5,30,047
16	Karnataka	1,34,438
17	Kerala	3,11,124
18	Ladakh	50
19	Lakshadweep	456
20	Madhya Pradesh	7,53,581
21	Maharashtra	1,82,990
22	Manipur	12,338
23	Meghalaya	4,266
24	Mizoram	8446
25	Nagaland	11,750
26	Odisha	853,777
27	Puducherry	1,694
28	Punjab	5,15,642
29	Rajasthan	13,08,130
30	Sikkim	33,015
31	Tamil Nadu	72,145
32	Telangana	37,050
33	Tripura	34,247
34	Uttar Pradesh	32,49,638
35	Uttarakhand	1,97,128
36	West Bengal	13,84,693
	Total	1,14,30,968

* As per the data received from the States/UTs.

8.34 As per the data received from the States/UTs during the 1st wave of Covid – 19 the number of inter-state migrant workers who returned to their home State is 1,14,30,968. The State/UT-wise data is given below:-

8.35 The lockdown of 2021 have been local in nature, scattered and selective and in which most of the economic activities were allowed to continue and, therefore, the situation was very much normal through the country. During the 2nd wave of Covid – 19 only 5,17,332 inter-state migrant workers returned to their home States as per the data received from States/UTs. Most of them actually returned for crop cutting, marriage, vacation which may be termed as routine movement every year and certainly not an exodus.

8.36 On 26th August 2021, the Ministry has launched e-SHRAM portal for the registration of all unorganised workers wherein the migrant workers are also included. The portal will work as a useful platform for delivery of existing and future social security schemes such as PM-SBY, PM-JJBY, PM-SYM etc.

Measures taken by the Government to protect livelihood during Covid-19 Pandemic

8.37 Measures taken by the Ministry of Labour and Employment:

- a). Aatmanirbhar Bharat Rozgar Yojna (ABRY) Scheme has been launched with effect from 1st October, 2020 to incentivize employers for creation of new employment along with social security benefits and restoration of loss of employment during COVID-19 pandemic.
- b). Under Pradhan Mantri Garib Kalyan Yojana (PMGKY), Govt. contributed both 12% employers' share and 12% employees' share under Employees Provident Fund (EPF) for the wage month from March to August, 2020 for establishments having up to 100

employees with 90% of such employees earning less than Rs. 15000.

- c). Statutory PF contribution of both employer and employee was reduced to 10% each from existing 12% each for all establishments covered by EPFO for three months.
- d). Employees' Provident Fund Regulations was amended to include Pandemic as the reason to allow non-refundable advance of 75 percent of the amount or three months of the wages, whichever is lower, from their accounts.
- e). States/UTs were advised to frame a scheme under Building and other Construction workers (BOCW) Act, 1996 for transfer of funds in the bank account of BOC workers. In response, during first wave of Covid- 19, Rs. 5618 crores were disbursed to 1.83 crore BOCW workers and during second wave, Rs. 1795 crores have been disbursed to 1.23 crore workers.
- f). Unemployment benefit under the Atal Beemit Vyakti Kalyan Yojana (ABVKY) being implemented by the Employees' State Insurance Corporation (ESIC) has been enhanced to 50% from 25% of the average earning, payable upto 90 days, along with relaxation of eligibility conditions for insured workers who have lost employment due to COVID-19 pandemic.
- g). To support the families of insured persons (IP) under the ESIC scheme, it has been decided that, all dependent family member of IP's who have been registered under the online portal of ESIC prior to their diagnosis of Covid-19 disease and subsequent death due to disease, will be entitled to dependent pension equivalent to 90% of average daily wage drawn by the worker subject to certain eligibility conditions.

- h). Under the EPFO's Employees' Deposit linked Insurance scheme, all surviving dependent family members are eligible to avail benefits of EDLUI in case of death in harness of the member and amount of maximum benefit has been increased from Rs.6 Lakh to Rs.7 Lakh to the family members of deceased employee.
- i). Under the Chief Labour Commissioner (Central)/ CLC(C), MoLE, Govt. of India - 20 Control Rooms were set up on pan India basis on 11.04.2021 to resolve the grievances of workers, mainly wage related and migrant labour issues.

8.38 Measures taken by the other ministries:

- a) Under MGNREGA, wage has been increased to Rs. 202 a day from Rs. 182 w.e.f. 01.04.2020 to benefit nearly 13.62 crore families.
- b) Government under Pradhan Mantri Garib Kalyan Rojgar Abhiyan (PMGKRA), has taken various initiatives to boost rural infrastructure and rural economy to provide local employment opportunities particularly to the migrant returnees. PMGKRA covered 116 districts of 6 States in a mission mode campaign of 125 days.
- c) PM-SVANidhi Scheme has been launched to facilitate collateral free working capital loan upto Rs.10,000/- for one-year tenure to street vendors, to help them resume their businesses, which were adversely affected due to Covid-19 pandemic.
- d) Insurance scheme for health workers fighting COVID-19 in Government Hospitals and Health Care Centres was launched w.e.f. 30.03.2020 to provide comprehensive personal accident cover of Rs. 50 lakh to around 22.12 lakh public healthcare providers.
- e) PM Garib Kalyan Ann Yojana- Additional allocation of food grain @ 5 kg per person per month free of cost was provided to all beneficiaries covered under the targeted public distribution system. The scheme has been extended for the period April 2021 to November 2021.
- f) The first instalment of Rs 2,000 due in 2020-21 was front-loaded and paid in April 2020 itself under the PM KISAN Yojana, covering about 8.7 crore farmers.
- g) A total of 20.40 crores (approx.) women account-holders under Pradhan Mantri Jan Dhan Yojana (PMJDY) were given ex-gratia of Rs 500 per month for three months.
- h) An amount of Rs.1000/- to around 3 crore aged widows and people in Divyang category was provided.
- i) Self-Help groups: Limit of collateral free lending was increased from Rs 10 to Rs 20 lakhs for women organized through 63 lakhs Self Help Groups (SHGs), who support 6.85 crore households.

Chapter-9

BONDED LABOUR

9.1 The Bonded Labour System stands abolished throughout the country with effect from 25.10.1975 with the enactment of Bonded Labour System (Abolition) Act, 1976. It freed unilaterally all the bonded labourers from bondage with simultaneous liquidation of their debts. It made the practice of bondage a cognizable offence punishable by law.

9.2 The Act is being implemented by the State Governments concerned. Salient features of the Act are given below:

- On commencement of this Act, the bonded labour system stood abolished and every bonded labourer stood freed and discharged free from any obligation to render bonded labour.
- Any custom, agreement or other instrument by virtue of which a person was required to render any service as bonded labour was rendered void.
- Liability to repay bonded debt was deemed to have been extinguished.
- Property of the bonded labourer was freed from mortgage etc.
- Freed bonded labourer was not to be evicted from homesteads or other residential premises which he was occupying as part of consideration for the bonded labour.
- District Magistrates have been entrusted with certain duties and responsibilities for implementing the provisions of this Act.
- Vigilance committees are required to be constituted at district and sub-divisional levels.
- Offences for contravention of provisions of the Act are punishable with imprisonment for a term, which may extend to three years

and also with fines, which may extend to two thousand rupees.

- Powers of Judicial Magistrates are required to be conferred on Executive Magistrates for trial of offences under this Act. Offences under this Act could be tried summarily.

Central Sector Scheme for Rehabilitation of Bonded Labourer, 2016

9.3 In order to assist the State Governments in their task of rehabilitation of released bonded labourers, the Ministry of Labour launched a Centrally Sponsored Scheme for rehabilitation of bonded labourers in May, 1978. Originally the Scheme provided for rehabilitation assistance up-to ceiling of Rs. 4000/- per freed bonded labour, which was shared by the Central Government and State Governments on (50:50) basis; in the case of the Seven North Eastern States, 100% central assistance if they expressed their inability to provide their share.

9.4 Subsequently in 2016, the scheme was revamped with effect from 17.05.2016 and is known as 'Central Sector Scheme for Rehabilitation of Bonded Labourer - 2016. The salient features of the Scheme are as under:

- Financial assistance for rehabilitation of a rescued bonded labourer has been increased from Rs. 20,000/- to one lakh per adult male beneficiary, Rs. 2 lakh for special category beneficiaries such as children including orphans or those rescued from organized & forced begging rings or other forms of forced child labour, and women and Rs. 3 lakh in cases of bonded or forced labour involving extreme cases of deprivation or marginalization such as trans-genders, or women or children rescued from ostensible sexual exploitation such as brothels, massage parlours, placement agencies etc., or trafficking, or in

cases of differently abled persons, or in situations where the District Magistrate deems fit.

- The State Governments are not required to pay any matching contribution for the purpose of cash rehabilitation assistance.
- The Scheme provides for financial assistance of Rs. 4.50 lakh per district to the States for conducting survey of bonded labourers once in every three years per sensitive district, Rs. 1.00 Lakh for Evaluatory studies (maximum of five Evaluatory Studies per year) and Rs. 10 Lakhs per State per annum for awareness generation. The Central Government will give 50% of the amount required for conducting Survey, Awareness Generation and Evaluatory Studies in advance.
- The release of rehabilitation assistance has been linked with conviction of the accused. However, immediate cash assistance up-to Rs. 20,000/- may be provided to the rescued bonded labour by the District Administration irrespective of the status of conviction proceedings. Further, in cases where the trial has not been concluded, but the District Administration has arrived at a prima facie finding and proof of bondage, then the proposal for cash assistance shall not be stopped for want of details of conviction. However, final disbursement of cash assistance and non-cash assistance shall be made upon proof of bondage and other legal consequences as per judicial process.
- The Scheme provides for creation of a Bonded Labour Rehabilitation Fund at District level by each State with a permanent corpus of at least Rs. 10 lakh at the disposal of the District Magistrate for extending immediate help to the released bonded labourers.
- The above benefits are in addition to other land and housing elements provided by the States.

A total no. of 3,13,962 bonded labourers have

been released till date and Rs. 9921.70 Lakhs has been released/ reimbursed to the State/UT Governments under Scheme for rehabilitation of bonded labourers.

An amount of Rs. 1095.45 lakh has also been provided to State /UT Govt towards conducting Survey, Awareness Generation and Evaluatory Studies.

The above Central Sector Scheme for Rehabilitation of Bonded Labourer – 2016 is a continuing scheme and requires extension to achieve the objectives of complete eradication of Bonded Labour System from every part of the entire Country. For getting the Scheme extended beyond 31.03.2021, a Third Party Evaluation has been conducted by Institute for Human Development (IHD) @ Rs. 15.57 lakh. The main recommendations/findings of the evaluation study are as under:

- The Scheme should be continued and scaled up. The Scheme should continue till the bonded labour system is completely eradicated.
- Changes in the design of the scheme recommended. Payment of rehabilitation amount should be delinked from conviction.
- Working out modalities and SOPs for Inter-State migrants who are released from destination States and rehabilitated in their native States.
- Initiate dialogue with RBI to provide guidelines to banks from expediting the account opening process.
- Awareness building of functionaries at the district level and below in low performing States.
- Uniformity in capturing data in different states that flows bottom up.

9.5 A number of workshops have been conducted in collaboration with the NHRC, State Governments, ILO and other stakeholders to sensitise the State Government officials, Vigilance Committees etc. regarding the legal provisions of the revamped Central Scheme to monitor and evaluate the progress of the Scheme.

Chapter-10

CONTRACT LABOUR

10.1 Contract labour generally refers to workers engaged by a contractor for user enterprises. It is a significant and growing form of employment. These workers are millions in number and are engaged primarily in agricultural operations, plantation, construction industry, ports and docks, oil fields, factories, railways, shipping, airlines, road transport etc.

10.2 The Contract Labour (Regulation and Abolition) Act, 1970 was enacted to protect and safeguard the interests of these workers. It applies to every establishment /contractor in which 20 or more workmen are employed. It also applies to establishments of the Government and local authorities.

10.3 The Central Government has jurisdiction over establishments like railways, banks, mines etc. and the State Governments have jurisdiction over the units located in that State.

10.4 The Central Government and State Governments, in their capacity as “appropriate” Governments, are required to set up Central and State Advisory Contract Labour Boards to advise respective Governments on matters arising out of the administration of the Act as are referred to them. The Boards are authorized to constitute Committees as deemed appropriate.

10.5 The Central Advisory Contract Labour Board (CACLB) is a Statutory Body, tripartite in constitution and quasi-judicial in nature. The non-official members hold office for a term of three years. The present Central Advisory Contract Labour has been re-constituted on 29th May, 2019 and the term of the present CACLB is upto 28.05.2022. Till date, 99 meetings of the Central Advisory Contract Labour Board have been held.

10.6 Every establishment and contractor, to whom the Act applies, has to register

itself/obtain a license for execution of the contract work. The interests of contract workers are protected in terms of wages, hours of work, welfare, health and social security. The amenities to be provided to contract labour include canteen, rest rooms, first aid facilities and other basic necessities at the work place like drinking water etc. The responsibility to ensure payment of wages and other benefits is primarily that of the contractor, and, in case of default, that of the principal employer.

10.7 In the Central sphere, the Central Industrial Relations Machinery (CIRM) headed by Chief Labour Commissioner (Central) and his officers have been entrusted with the responsibility of enforcing the provisions of the Act and the rules made there under.

10.8 The Contract Labour (Regulation and Abolition) Act, 1970 has been subsumed in the OSH Code, 2020 and the Code has been notified on 29.09.2020 (Section 45 to Section 58) however, it will come into force from the date of notification by the Central Government. In the OSH Code the threshold of the number of contract labours in any establishment has been enhanced from 20 to 50 workers for the purpose of applicability of the Code in respect of contract labour. In the OSH Code core activity of an establishment has been defined as any activity for which the establishment is set up and includes any activity which is essential or necessary to such activity. The following activity shall not be considered as essential or necessary activity, if the establishment is not set up for such activity, namely:-

- (i) sanitation works, including sweeping, cleaning, dusting and collection and disposal of all kinds of waste;
- (ii) watch and ward services including

- security services;
- (iii) canteen and catering services;
- (iv) loading and unloading operations;
- (v) running of hospitals, educational and training Institutions, guest houses, clubs and the like where they are in the nature of support services of an establishment;
- (vi) courier services which are in nature of support services of an establishment;
- (vii) civil and other constructional works, including maintenance;
- (viii) gardening and maintenance of lawns and other like activities;
- (ix) housekeeping and laundry services, and other like activities, where these are in nature of support services of an establishment;
- (x) transport services including, ambulance services;
- (xi) any activity of intermittent nature even if that constitutes a core activity of an establishment.

10.9 To promote ease of doing business and remove multiplicity & duplicity in various forms/reports/returns, the Ministry of Labour & Employment notified the “Rationalisation of Forms and Reports under Certain Labour Laws Rules, 2017” in the official gazette of India on 28th March, 2017. In effect, the number of forms and reports prescribed under the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970), the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (30 of 1979) and the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (27 of 1996) have been reduced from 36 to 12.

10.10 In order to further simplify and reduce the number of forms prescribed under the above mentioned three Acts, the Ministry has also notified the Rationalisation of Forms and Reports under Certain Labour Laws (Amendment) Rules, 2017 vide G.S.R 1593(E) dated 29th December, 2017 reducing a total of

8 other Forms regarding registration of establishment and filing of unified annual return to 2. Now, the number of forms and reports/returns prescribed under the above three Acts have been reduced from 44 to 14.

10.11 Taking forward the Government's “Digital India” initiative and to ensure that various Government Services are made available to the citizens electronically, Ministry of Labour & Employment has further made available the following facilities:-

- i. Filing of unified annual return mandatory online on the Shram Suvidha Portal under the above three Acts vide notification(s) G.S.R. 1593 (E) to G.S.R. 1596 (E) notified in the Gazette of India on 29th December, 2017.
- ii. Publication of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Central (Amendment) Rules, 2018 in the Gazette of India vide notification number G.S.R. 828(E) dated 4th September, 2018 so as to make filing of application(s) for registration of establishments and granting of certificate of registration under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (27 of 1996) mandatorily online on the Shram Suvidha Portal.
- iii. Filing of applications and granting of certificate of registration/license under the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970) and the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (30 of 1979) have been made mandatorily online on the Shram Suvidha Portal vide Gazette of India notification(s) G.S.R. 1125(E) and G.S.R. 1126(E) dated 15th November, 2018.

10.12 The last meeting of Contract Labour Board was held on 16.11.2021 through video conferencing.

Chapter-11

WOMEN AND WORK

PROFILE OF WOMEN WORKERS

11.1 Women form an integral part of the Indian workforce. The total number of female workers in India is 149.8 million and female workers in rural and urban areas are 121.8 and 28.0 million respectively (source: census, 2011). Out of total 149.8 million female workers, 35.9 million females are working as cultivators and another 61.5 million are agricultural labourers. Of the remaining female workers, 8.5 million are in household Industry and 43.7 million are classified as other workers. As per Census 2011, the work participation rate for women is 25.51 per cent as compared to 25.63 per cent in 2001.

Periodic Labour Force Survey (PLFS)

11.2 As per the results of Periodic Labour Force Survey (PLFS) conducted by National Statistics Office, Ministry of Statistics and Programme Implementation during 2019-20, the Worker population Ratio (WPR) (in percent) for women in the age group 15 years & above according to usual status (principal status + subsidiary status) was 28.7% at all India level and it was 32.2% rural areas as compared to 21.3% in urban areas. The overall Labour Force Participation Rate (LFPR) for the women in the age group 15 & above according to usual status (principal status + subsidiary status) basis was 30% at all India level, and it was 33% in rural areas as compared to 23.3% in urban areas. The overall unemployment rate of women in the age group 15 years and above according to usual status (principal status + subsidiary status) was 4.2% at all India level, and it was 2.6% in rural areas as compared to 8.9% in urban areas.

EQUAL REMUNERATION ACT, 1976

11.3 The ILO Convention No.100 of 1951

relating to equal remuneration for men and women was ratified by the Government of India in the year 1958. To give effect to the Constitutional provisions and also to ensure the enforcement of ILO Convention No.100, the Equal Remuneration Act was enacted on 1976.

11.4 The Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination and also prevent discrimination against women employees while making recruitment for the same work or work of similar nature, or in any condition of service subsequent to recruitment such as promotions, training or transfer. The provisions of the Act have been extended to all categories of employment. The Act is implemented at two levels viz. Central level and State level. At the Central sphere, the enforcement of the act is entrusted to the Chief Labour Commissioner (Central) who heads the Central Industrial Relations Machinery (CIRM).

11.5 In cases where the State Government is “appropriate authorities”, the enforcement of the provisions of Equal Remuneration Act is done by the officials of State Labour Departments. The State Governments/Union Territories are being advised from time to time to ensure more rigorous enforcement of the Act so as to improve the condition of women workers. However, this Act has now been subsumed in the Code on Wages, 2019, which has been notified on 08.08.2019. The Code on Wages, 2019 will come into force on such date as notified by the Government.

MATERNITY BENEFIT ACT, 1961

11.6 The Government is sensitive to the need for family and social policies aimed at

reconciling work and family obligations. The Government has amended the Maternity Benefit Act 1961 in the year 2017 vide enactment of Maternity Benefit (Amendment) Act 2017 which inter-alia provides for increased paid maternity leave from 12 weeks to 26 weeks and provisions for facility of crèche in the establishments having 50 or more employees. Detailed provisions of the amended Maternity Benefit Act have been given in the box attached to this chapter.

11.7 The Act also provides where the nature of work assigned to a woman is such, for her to work from home after availing maternity leave for such period and conditions, mutually agreed by the employer and woman, where nature of. Vide an advisory dated 1st June, 2021, the Ministry requested the State Governments to advise the employers to allow work from home, wherever nature of work so allows, for nursing mothers at least for a period of one year from the date of birth of the child.

CHILD CARE CENTRES

11.8 Statutory provisions have been made in certain Labour laws for organizing child care centers for the benefit of women workers. These include Factories Act, 1948, the Beedi & Cigar Workers (Conditions of Employment) Act, 1966, the Mines Act, 1952, the Plantation Act, 1951 and the Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.

COMPLAINT COMMITTEE

11.9 A complaint Committee to deal with the complaints of sexual harassment of women employees at workplace of Ministry of Labour & Employment and its attached offices has been reconstituted.

Training of Women Workers

11.10 In tune with the Government of India's stress on empowering the women workers, special efforts were made by Dattopant Thengadi National Board for Workers

Education & Development (erstwhile Central Board of Workers Education) to have more participation of Women Workers in Board's various training programmes. During the year 2021-22 (upto October, 2021) 2,79,573 women participated in Board's various training Programmes. Of these 2,79,573 total women workers, 109729 were from SC category and 36443 from ST Category.

11.11 The Dattopant Thengadi National Board for Workers Education & Development (formerly CBWE) also conducts 2-days special training programmes for women workers in which only women participants of various categories in unorganized sector are enrolled. Till October, 2021, 242 such special programmes for women workers were conducted in which 18038 numbers of workers participated. The women are made aware about their rights and duties, and provisions under various Labour Legislations in respect of women and child, and various other welfare provisions of the Central and State Government related to women for upliftment of women and children i.e. on health, hygiene and total care etc.

11.12 The V.V.Giri National Labour Institute (VGNLI), which is the training and research institute of the Ministry of Labour & Employment, conducts various customized training programmes on labour and employment issues for women workers on regular basis. Twenty-one training programmes conducted exclusively on various issues related to gender, gender budgeting & mainstreaming and women empowerment in which 433 women participated. The name of few of these twenty-one training programmes is as follows:

1. Gender, Poverty and Employment – January 25-29, 2021
2. Gender and Development: with special focus on the Labour Policies for Women Workers January 27-29, 2021.
3. Gender, Decent Work and Social

- Protection – February 15-17, 2021.
4. Facilitating Gender Sensitive Environment: A Behavioral Approach for Police Personnel – February 22-26, 2021.
 5. Research Methods in Gender Issues in Labour – February 15-19, 2021.
 6. Enhancing Capacity in Preventing Sexual Harassment at Workplace – March 08-10, 2021
 7. Gender Issues in Labour – March 24-26, 2021.
 8. Strengthening Awareness on Labour Issues and Laws Pertaining to Women Workers for North Eastern States – March 08-10, 2021
 9. Laws Relating to Equality & Empowerment of Women – May 03-07, 2021
 10. Enhancing Capacity in Preventing Sexual Harassment at Workplace – September 27-30, 2021.
 11. Gender and Labour Issues April 12-16, 2021
 12. Gender Responsive Budgeting – June 28-July 02, 2021
 13. Gender, Poverty and Employment – July, 12-16, 2021
 14. Gender, Decent Work and Social Protection – July 19-23, 2021
 15. Developing Skill Development Strategies for Women Workers in the Informal Economy – August 23-27, 2021
 16. Emerging Perspectives on Gender, Labour Laws and International Labour Standards – September 27-October 01, 2021
 17. Training of Trainers Programme on Gender

and Social Security – October 04-08, 2021

18. Gender Issues in Labour : A Behavioral Approach – April 05-09, 2021
19. Gender, Work and Social Protection – June 7-10, 2021
20. Research Methods on Gender, Poverty and the Informal Economy – June 16-18, 2021
21. Research Methods on Gender, Poverty and the Informal Economy – October 18-12, 2021

ASSISTANCE TO WOMEN JOB SEEKERS

NCS Features for Women

11.13 In order to promote women empowerment, National Career Service (NCS) has various features for helping women connect with the right opportunities. A specific title “Jobs for Women” has been featured on NCS Portal Home page to help them easily search and apply to relevant jobs. Women candidates are encouraged to participate in the Job Fairs and Recruitment drives conducted by Model Career Centres. Also, a functionality has been provided on NCS wherein household users can reach out to Local Service Providers like plumbers, electricians, cooks, beauticians etc. in their locality.

11.14 The Employment Exchanges take special care to cater to the job needs of women registered with them. During the year 2017, total 85.1 thousand women, and during 2018 total 58.2 thousand women were placed through various employments exchanges.

11.15 The placement made by the employment exchanges is given at **Chapter-24 (table 24.2)** which is shown below:

Table 24.2

(In Thousands)

Year	Registration	Placement	Live Register Of Women	Total Live Register	% Of Live Register Of Women To Total Live Register
2009	1989.9	53.4	12404.7	38152.2	32.5
2010	2005.4	107.1	12924.1	38818.5	33.3
2011	2122.6	85.7	13694.8	40171.6	34.1
2012	3511.0	67.8	15645.8	44790.1	34.9
2013	2233.2	58.7	16549.1	46802.5	35.4
2014	2189.4	60.8	17078.3	48261.1	35.4
2015	2532.7	59.9	15540.0	43502.7	35.7
2016	2256.8	59.7	15731.4	43376.1	36.3
2017	635.5	49.8	15649.5	42809.1	36.6
2018	1437.0	58.2	15611.0	42122.3	37.1

Table 11.1

EMPLOYMENT OF WOMEN – PROTECTIVE LEGAL PROVISIONS

Name of the Enactment	Protective Provisions
1. The Beedi & Cigar Workers(Conditions of Employment) Act, 1966	<p>14. Creches:- In every industrial premise wherein more than thirty female employees are ordinarily employed, there shall be provided and maintained a suitable room or rooms for the use of children under the age of six years of such female employees.</p> <p>(2) Such rooms shall</p> <p>(a) provide adequate accommodation;</p> <p>(b) be adequately lighted and ventilated;</p> <p>(c) be maintained in a clean and sanitary condition;</p> <p>(d) be under the charge of women trained in the care of children and infants.</p> <p>(3) the State Government may make rules-</p> <p>(a) prescribing the location and the standard in respect of construction, accommodation, furniture and other equipment of rooms to be provided under this section.</p> <p>(b) requiring provision in any industrial premises to which this section applies, of additional facilities for the care of children belonging to female employees, including suitable provisions</p>

	<p>of facilities for washing and changing their clothes;</p> <p>(c) requiring the provision in any industrial premises for free milk or refreshment or both for such children;</p> <p>(d) Requiring that facilities shall be given in any industrial premises for the mothers of such children to feed them at necessary intervals.</p>
2. The Plantation Labour Act, 1951	<ul style="list-style-type: none"> ● Provision of crèches in every plantation wherein fifty or more women workers (including women workers employed by any contractor) are employed or where the number of children of women workers (including women workers employed by any contractor) is twenty or more. ● Definition of family has been made gender neutral so as to remove distinction between the family of male and female workers for availing dependent benefits. Family also includes dependent widow sister of a female worker as well as male worker. ● To cover all aspects of safety and occupational health of workers, specifically women and adolescents working in plantations, a new chapter pertaining to the use of handling, storing or transporting chemicals, insecticides and toxic substances used in the plantations has been added.
3. The Contract Labour (Regulation & Abolition) Act, 1970	<ul style="list-style-type: none"> ● Provision of separate rest rooms or alternative accommodations for women employees in every place wherein contract labour is required to halt at night. ● Provision of separate reserved portion of dining hall and service counter. ● Provision of separate washing places and latrines for women to secure privacy. ● Provision of crèches where twenty or more women are ordinarily employed as contract labour.
4. The Inter State Migrant Workmen (Regulation of Employment & Conditions of Service) Act, 1979	<p>Section 44</p> <p>Creche</p> <p>1. In every establishment where 20 or more workmen are ordinarily employed as migrant workmen and in which employment of migrant workmen is likely to continue for three months or more, the contractor shall provide and maintain two rooms of reasonable dimensions for the use of their children under the age of six years, within fifteen days of the coming into force of the rules, in case of existing establishment, and</p>

	<p>within fifteen days of the commencement of the employment of not less than twenty women as migrant workmen in new establishment.</p> <ol style="list-style-type: none"> 2. One of such rooms shall be used as playroom for the children and the other as bedroom for tile children. 3. If the contractor fails to provide the crèche within the time laid down, the same shall be provided by the Principal Employer within fifteen days of the expiry of the time allowed to the Contractor. 4. The contractor or the principal employer as the case may be, shall supply adequate number of toys and games in the play rooms and sufficient number of cots and beddings in the steeping, room. 5. The crèche shall be so constructed as to afford adequate protection against heat, damp, wind, rain and shall have smooth, hard and impervious floor surface. 6. The crèche shall be at a convenient distance from the establishment and shall have 7. Effective and suitable provisions shall be made in every room of the crèche for securing and maintaining adequate ventilation by circulation of fresh air and there shall also be provided and maintained sufficient and suitable natural or artificial lighting
<p>5. The Factories Act, 1948</p>	<ul style="list-style-type: none"> ● Provision of crèches in every factory wherein more than thirty women workers are ordinarily employed. ● Employment of women in factory is prohibited except between the hours of 6.00 A.M. to 7.00 P.M. However, in exceptional circumstances, employment of women is permitted upto 10.00 P.M. ● Employment of women is also prohibited/restricted in certain factories involving dangerous operations ● No women shall be allowed to clean, lubricate or adjust any part of prime mover while it is in motion ● No women shall be employed in any part of a factory for pressing cotton in which a cotton opener is at work
<p>6. The Mines Act, 1952</p>	<ul style="list-style-type: none"> ● Vide Gazette Notification No. SO 506(E) published on 29.01.2019 as extraordinary part-II, section-3, sub-section (ii), the restriction on the employment of women as per the provisions of Section 46 (1) of the

	<p>Mines Act, 1952, in any mine between the hours of 7.00 p.m and 6.00 am in the mine above ground including opencast workings and in any mine below ground between the hours of 6.00am and 7.00pm in technical, supervisory and managerial work where continuous presence may not be required, has been relaxed subject to the provision of adequate facilities and safeguards regarding their safety, security and health.</p> <ul style="list-style-type: none"> ● Regarding providing adequate facilities, DGMS have advised mine management to frame Standard Operating Procedure (SOP) for deployment of women during night hours.
7. The Maternity Benefit Act, 1961	<p>Following benefits are available under the Maternity Benefit Act 1961:-</p> <ul style="list-style-type: none"> ● 26 Weeks of maternity leave out of which eight weeks before the expected date of delivery for upto 2 surviving children. For more than two children and for adopting/commissioning mothers, 12 weeks of paid maternity leave. ● One month maternity leave to a woman worker suffering from illness arising out of pregnancy, delivery, premature birth of child (miscarriage, medical termination of pregnancy or tubectomy operation).
	<ul style="list-style-type: none"> ● Two nursing breaks of 15 minutes until the child attains the age of 15 months. ● Medical Bonus of Rs.3500/- if no prenatal confinement and post-natal care is provided by the employer free of charge. ● Light works for 10 weeks. ● Immunity from dismissal during absence of pregnancy. ● No deduction of wages of woman entitled to maternity benefit. ● Facility of work from home' ● Facility of crèche if 50 or more employees are working in the establishment with daily four visits.
8. The Equal Remuneration Act, 1976	<ul style="list-style-type: none"> ● Payment of equal remuneration to men and women workers for same or similar nature of work protected under the Act. ● No discrimination is permissible in recruitment and service conditions except where employment of women is prohibited or restricted by or under any law.

9. Employee's State Insurance Act 1948 read with The Employee's State Insurance (Central) Regulation, 1950	<p>The benefits available under ESI Scheme are as under:-</p> <ul style="list-style-type: none"> • Medical Benefit • Sickness and extended sickness benefit • Maternity benefit <ul style="list-style-type: none"> i) 26 weeks of paid leave for upto 2 children ii) 12 weeks for more than 2 children adopting and commissioning mothers. iii) 6 weeks for miscarriage. iv) Additional months leave for sickness arising out of pregnancy. v) Medical bonus of Rs.5000/- <ul style="list-style-type: none"> • Disablement benefits • Dependent benefits • Funeral benefits.
10. The Beedi Workers Welfare Fund Act, 1976	<ul style="list-style-type: none"> • Appointment of women member in the Advisory and Central Advisory Committee is mandatory under the Acts at Sl. No.10-13
11. The Iron Ore Mines, Manganese Ore Mines and Chrome Or Mines Labour Welfare Fund Act, 1976	
12. The Lime Stone and Dolomite Mines Labour Welfare Fund Act, 1972	
13. The Mica Mines Labour Welfare Fund Act, 1946	
14. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996	<p>Section 35 Creches</p> <ol style="list-style-type: none"> 1. In every place where in, more than fifty female building workers are ordinarily employed, there shall be provided and maintained a suitable room or rooms for the use of children under the age of six years of such female workers, 2. Such rooms shall- <ol style="list-style-type: none"> a. provide adequate accommodation; b. be adequately lighted and ventilated; c. be maintained in a clean and sanitary condition d. be under the charge of women trained in the care of children and infants
15. The Industrial Employment (Standing Orders) Act, 1946	<ul style="list-style-type: none"> • Provision regarding safeguards against sexual harassment of women workers at their work places.

Chapter-12

CHILDREN AND WORK

INTRODUCTION

12.1 Our Constitution provides for protection of children from involvement in economic activities and avocations unsuited to their age and this is provided for in the Fundamental Rights (Article-24). Directive Principles of State Policy in the Constitution also strongly reiterate this commitment.

Constitutional Provisions:

Article 21 A

Right to Education

The State shall provide free and compulsory education to all children of the age of 6 to 14 years in such manner as the State, by law, may determine.

Article 24

Prohibition of employment of children in factories, etc.

No child below the age of 14 years shall be employed in work in any factory or mine or engaged in any other hazardous employment.

Article 39

The State shall, in particular, direct its policy towards securing:-

The health and strength of workers, men and women, and the tender age of children are not abused and that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength.

12.2 Constitutional and legislative provisions providing protection to children against employment has been elaborated in the National Child Labour Policy announced in 1987. The policy addresses the complex issue

of child labour in a comprehensive, holistic and integrated manner. The action plan under this policy is multi-pronged and mainly consists of:

- (i) A legislative action plan;
- (ii) Focuses on general development programmes for the benefit of the families of children; and
- (iii) Project-based action plan in areas of high concentration of child labour.

Legal Protection of Children at Work

12.3 The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 as amended in 2016 inter-alia covers complete prohibition on employment or work of children below 14 years of age in all occupations and processes; linking the age of the prohibition of employment with the age for free and compulsory education under Right to Education Act, 2009; prohibition on employment of adolescents (14 to 18 years of age) in hazardous occupations or processes and making stricter punishment for the employers contravening the provisions of the Act.

12.4 The Child Labour (Prohibition & Regulation) Amendment Rules, 2017, inter-alia, cover provision for prevention, rescue and rehabilitation and convergence, definition of "help" in the family enterprises owned by the family of the child and regulation of child artists to ensure their safety and security. The Rules also provides for District Nodal Officer (DNO) and Task Force under the chairmanship of District Magistrate to ensure that the provisions of the Act are properly enforced.

12.5 The Act defines the jurisdiction of both Central and State Governments in

implementing the Act. The Central Government is the “appropriate Government” in relation to establishments under the control of the Central Government or a railway administration or a major port or a mine or oilfield. In all other cases, the State Government is the “appropriate Government”. The State Action Plan issued by the Ministry enumerates the actions arisen on the part of State Governments/UTs after enactment of the Amendment Act.

12.6 The Schedule of hazardous occupations and processes of the Act is divided in two parts namely 'Part A' covering a list of hazardous occupations and processes in which adolescents are prohibited to work and children are prohibited to help in family or family enterprises and 'Part B' covering an additional list of occupations and processes where children are prohibited to help in family or family enterprises (in addition to 'Part A'). The revised schedule of the Act is at **Annexure 12.1**.

12.7 After making suitable amendment in the Child Labour (Prohibition & Regulation) Act 1986 in 2016, India ratified ILO conventions No.138 (minimum age of entry to employment) and 182 (worst form of child labour) on 13.06.2017. By ratifying these two core conventions, India join majority of the countries who have adopted the legislation to prohibit and place severe restrictions on the employment and work of children.

12.8 The Standard Operating Procedure (SOP) framed by the Ministry works as a ready reckoner for trainers, practitioners and monitoring agencies to ensure complete prohibition of child labour and protection of adolescents from hazardous labour ultimately leading to Child Labour Free India. The online portal PENCIL (Platform for Effective Enforcement for No Child Labour) developed by the Ministry provide for a mechanism for both enforcement of the legislative provisions and effective implementation of the National Child Labour Project (NCLP). The Portal has components like Complaint Corner, Child

Tracking System, and NCLP Scheme implementation and monitoring. Now complaints of child labour can be registered electronically on the Portal to the concerned District Nodal Officers (DNOs) for taking prompt action.

Project Based action

12.9 Government started the National Child Labour Project (NCLP) Scheme in 1988 to rehabilitate working children in the child labour endemic districts of the country. The Scheme has so far been sanctioned in 324 districts of India. The list of districts in which Special Training Centers for child labour have been sanctioned under NCLP Scheme is at **Table 12.2**.

12.10 The NCLP scheme is a Central Sector scheme. Under the scheme, project societies are set up at the district level under the Chairpersonship of the Collector/District Magistrate for overseeing the implementation of the project. Under the NCLP Scheme, children in the age group of 9-14 years, withdrawn from work are put into Special Training Centres, where they are provided with bridge education, vocational training, mid-day meal, stipend, health-care facilities etc. and finally mainstreamed to the formal education system. Children in the age group of 5-8 years are directly linked to the formal education system through a close coordination with the Sarva Shiksha Abhiyan (SSA). Adolescent labour identified in the age group of 14 to 18 years working in hazardous occupations /processes are provided with vocational training opportunities through existing scheme of skill developments. In addition, efforts are also made to target the families of these children so as to cover them under various developmental and income/employment generating programmes of the Government to raise the economic standard of the family. Further, under the Scheme the Ministry funds awareness generation campaigns against the evils of child labour and enforcement of child labour laws through electronic and print media.

Since inception about 14 lakh working children have already been mainstreamed to regular education system under the NCLP Scheme.

12.11 The year-wise budget allocation and expenditure incurred under the scheme during last four years are as under:

(in crores)

Year	Budget Allocation (Final Grant)	Expenditure
2017-18	95.17	94.03
2018-19	89.99	89.99
2019-20	78	77.47
2020-21	49	41.20

Monitoring of the NCLP Scheme

12.12 A Central Monitoring Committee under the chairpersonship of Secretary, Ministry of Labour & Employment, exists for the overall supervision and monitoring of the National Child Labour Project. State Governments have also been advised to set up State Level Monitoring Committees similar to the Central Monitoring Committee.

12.13 To ensure involvement of State Government in implementation and monitoring of the NCLP Scheme and to make awareness generation activities to curb the menace of child labour it has been decided to form State Resource Centre (SRC) in every State / UT under the Chairmanship of State Labour Secretary. The PENCIL portal developed by the Ministry connect Central Governments, Districts and all Project Societies. The SRCs will coordinate and monitor the implementation of the NCLP Scheme in their respective State through PENCIL portal and also update its reports on the portal.

12.14 Ministry has developed functionalities on the portal for capturing online attendance through Pencil portal for the children enrolled in the STCs under the NCLP Scheme and for

speedy payment of stipend through DBT to children.

COVERGENCE OF GOVERNMENT PROGRAMMES

12.15 The Government is taking very focused and concerted efforts towards the convergence of the on-going developmental schemes of the Central Government, State Government and at the District level. Government of India initiatives to bestow certain rights and schemes for Employment Generation and Social Security are all part of the efforts to eliminate child labour. Under the revised NCLP guidelines, much emphasis has been given for its convergence with Samgra Siksha Abhiyan (SSA) and other schemes. School uniforms and text books to each child in the NCLP schools (STCs) is sought for under SSA whereas nutritious cooked mid-day meal is ensured through Mid-Day Meal (MDM) scheme of the Government. The provision of primary health care including health check-ups and maintenance of health cards is also provided through School Health Programme under NRHM.

As per the scheme guidelines of NCLP Scheme, NCLP Special Training Centre would be operational only in those districts where no Special Training Centre (s) under SSA is operational in that area. Further, the NCLP scheme guidelines also envisages the convergence with the annual survey of 'out of school' children under SSA.

12.16 The educational rehabilitation of the children also needs to be supplemented with economic rehabilitation of their families. The Government is adopting a sequential approach with focus on proper rehabilitation of not only the working children but their families also through revised NCLP scheme and convergence of various developmental schemes of the Government. Ministry of

Women and Child Development is to provide for food and shelter to the children withdrawn from work through their schemes of Shelter Homes, etc as part of the Integrated Child Protection Programme. Ministry of Rural Development is to provide employment opportunities to the parents of the children near their place of residence under MGNREGA. Ministry of Consumer Affairs, Food and Public Distribution is to provide subsidized food grains under the Food Security Act.

Provision of Child & Adolescent Labour Rehabilitation Fund:

12.17 In order to give the statutory back up for the rehabilitation Fund, the Government has made a provision in the Child Labour (Prohibition & Regulation) Amendment Act, 2016 for constitution of Child & Adolescent Labour Rehabilitation Fund at district level to ensure that child and adolescent is not only rescued but his future is secured by the amount collected in fund for his welfare and education. The amount of fine realized from the employer of the child or adolescent shall be credited in the rehabilitation Fund and an amount of fifteen thousand will also be credited by the appropriate Government for each of the child and adolescents rescued from the work.

Annexure 12.1

“PART A

Hazardous occupations and processes in which adolescents are prohibited to work and children are prohibited to help

1. Mines and Collieries (underground and underwater) and related work in,-
 - (i) stone quarries;
 - (ii) brick kilns;
 - (iii) preparatory and incidental processes thereof including extraction, grinding, cutting, splitting, polishing, collection, cobbling of stones or lime or slate or silica or mica or any other such element or mineral extracted from the earth; or
 - (iv) open pit mines
 2. Inflammable substances and explosives such as -
 - (i) production, storage or sale of fire crackers;
 - (ii) for manufacture, storage, sale, loading, unloading or transport of explosives as defined under the Explosives Act, 1884 (4 of 1884);
 - (iii) work relating to manufacturing, handling, grinding, glazing, cutting, polishing, welding, moulding, electroplating, or any other process involving inflammable substances;
 - (iv) waste management of inflammable substances, explosives and their by-products; or
 - (v) natural gas and other related products.
- Hazardous processes (serial numbers (3) to (31) below are as specified in the First Schedule of the Factories Act, 1948 (63 of 1948))**
3. Ferrous Metallurgical Industries
 - (i) Integrated Iron and Steel;
 - (ii) Ferro-alloys;
 - (iii) Special Steels.
 4. Non-ferrous Metallurgical Industries: Primary Metallurgical Industries, namely zinc, lead, copper, manganese and aluminum.
 5. Foundries (ferrous and non-ferrous):

- Castings and forgings including cleaning or smoothening or roughening by sand and shot blasting.
6. Coal (including coke) Industries:
 - (I) Coal, Lignite, Coke, similar other substance;
 - (ii) Fuel Cases (including Coal Gas, Producer Gas, Water Gas).
 7. Power Generating Industries.
 8. Pulp and paper (including paper products) Industries.
 9. Fertilizer Industries:
 - (I) Nitrogenous;
 - (ii) Phosphatic;
 - (iii) Mixed.
 10. Cement Industries: Portland Cement (including slag cement, puzzolona cement and their products).
 11. Petroleum Industries:
 - (i) Oil Refining;
 - (ii) Lubricating Oils and Greases.
 12. Petro-chemical Industries.
 13. Drugs and Pharmaceutical Industries: Narcotics, Drugs and Pharmaceuticals.
 14. Fermentation Industries (Distilleries and Breweries).
 15. Rubber (Synthetic Industries).
 16. Paints and Pigment Industries.
 17. Leather Tanning Industries.
 18. Electro-plating Industries.
 19. Chemical Industries:
 - (i) Coke Oven By-products and Coaltar Distillation products;
 - (ii) Industrial Gases (nitrogen, oxygen, acetylene, argon, carbon dioxide, hydrogen, Sulphur dioxide, nitrous oxide, halogenated hydrocarbon, ozone, similar other gas);
 - (iii) Industrial Carbon;
 - (iv) Alkalies and Acids;
 - (v) Chromates and dichromates;
 - (vi) Lead and its compounds;
 - (vii) Electro chemicals (metallic sodium, potassium and magnesium, chlorates, per chlorates and peroxides);
 - (viii) Electro thermal produces (artificial abrasive, calcium carbide);
 - (ix) Nitrogenous compounds (cyanides, cyanamides, and other nitrogenous compounds);
 - (x) Phosphorus and its compounds;
 - (xi) Halogens and Halogenated compounds (chlorine, flourine, bromine and iodine);
 - (xii) Explosives (including industrial explosives and detonators and fuses).
 20. Insecticides, Fungicides, Herbicides and other pesticides industries.
 21. Synthetic Resin and Plastics.
 22. Man-made Fiber (Cellulosic and non-cellulosic) industry.
 23. Manufacture and repair of electrical accumulators.
 24. Glass and Ceramics.
 25. Grinding or glazing of metals.
 26. Manufacture, handling and processing of asbestos and its products.
 27. Extraction of oils and fats from vegetable and animal sources.
 28. Manufacture, handling and use of benzene and substances containing benzene.

29. Manufacturing processes and operations involving carbon disulphide.
 30. Dyes and dyestuff including their intermediates.
 31. Highly flammable liquids and gases.
 32. Process involving handling and processing of hazardous and toxic chemicals as specified in Part-II of the Schedule I to the Manufacture, Storage and Import of Hazardous Chemical Rules, 1989.
 33. Work in slaughter houses and abattoirs including work with guillotines.
 34. Work involving exposure to radioactive substances including electronic waste and incidental processes therein.
 35. Ship breaking.
 36. Salt Mining or Salt Pan Work.
 37. Hazardous processes as specified in Schedule IX to the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Central Rules, 1998.
 38. Work in beedi-making or processing of tobacco including manufacturing, pasting and handling tobacco or any drugs or psychotropic substance or alcohol in any form in food processing and beverage industry and at bars, pubs, parties or other similar occasions that serve alcoholic substances.
2. cinder picking, clearing of an ash pit or building operation in the railway premises;
 3. work in a catering establishment at a railway station, involving the movement of a vendor or any other employee of the establishment from one platform to another or into or out of a moving train;
 4. work relating to the construction of a railway station or with any other work where such work is done in close proximity to or between the railway tracks;
 5. A port authority within the limits of any port;
 6. automobile workshops and garages;
 7. handloom and powerloom industry;
 8. plastic units and fiberglass workshops;
 9. domestic workers or servants;
 10. dhabas (roadside eateries), restaurants, hotels, motels, resorts;
 11. diving;
 12. circus;
 13. caring of Elephant;
 14. power driven bakery machine;
 15. shoe making.

Processes

1. Carpet-weaving including preparatory and incidental process thereof;
2. Cement manufacture, including bagging of cement;
3. Cloth printing, dyeing and weaving including processes, preparatory and incidental thereto;
4. Shellac manufacture;
5. Soap manufacture;
6. Wool-cleaning;

PART B

List of occupations and processes where children are prohibited to help in family or family enterprises (in addition to PART A)

Occupations

Any occupation concerned with -

1. transport of passengers, goods or mails by railways;

7. Building and construction industry including processing and polishing of granite stones; hauling and stacking materials; carpentry; masonry;
8. Manufacture of slate pencils (including packing);
9. Manufacture of products from agate;
10. Cashew and cashew nut descaling and processing;
11. Metal cleaning, photo engraving and soldering processes in electronic industries;
12. Aggarbatti manufacturing;
13. Automobile repairs and maintenance including processes incidental thereto namely, welding, lathe work, dent beating and painting;
14. Roof tiles units;
15. Cotton ginning and processing and production of hosiery goods;
16. Detergent manufacturing;
17. Fabrication workshops (ferrous and non-ferrous);
18. Gem cutting and polishing;
19. Handling of chromite and manganese ores;
20. Jute textile manufacture and coir making;
21. Lime kilns and manufacture of lime;
22. Lock making;
23. Manufacturing processes having exposure to lead such as primary and secondary smelting, welding and cutting of lead-painted metal constructions, welding of galvanized or zinc silicate, polyvinyl chloride, mixing (by hand) of crystal glass mass, sanding or scraping of lead paint, burning of lead in enamelling workshops, lead mining, plumbing, cable making, wire patenting, lead casting, type founding in printing shops. shot making and lead glass blowing;
24. Manufacture of cement pipes, cement products and other related work;
25. Manufacture of glass, glass ware including bangles, florescent tubes, bulbs and other similar glass products;
26. Manufacturing or handling of pesticides and insecticides;
27. Manufacturing or processing and handling of corrosive and toxic substances;
28. Manufacturing of burning coal and coal briquettes;
29. Manufacturing of sports goods involving exposure to synthetic materials, chemicals and leather;
30. Oil expelling and refinery;
31. Paper making;
32. Potteries and ceramic industry;
33. Polishing, moulding, cutting, welding and manufacturing of brass goods in all forms;
34. Processes in agriculture where tractors, threshing and harvesting machines are used and chaff cutting;
35. Saw mill – all processes;
36. Sericulture processing;
37. Skinning, dyeing and processes for manufacturing of leather and leather products;
38. Tyre making, repairing, re-treading and graphite beneficiation;
39. Utensils making, polishing and metal buffing;

40. Zari' making and processes involving the use of *zari* (all processes);
41. Graphite powdering and incidental processing;
42. Grinding or glazing of metals;
43. Diamond cutting and polishing;
44. Rag picking and scavenging;
45. Mechanized fishing;
46. Food processing;
47. Beverage industry;
48. Cultivating, sorting, drying and packaging in spice industry;
49. Timber handling and loading;
50. Mechanical lumbering;
51. Warehousing;
52. Massage parlours, gymnasiums, or other recreational centres, or in medical facilities;
53. Operations involving the following dangerous machines:-
- (a) hoists and lifts;
- (b) lifting machines, chains, ropes and lifting tackles;
- (c) revolving machinery;
- (d) power presses;
- (e) machine tools used in the metal trades;
54. Composing types for printing, printing by letter press, lithography, photogravure or other similar process or book-binding, as specified in sub-clause (iv) of clause (k) of section 2 of the Factories Act, 1948."

Table 12.2

CONSOLIDATED LIST OF DISTRICTS STATE / UTs - WISE UNDER THE NCLP SCHEME

Sl. No.	State / UTs	No. of sanctioned Districts	Name of District
1.	Andhra Pradesh	13	Anantapur, Chittoor, Kadapa, Guntur, Kurnool, Nellore, Prakasam, Srikakulam, Vizianagaram, Vishakhapatnam, West Godavari, East Godavari, and Krishna.
2.	Assam	5	Nagaon, Kamrup, Bongaigaon, Nalbari and Lakhimpur
3.	Bihar	24	Nalanda, Saharsa, Jamui, Katihar, Araria, Gaya, East Champaran, West Champaran, Madhepura, Patna, Supaul, Samastipur, Madhubani, Darbhanga, Muzaffarpur, Nawada, Khagaria, Sitamarhi, Kishanganj, Begusarai, Banka, Saran, Purnia and Bhagalpur
4.	Chhattisgarh	8	Durg, Bilaspur, Rajnandgaon, Surguja, Raigarh, Raipur, Dantewada and Korba

5.	Gujarat	9	Surat, Panchmahals, Kutch (Bhuj), Banaskantha, Dahod, Vadodara, Bhavnagar, Ahmedabad and Rajkot
6.	Haryana	3	Gurgaon, Faridabad and Panipat
7.	Jammu & Kashmir	3	Srinagar, Jammu and Udhampur
8.	Jharkhand	9	Garwha, Sahibganj, Dumka, Pakur, West Singhbhum (Chaibasa), Ranchi, Palamu, Gumla and Hazaribagh
9.	Karnataka	17	Bijapur, Raichur, Dharwad, Bangalore Rural, Bangalore Urban, Belgaum, Koppal, Devangere, Mysore, Bagalkot, Chitradurga, Gulbarga, Bellary, Kolar, Mandya, Havery and Tumkur
10.	Madhya Pradesh	22	Mandsaur, Gwalior, Ujjain, Barwani, Rewa, Dhar, East Nimar(Khandwa), Rajgarh, Chhindwara, Shivpuri, Sidhi, Guna, Shajapur, Ratlam, West Nimar(Khargon), Jhabua, Damoh, Sagar, Jabalpur, Satna, Indore and Katni.
11.	Maharashtra	18	Solapur, Thane, Sangli, Jalgaon, Nandurbar, Nanded, Nasik, Yavatmal, Dhule, Beed, Amravati, Jalna, Aurangabad, Gondia, Mumbai Suburban, Pune, Buldana and Parbhani.
12.	Nagaland	1	Dimapur
13.	Odisha	24	Angul, Balasore, Bargarh, Bolangir, Cuttack, Deogarh, Gajapati (Udayagiri), Ganjam, Jharsuguda, Kalahandi, Koraput, Malkangiri, Mayurbhanj, Nabarangpur, Nuapada, Rayagada, Sambalpur, Sonapur, Jajpur, Keonjhar, Dhenkenal, Khurda, Nayagarh and Sundergarh.
14.	Punjab	3	Jalandhar, Ludhiana and Amritsar
15.	Rajasthan	27	Jaipur, Udaipur, Tonk, Jodhpur, Ajmer, Alwar, Jalore, Churu, Nagaur, Chittaurgarh, Banswara, Dhaulpur, Sikar, Dungarpur, Bharatpur, Bikaner, Jhunjhunu, Bundi, Jhalawar, Pali, Bhilwara, Sri Ganganagar, Barmer, Dausa, Hanumangarh, Kota and Baran.

16.	Tamil Nadu	18	Chidambaranar/Toothikudi (Tuticorin), Coimbatore, Dharmapuri, Vellore, Salem, Tiruchirapalli, Tirunelveli, Krishnagiri, Chennai, Erode, Dindigul, Theni. Kanchipuram, Thiruvannamalai, Tiruvallur, Pudukkottai, Nammakkal and Virudhunagar.
17.	Telangana	31	Hyderabad, Karimnagar, Khammam, Nizamabad, Rangareddy, Warangal, Nalgonda, Medak, Mehbubnagar, Adilabad, Mancherial, Nirmal, Komuram Bheem Asifabad, Jagtiyal, Warrangal (Urban), Jayashankar Bhupalpally, Jangaon, Sangareddy, Siddipet, Wanaparthy, Nagarkurnool, Jogulambab Gajwal, Suryapet, Medchal Malkajgiri, Vikarabad, Mahabubabad, Pedapally, Rajanna Sircilla, B.Kothagudem, Y.Bhuvanagiri and Kamareddy.
18.	Uttar Pradesh	55	Varanasi, Mirzapur, Bhadohi (Sant Ravi Das Nagar), Bulandshahar, Saharanpur, Azamgarh, Bijnour, Gonda, Kheri, Bahraich, Balrampur, Hardoi, Barabanki, Sitapur, Faizabad, Badaun, Gorakhpur, Kushinagar, Kannauj, Shajahanpur, Rae Bareli, Unnao, Sultanpur, Fatehpur, Shravasti, Pratapgarh, Basti, Sonebhadra, Mau, Kaushambi, Banda, Ghaziabad, Jaunpur, Rampur, Bareilly, Lucknow, Meerut, Etawah, Agra, Ghazipur, Mathura, Etah, Moradabad, Allahabad, Kanpur Nagar, Aligarh, Ambedkar Nagar Baliala, Gautambudh Nagar, Hapur, Jhansi, Lalitpur, Mainpuri, Sambhal and Firozabad.
19.	Uttarakhand	13	Dehradun, Chamoli, Nainital, Champawat, Almora, Haridwar, Tehri Garhwal, Pauri Garhwal, Udham Singh Nagar, Pithoragarh, Rudraprayag, Bageshwar and Uttarkashi.
20.	West Bengal	20	Burdwan, North Dinajpur, Dakshin Dinajpur, North 24-Parganas, South 24-Parganas, Kolkata, Murshidabad, West Midnapore, Maldah, Bankura, Purulia, Birbhum, Nadia, Hoogli, Howrah, Jalpaiguri, Cooch Behar, East Midnapore, Darjeeling and Alipurduar.
21.	Delhi	1	NCT of Delhi
	Total	324	

Chapter-13

OCCUPATIONAL SAFETY & HEALTH

Directorate General Factory Advice Service & Labour Institutes (DGFASLI)

13.1 The Directorate General Factory Advice Service & Labour Institutes (DGFASLI), Mumbai is an attached office of the Ministry of Labour & Employment. It functions as a technical arm of the Ministry in regard to matters concerned with safety, health and welfare of workers in factories and ports. It assists the Central Government in formulation/ review of policies and legislations on occupational safety and health in factories and ports, maintains liaison with Factory Inspectorates of States and Union Territories in regard to the implementation and enforcement of provisions of the Factories Act, 1948; renders advice on technical matters, enforces the Dock Workers (Safety Health & Welfare) Act, 1986; undertakes research in industrial safety, occupational health, industrial hygiene etc.; and provides training, mainly, in the field of industrial safety and health including one year Diploma Course in Industrial Safety, three months Certificate Course in Industrial Health (Associate Fellow of Industrial Health-AFIH), 4-weeks Specialized Certificate Course in Safety and Health for Supervisory Personnel working in Hazardous Process Industries.

13.2 The DGFASLI organisation comprises of the headquarters; five Labour Institutes and 11 Inspectorates of Dock Safety in Major Ports. The Headquarters in Mumbai has three divisions/cells, namely, Factory Advice Service Division, Dock Safety Division and an Award Cell.

13.3 The Central Labour Institute in Mumbai started working from 1959 and was shifted to its present premises in February' 1966. Over the years, the Institute has grown and assumed the status of a major National Resource Centre

with the following divisions:

- **Industrial Safety**
- **Industrial Hygiene**
- **Industrial Medicine**
- **Work Environmental Engineering**
- **Staff Training and Productivity**
- **Major Accident Hazards Control**

13.4 The different divisions at the Institute undertake activities such as carrying out studies and surveys, organizing training programmes, seminars and workshops, rendering services, such as, technical advice, safety audits, testing and issuance of performance reports for personal protective equipment, delivering talks, etc.

13.5 The Regional Labour Institutes (RLIs) located in Chennai, Faridabad, Kanpur and Kolkata, are serving the respective regions of the country. Each of these institutes has the following divisions/ sections:

- **Industrial Safety**
- **Industrial Hygiene**
- **Industrial Medicine**

13.6 The Inspectorates of Dock Safety are established at 11 major ports of India viz. Kolkata, Mumbai, Chennai, Visakhapatnam, Paradip, Kandla, Mormugao, Tuticorin, Cochin, New Mangalore and Jawaharlal Nehru Port. The Inspectorate of Dock Safety at Ennore Port is in the process of being set up.

13.7 The manpower position of the organization as on 31.12.2021 is given in box as below:

Manpower position of DGFASLI

Name of the Department	Group A			Group B			Group C			Total		
	S	W	V	S	W	V	S	W	V	S	W	V
Head Quarters	15	08	07	24	15	09	19	09	10	58	32	26
CLI, Mumbai	22	16	06	06	04	02	85	52	33	113	72	41
RLI, Chennai	09	07	02	02	01	01	29	13	16	40	21	19
RLI, Faridabad	08	06	02	02	01	01	11	06	05	21	13	08
RLI, Kanpur	09	03	06	02	01	01	29	16	13	40	20	20
RLI, Kolkata	09	06	03	02	01	01	29	10	19	40	17	23
Inspectorates of Dock Safety	14	07	07	11	08	03	31	08	23	56	23	33
Total	86	53	33	49	31	18	233	114	119	368	198	170

Note S: Sanctioned Strength, W: Working, V: Vacant

A. ACTIVITIES OF THE ORGANISATION

I. Safety and Health in Factories

13.8 The Factories Act, 1948 is the principal legislation for regulating various aspects relating to safety, health and welfare of workers employed in factories. This Act is a Central Enactment, which aims at protecting workers employed in factories from industrial and occupational hazards. The State Governments and Union Territory Administration frame their Rules under the Act and enforce provisions of the Act and respective rules through their Factory Inspectorates/Directorates.

13.9 The Ministry of Labour and Employment is accountable to the Parliament for proper enforcement of the Act. Uniformity in the application of the provisions of the Act in various States and Union Territories is achieved by circulating the Model Rules prepared by DGFASLI, which are incorporated by them in their State Factories Rules with necessary modifications to suit local needs. In

the task of framing the Model Rules, the DGFASLI, on behalf of the Ministry of Labour and Employment, enlists the cooperation and involvement of the State Governments by convening annually a Conference of Chief Inspectors of Factories (CIF) of the states and UTs. The Conference discusses all matters relating to the administration of the Act as well as proposed amendments. Besides, the Conference also serves as a forum for discussion of the progress made in the techniques and methods of prevention of accidents and ill health in factories. The Model Rules are updated in consultation with the CIFs.

II. Inspectorate of Dock Safety

13.10 The Dock Workers (Safety, Health and Welfare) Act, 1986 was enacted on 14th April 1987. The Dock Workers (Safety, Health and Welfare) Rules, 1989 and Regulations, 1990 were framed under this Act. The Act and Regulations cover the safety, health & welfare aspects of dock worker engaged in loading,

unloading & transportation of cargo, including the work incidental to dock work. In addition, the Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989 framed under the Environment (Protection) Act, 1986 are also enforced by DGFASLI in the major ports of India through the Inspectorates of Dock Safety.

13.11 Administration of the Act and the Regulations in major ports is carried out by the Ministry of Labour & Employment, through DGFASLI, Mumbai. The Director General is the Chief Inspector of Dock Safety appointed under the Act. The Chief Inspector of Dock Safety is also an authority for enforcement of the Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989 framed under the Environment (Protection) Act, 1986 in the major ports.

13.12 The above statutes are enforced by the Inspectors posted at Inspectorate of Dock Safety at all the major ports viz. Mumbai, Kolkata, Chennai, Kandla, Mormugao, New Mangalore, Cochin, Tuticorin, Visakhapatnam, Paradip and Jawaharlal Nehru Port except Ennore where the Inspectorate is being set up. Presently, the enforcement in this Port is carried out by the Inspectors posted in Inspectorate Dock Safety, Chennai.

13.13 The main function of the Inspectorates is to ensure the compliance with the provisions under the statutes. The statutory responsibilities of Inspector include inspection of ships, tankers, loose-gears, container-handling equipment, docks, container-yard and terminal, hazardous installations and isolated storages, tanks; carrying out the investigation of accidents (fatal and serious) and dangerous occurrences; prosecution of employers, attending to complaints, providing advisory services and conducting safety promotional activities like training programmes, workshops, celebration of safety week etc. The Inspectorate also prosecutes the agency

responsible for violation of any provision of the Act and Regulations framed there under.

13.14 The details of the enforcement activities (various inspections, investigations, prosecutions, promotional activities, etc.) carried out by the Dock Safety Inspectorates at all major ports for the administration and enforcement of the Dock Safety statutes is given in **Annexure-I**.

III. TRAINING PROGRAMMES

➤ Professional Programmes

The following programmes are conducted by DGFASLI through its Central/Regional Labour Institutes for the awareness and effective compliance measures to ensure safety and health at workplace:

- Advance Diploma in Industrial Safety (ADIS), one-year diploma courses are held at CLI Mumbai, RLI Chennai, RLI Kanpur, RLI Kolkata, and RLI Faridabad, wherein candidates from various private and government organisations participate to become qualified Safety Officers as required under section 40B of the Factories Act, 1948 and Rules made there under.
- Associate Fellow of Industrial Health (AFIH), 3-months certificate course for qualified medical practitioners to be engaged as Factory Medical Officers in Occupational Health Centres in the Factories for the medical services to be provided to the workers at workplace.
- 4-weeks Certificate Course for Supervisors employed in Hazardous Process industries under section 41C (b) of the Factories Act, 1948.
- 3-weeks Basic Course for newly recruited Inspectors of factories.
- 2-weeks Refresher Course for Senior

Inspectors of factories.

- In-plant training programmes for the industries.
- Other training programmes like Long duration training programme (2 or more days duration), Short duration training programme (1 or 2 days duration), Half-day duration online training programme, Seminar, Workshop, Appreciation programme, Talk, etc. for industry personnel.

IV. STUDIES AND SURVEYS

13.15 National Studies and Surveys are conducted by DGFASLI, in its efforts towards helping the Central Government to ascertain the status of working conditions, safety and health in factories and docks, and to formulate the appropriate standards for inclusion in statutes. Unit level consultancy studies are carried out at the request of the management and reports are submitted for implementation of the recommendations for further improvements in factories concerned.

V. INDUSTRIAL SAFETY, HEALTH & WELFARE CENTRE

13.16 Industrial Safety, Health and Welfare Centre of the Central Labour Institute and Regional Labour Institutes promote the hazard communication through display of panels, models, charts, graphs, write-ups etc. which is visited by workers, executives from industry and delegates from other countries.

VI. TESTING OF PERSONAL PROTECTIVE EQUIPMENT

A. Respiratory Personal Protective Equipment:

13.17 The laboratories for respiratory personal protective equipment testing at Central Labour Institute, Mumbai undertake performance tests of Canisters, Dust Masks, SCBA Air Quality equipment, etc. as per

relevant BIS standards.

B. Non-Respiratory Personal Protective Equipment:

13.18 The laboratories for non-respiratory personal protective equipment testing at Central Labour Institute, Mumbai undertake performance tests of Helmets, Safety Shoes, Safety Goggles, Safety Belts and Welding Glasses etc. as per relevant BIS standards.

VII. REPRESENTATION ON BIS COMMITTEES

13.19 Officers of DGFASLI represented on several BIS Committees/Sub-committees dealing with Safety and Health matter and offered comments on draft standards.

VIII. Activities and future plans

(a) Activities carried out during 1st January, 2021 to 31st December, 2021

1. The Occupational Safety, Health and Working Conditions Code, 2020 and the Occupational Safety, Health and Working Conditions (Central) Rules, 2021: The Government of India has enacted Occupational Safety Health and Working Conditions Code, 2020 and the same has been assented by Hon'ble President of India. DGFASLI has been part of the Occupational Safety & Health (Central) Rules making committee under the Occupational Safety, Health and Working Conditions Code, 2020. Further, the Government of India has constituted four Expert Committees for the purpose of framing standards on provisions relating to Safety, Health and Working conditions pertaining to Factories, Dock Works and Building & Other Construction Works. One Expert Committee has been exclusively formed for framing Fire Safety Standards under Section 18 of the Occupational Safety Health and Working Conditions Code, 2020. The following two Expert

Committees are being headed by Director General, DGFASLI:

- i. Expert Committee for the purpose of framing Standards and Rules on provisions relating to Safety, Health and Working conditions pertaining to Factories, under Section 18, Section 23 and Section 24 of the Occupational Safety, Health and Working Conditions Code, 2020 and
- ii Expert Committee for the purpose of framing Standards and Rules under Section 18, Section 23 and Section 24 of the Occupational Safety, Health and Working Conditions Code, 2020 on Occupational Safety and Health for workplaces relating to Dock Work.

2. Memorandum of Understanding: In order to enhance the OSH status of our country, Ministry of Labour & Employment is in the process of signing MOUs with other countries and organisations in this field.

- i. **DGUV, Germany:** DGFASLI has signed a MOU with DGUV in 2015 and it was renewed on 13th November, 2018. Further, the proposal to renew the MOU with DGUV has been submitted to Ministry. The said MOU deals with an objective to establish a mutual collaboration that seeks to enhance safety and health at work, to reduce the occurrence of work related accidents and diseases and to promote social protection.
- ii. **Federal Environmental, Industrial and Nuclear Supervision Service, Russia:** A proposed draft MoU to be entered upon between DGFASLI, Ministry of Labour & Employment and Federal Environmental, Industrial and Nuclear Supervision Service, Russia has also been submitted to Ministry.

3. During the period January, 2021 to

December, 2021 a number of training programmes on Occupational Safety and Health were conducted by DGFASLI. The details of the programmes are mentioned in **Annexure-II.**

4. This Directorate has been celebrating “Azadi ka Amrit Mahotsav” by conducting nation-wide training programmes and awareness campaign on Occupational Safety and Health for the workers employed in factories, construction sites and ports with a view to promote Occupational Safety and Health and for the prevention of occupational injuries and disease. The details of the programmes are mentioned in **Annexure-III.**
5. Enforcement activities (various inspections, investigations, prosecutions, promotional activities, etc.) were carried out by the Dock Safety Inspectorates at all major ports for the administration and enforcement of the Dock Safety statutes.
6. Organized 3 no. of review meetings through video conference with all the inspectors of Dock Safety.
7. Draft Inspector manual has been circulated to all IDS officers for comments and the same will be available on the public domain after finalization.
8. Awareness campaign has been organised for the registration of unorganised workers in the e-Shram portal in all major ports.
9. Swachhata Abhiyaan and Hindi Pakhwada was organised across DGFASLI (Headquarters), CLI, RLIs and IDS offices.

(b) Future plans/Proposed activities for January, 2022 to March, 2022

1. A new Regional Labour Institute at Shillong is being set up to cater to the needs of the North-Eastern states
2. It is proposed to establish Regional Labour

Institute at Jammu catering services to Union Territories of Jammu & Kashmir, Ladakh and State of Himachal Pradesh.

3. An online portal of DGFASLI is being developed for collection of qualitative and quantitative
4. Data on Occupational Safety and Health, along with real time data on accidents and dangerous occurrences, from CIF/DISH of States and Uts.
5. Framing of rules/standards under the Occupational Safety, Health and Working Conditions Code, 2020.
6. Implementation of online portal for issuance of Safety Performance Report for renewal of license for stevedores.
7. More camps will be organised for awareness of e-Shram portal in all the major ports of India.
8. Implementation of e-Office and SPARROW in DGFASLI.
9. Organisation of Chief Inspector of Factories Conference.

Mining Sector, Labour Safety and Occupational Health

DIRECTORATE GENERAL OF MINES SAFETY (DGMS)

13.20 Directorate General of Mines Safety (DGMS) is the regulatory body and is a subordinate office to the Union Ministry of Labour & Employment. The headquarters of DGMS is located at Dhanbad, Jharkhand State.

13.21 DGMS administers Safety, Welfare and Health of workers employed in mines in India and functions as a technical supplement to the Ministry in this area. Safety, Welfare and Health of workers employed in mines are the concern of Central Government (Entry 55 – Union List – Article 246) under the Constitution of India. These are regulated by the Mines Act, 1952

[subsumed in the Occupational Safety Health and Working Conditions (OSH&WC) Code, 2020] and the Rules and Regulations framed thereunder. Apart from administering the Mines Act and Subordinate Legislation thereunder, DGMS also administers some other allied legislation in the mining sector.

13.22 Minerals are depleting assets of a nation. Extraction of minerals from below the surface of the earth is fraught with innumerable dangers. Mining has been and continues to be a hazardous profession and has rightly been deemed to be a war with the unpredictable forces of nature. The condition of roof and sides of underground mines can change without any prior indication. Sudden inrush of water, release of lethal and inflammable gases or the fall of roof, etc. are unpredictable dangers.

13.23 Mineral constitutes the backbone of the economic growth of any nation and India has been eminently endowed with this gift of nature. Progressive industrialization witnessed the rise in demand. Growth of mining under the impact of successive Five Year Plans had been phenomenal. To take care of the enhanced targets, mechanization of mining activities has taken place. Large-scale mechanization led to higher risk to health and safety of the persons deployed in mines. Accordingly, the role of the **Directorate-General of Mines Safety (DGMS)** has also broadened.

13.24 The Mines Act, 1952, Subordinate Legislation made thereunder and other allied legislations administered by the Directorate are as follows:

- The Mines Act, 1952 (subsumed in the OSH&WC CODE, 2020)
- The Coal Mines Regulations, 2017
- The Metalliferous Mines Regulations, 1961.
- The Oil Mines Regulations, 2017.

- The Mines Rules, 1955.
- The Mines Vocational Training Rules, 1966.
- The Mines Rescue Rules, 1985.
- The Mines Crèche Rules, 1966.
- The Coal Mines Pit Head Bath Rules, 1959.

Section 1.01 The Electricity Act, 2003

- Central Electricity Authority Regulations, 2010

Section 1.02 Allied Legislation

- The Factories Act, 1948: Chapters III & IV
- The Manufacture, Storage & Import of Hazardous Chemicals Rules. 1989 under The Environmental Protection Act, 1986
- The Coal Mines (Conservation & Development) Act, 1974

Article II.

ROLE AND FUNCTION OF DGMS

Vision of DGMS

13.25 To attain risk and hazard free conditions of work and welfare of persons employed in mines.

Mission of DGMS

13.26 To identify and reduce risk of accidents and occupational diseases in and around the mine by:

- Development of suitable legislation, Rules, Regulations, standards and guidelines
- Adequate measures to ensure compliance and
- Awareness initiatives to inculcate safety and health culture amongst work-persons and stakeholders

Current functions of DGMS broadly include:

1. Inspection of mines.
2. Investigation into -
 - (a) accidents
 - (b) dangerous occurrences - emergency response
 - (c) complaints & other matters.
3. Grant of:
 - (a) statutory permission, exemptions & relaxations
 - (b) approval of mine safety equipment, material & appliances.
4. Maintaining information/ reports regarding accidents, enquiries related to accidents (as per rules/ regulation) etc. for future planning.
5. Based on the above, reports are submitted to various Parliament Committees as per requirements.
6. Interactions for development of safety equipment, material and safe work practices through workshop etc.
7. To compile, process and maintain the data related to accidents statistics pertaining to Mines (Coal & Non-Coal)
8. Publication: To bring out the following publications periodically :
 - (a) Statistics of Mines in India, Volume – I (Coal)-(Yearly)
 - (b) Statistics of Mines in India, Volume – II (Non-Coal)- (Yearly)
 - (c) Monthly Review of Accident (on the DGMS web-site) (Monthly)
 - (d) DGMS Standard Note – Yearly
9. Dissemination of mines accident and safety related data to other organisations viz. CSO, IBM, Labour Bureau, State

Governments, Ministry of Coal etc.

10. Assistance towards development of Safety Legislation & Standards
11. Safety Information Dissemination.
12. Conducting examinations for grant of competency certificates to ensure that only competent persons are appointed as mine Managers, Surveyors, Overman, Foreman, etc. (under the Coal Mines Regulation, 2017 and the Metalliferous Mines Regulation, 1961).
13. Safety promotional initiatives including:
 - (a) Organisation of -
 - National Conference on Safety in Mines
 - National Safety Awards to the mines practicing best safety standard;
 - Safety Weeks & Campaigns
 - (b) Promoting -
 - safety education and awareness programmes
 - workers' participation in safety management through
 - workmen's inspector
 - safety committee
 - tripartite reviews

ORGANISATION SET-UP

13.27 DGMS is the subordinate office of Ministry of Labour and Employment with its Headquarter at Dhanbad (Jharkhand). It is headed by the Director General of Mines Safety. At Headquarter, Director General is assisted by specialist officers of Mining, Electrical and Mechanical Engineering, Statistics, Occupational Health, Law, Survey, Administration and Accounts disciplines. The Head quarter also has a Technical Library and Science & Technology Laboratory as a back-up support to the Organization. Field Organization

has a two-tier network. DGMS has eight zonal offices across the country; each zone is under the charge of Deputy Director-General. There are three to four Regional offices under each Zonal office. Each Region is under the charge of Director of Mines safety. There are in all 29 such Regional Offices. Two Sub-Regional offices have also been set up in important areas of concentrated mining activities away from Regional offices. Each of these is under the charge of Deputy Director. Besides having inspecting officers of Mining cadre in each zone, there are officers of Electrical and Mechanical Engineering and Occupational Health disciplines. DGMS has a total sanctioned strength of 732 (Regular) and 231(Outsourcing) persons with 554 in position as on 01.11.2021 as shown below:

Category Of Officials	No. Of Sanctioned Post	No. Of Officials In Position
GROUP-A	279	152
GROUP-B (Gazetted)	38	26
GROUP-B (Non - Gazetted)	186	157
GROUP-C	229	144
GROUP C Sanctioned for outsourcing	231	75
TOTAL	732 (Regular) & 231(Outsourcing)	554

The following table shows the year-wise total strength of DGMS:

YEAR	Sanctioned strength	In position
2017	963	598
2018	963	567
2019	963	555
2020	963	551
2021	963	554

Article:III TREND OF ACCIDENT

13.28 Trend in fatal and serious accidents in Coal mines are shown in Fig. 1. It can be seen that the serious injury is constantly falling over the years. Decreasing trend is seen in the death rate. To minimize the rate further the Directorate General of Mines Safety has taken various measures, the analysis of that is given in Fig.10 and Fig. 11.

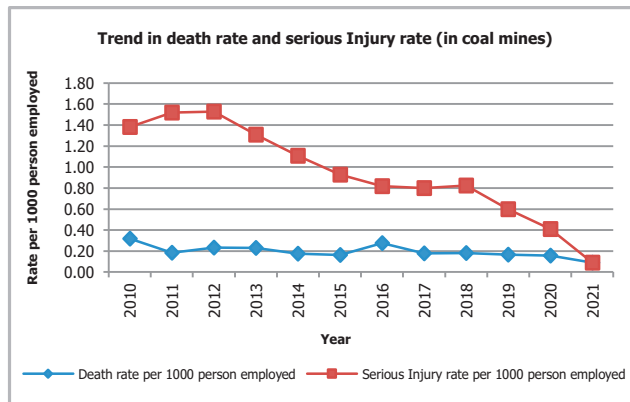


Fig.1: Trend in death rate and Serious Injury rate in coal mines

**2021 figures are upto 30 Sep 2021*

13.29 Trend in fatal and serious accidents in metalliferous mines is shown in Fig. 2. Both the rates have fluctuating trends but over the period it can be said that the serious injury rate is falling.

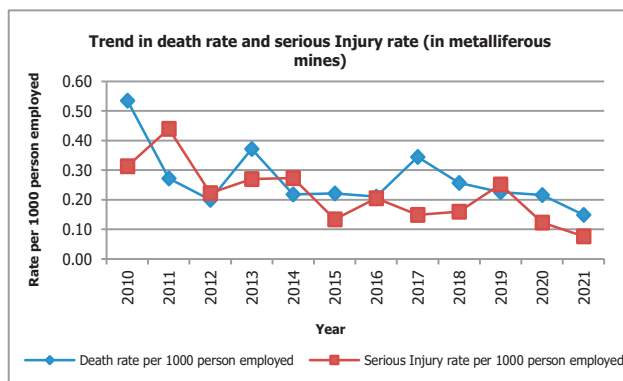


Fig.2: Trend in death rate and Serious Injury rate in metalliferous mines

13.30 Trend in fatal and serious accidents in oil mines is shown in Fig. 3. Both the rates have fluctuating trends but over the period it can be said that the serious injury rate is falling.

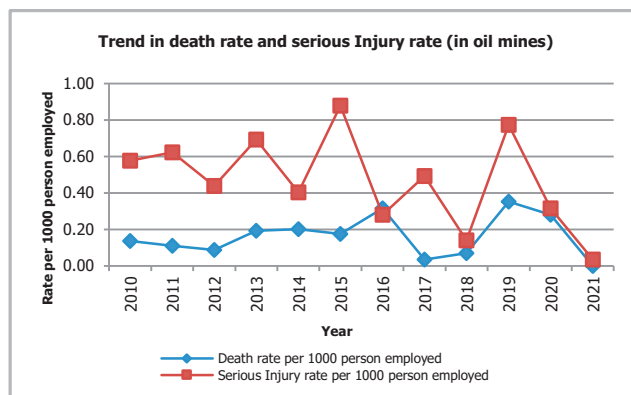


Fig.3: Trend in death rate and Serious Injury rate in oil mines

Article: IV SAFETY MEASURES

13.31 To ensure enforcement of necessary safety measures in mines, inspections and enquiries are carried out by the inspecting officers of DGMS. Apart from inspecting coal, metalliferous and oil mines, DGMS also undertakes investigation into all fatal accidents, certain serious accidents and dangerous occurrences and makes recommendations for remedial measures to prevent recurrence of similar mishaps. The Trend of accidents from 2001 to 2021 is shown in Table 13.5A. The trend in fatal accidents and fatality rate per 1000 persons employed on 10 yearly average basis from the year 1951 to 2020 and 2021 is shown in Table 13.5B.

13.32. Power under section 22 and 22A of the Mines Act, 1952, Regulation 116 of Coal Mines Regulations, 2017 and Regulation 108 of Metalliferous Mines Regulations, 1961 has been vested with DGMS to issue improvement notices and prohibitory orders to restrict or prohibit employment of persons in mines or part of mines. The number of inspections and enquiries carried out from the year 2006 onwards are shown in Table 13.6.

Article: V :- CIRCULARS

13.33. The DGMS issues circulars to the mining industry on occupational safety and health matters, which may have wide implications. Technical Circulars, Approval

Circulars, General Circulars, General Instruction, Technical Instructions, Legislative Circular and Legislative instructions are issued as per requirement.

STANDARD SETTING

13.34. Based on past experiences/experience of countries abroad, following developmental initiatives are undertaken by DGMS,

- Amendment of Safety Laws,
- Issue of guidelines for safer operations in identified thrust areas through circulars and
- Issue of technical instructions to DGMS officers for their guidance.

Article:- VI :-COMPETENCY TEST

13.35. To ensure that only competent persons are appointed as mine Managers, Surveyors, Overman, Foreman, etc. the DGMS on behalf of the Board of Mining Examinations constituted under the Coal Mines Regulation, 2017 and the Metalliferous Mines Regulation, 1961, conducts examinations and issues certificates of competency. Details of applications received and competency certificates issued during the period from 01.04.2021 to 31.10.2021 have been given in Table 13.7

APPROVAL OF MINES SAFETY EQUIPMENTS

13.36. Approval is granted by Chief Inspector of Mines (Also designated as Director General of Mines Safety) to various equipment for use in mines to fulfil the statutory obligation enshrined under different provisions of Coal Mines Regulation, 2017, Metalliferous Mines Regulations, 1961, Central Electricity Authority Regulations, 2010 and Mines Rescue Rules, 1985. The procedure of approval includes scrutiny of the applications mainly to find out the quality control system adopted by the manufacturers and their capacity to manufacture equipment/material etc., which will be capable of

working safely under the hostile environment of the mines and remain operative during prolong use under adverse condition. The equipment also need to conform to the relevant Indian Standards and in case, there is no Indian Standard, and /or DGMS Testing protocol exists, relevant international standards may be accepted on its merits. The application should also include test certificates from approved laboratory as per the relevant standard. After the documents are scrutinized and found in order, field trial approval is granted to check the pit worthiness of the equipment in various mines. After the equipment are successfully tried in the field, the performance report from the concerned mine management is obtained. If the above reports are found satisfactory regular approval is granted for a specific period.

13.37. Mining is a hazardous occupation. Therefore, equipment, machinery, apparatus, appliances and other materials used in mines are required to be safe, robust, reliable and capable of working safely under hostile environment. The equipment need to remain safe for prolonged usage even in adverse condition.

13.38. The objective of granting approval to various equipment for use in mines is to primarily fulfill the statutory obligation enshrined under different provisions of Coal Mines Regulations, 2017, Metalliferous Mines Regulations, 1961, Oil Mines Regulations, 2017, Central Electricity Authority (Measure relating to Safety and Electric Supply) Regulation, 2010 and Mines Rescue Rules, 1985 besides statutory notification under these regulations issued by the Competent Authority from time to time.

13.39. The equipment / machinery / appliances and materials requiring approval can be categorized into:-

- Personal protective equipment.
- Environmental monitoring instruments and

devices.

- Machinery and other equipment for carrying out mining operations and
- Safety materials for use in underground mines.

13.40. The table below shows particulars of items approved during 01.04.2021 to 31.10.2021

Items	Number of regular approval/ approval extension granted	Number of field trail approval / Field trail approvals extension granted	Total No of approvals granted
Cap Lamp	1	1	2
Detonators	12	0	12
Explosives	3	0	3
Gas Detector	1	0	1
Explosibility Meter	1	0	1
Total	18	1	19

13.41. The details of approval for use of Mechanical Equipment etc. in mines were granted during 01.04.2021 to 31.10.2021 are given below:

Sl. No.	Type of approval	No. of approval granted
1.	Field trial approval/ extension	07
2.	Regular approval/ renewal	08
Total no. of approval granted		15

13.42. The details of approvals for use of Electrical Equipments etc. in mines were granted during 01.04.2021 to 31.10.2021 which is given below:

Sl. No.	Type of approval	No. of approval granted
1.	Field trial approval	26
2.	Field trial extension	00
3.	Regular approval	06
4.	Renewal	47
Total no. of approval granted		79

- Standardization of mining equipment, apparatus and test procedure by BIS.

Article:VII STATISTICS DIVISION, DGMS

13.43. DGMS has a computerized information management (Statistics) system which is maintained by Statistics Division. The Statistics Division is maintaining online software for National Safety Awards (Mines) since 2017. The Division after receipt of various mines safety related data (in the form of returns & reports) scrutinizes processes and compiles the same.

VISION: To complement and supplement in the direction of ensuring nationally acceptable and internationally competitive standards of health, safety and welfare for employees of the mines of India.

FUNCTIONS OF THE STATISTICS DIVISION

Sl. No	Main Activities
1	To Compile, process and maintain the data related to employment, machinery, explosives, accidents statistics pertaining to Mines (Coal & Non-Coal)
2	Work relating to Parliamentary Standing Committee- Supply of data as per requirement.
3	Work relating to Safety Committee of Coal India Ltd. - Supply of data as per requirement.

4	<p>Work related to Parliament Questions:</p> <ol style="list-style-type: none"> 1. Processing of answer of the Parliament Questions (All sessions) 2. Data processing related to Parliament Questions
5	<p>Accident report:</p> <ol style="list-style-type: none"> 1. Data entry pertaining to accident related forms and reports in database 2. Processing of accident data 3. Maintenance of accident data in database
6	<p>Processing of Annual Returns of Coal and Non-coal mines:</p> <ol style="list-style-type: none"> 1. Scrutinizing of submitted returns 2. Processing of data
7	<ol style="list-style-type: none"> 1. Publication: To bring out the following publications periodically : <ol style="list-style-type: none"> a) Statistics of Mines in India, Volume – I (Coal) - yearly b) Statistics of Mines in India, Volume – II (Non-Coal) - yearly c) Monthly Review of Accident - Monthly 2. Besides the division assists in the publication of the following: <ol style="list-style-type: none"> a) DGMS Standard Note – Yearly b) Ministry's Annual Report – Yearly c) Special Bulletin on Accident Scenario in Coal & Non-Coal Mines - on requirement d) Special Bulletin on Mine disasters in India – (on requirement)
8	<p>National Safety Awards (Mines):</p> <p>Main activities:-</p> <ol style="list-style-type: none"> 1. Processing and scrutiny related

	<ol style="list-style-type: none"> to National Safety Awards (Mines) applications. 2. Maintenance of National Safety Awards (Mines) database 3. Organizing meetings of NSA committee, workshops etc.
9	Dissemination of data to other organisations viz. CSO, IBM, Labour Bureau and State Governments, Ministry of Coal etc
10	Updating / Maintenance of data related to outcome budget
11	<p>Updating / Maintenance of data related to RFD:</p> <ol style="list-style-type: none"> 1. Maintenance of inspection and enquiry related database 2. Maintenance of permission cases related database
12	Reconciliation of data related to accident from the Mines management and the Sub-Regional/Regional/Zonal Offices of this Directorate.
13	To coordinate various wings of DGMS as and when required.
14	<p>Development/customization of Software (Co-ordination and briefing) :</p> <ol style="list-style-type: none"> 1. Mine Statistics 2. National Safety Awards (Mines)
15	The Division is also assisting the researchers of various organizations like IIT (ISM), Dhanbad, IITs and BIT etc. as and when required.
16	For registration of mines, a database is maintained where a unique identification number (mine code) is generated and disseminated to the concerned zone/region.

17	Preparation of standard note 1. Accident analysis. 2. Compilation and derivation of ratios.
18	Compilation of mines details, Coal and Non- coal from Shramsuvidha Portal.
19	Keeping in view the vision of Prime Minister, effort has been made to develop an online platform to collect data and making necessary data available to user online in the following areas: 1. Annual Return 2. Time series analysis of accident
20	Detailed analysis of accidents on various criteria e.g. Cause, Place, State, Age etc.

13.44. The Statistics Division maintains various computerized data base of information and statistics regarding the various activities of mines safety. The database maintenance and the processing of data are done on the software platform developed by the Division.

MAJOR ACHIEVEMENTS

13.45. ONLINE SYSTEMS

- Online inspection of mines through Shram-Suvidha portal. Risk based generation of random inspections.
- Online receipt, dealing and grant of Permission/Exemption/ Relaxation through web application module.
- Online receipt, dealing and grant of Approvals of safety equipment through web application module.
- Online application and scrutiny of applications for National Safety Awards (Mines)
- Online statistical module for filing of online

Annual returns by mine managements and computation of statistical data.

- Online Accident & Statistical module for submission of intimation of accidents and dangerous occurrences by mine managements and computation of statistical data.
- Computer-based examination system has now been implemented for all Certificate of Competency examination.

13.46. LEGISLATIVE REFORMS

- The Coal Mines Regulations, 1957 is comprehensively amended as Coal Mines Regulations 2017. Similarly, the Oil Mines Regulations, 1984 is amended as the Oil Mines Regulations, 2017 to incorporate the changes in Occupational Safety and health of mine workers in line with the technological advancements in mining industry.
- The restriction on the employment of women in mines was relaxed vide Gazette Notification No. SO 506(E) dated 29.01.2019.
- The Occupational Safety Health and Working Conditions Code, 2020 has been notified in the gazette of India on 29th September, 2020.
- The draft of the Occupational Safety Health and Working Conditions Rules, framed under Section 135 Occupational Safety Health and Working Conditions Code, 2020, has been notified in the official gazette on 19th November, 2020.

13.47. TRANSFORMATION TO CBT BASED STATUTORY EXAMINATIONS

- The Bye laws for conduct of examination under the Coal Mines Regulations 2017 & the Metalliferous Mines Regulations, 1961 have been comprehensively amended and notified

in the Gazette of India vide Notification Nos. G.S.R. 555(E), G.S.R. 556(E), G.S.R. 557(E), G.S.R. 558(E) and G.S.R. 559(E) Dhanbad, dated the 11th August, 2021 & vide Notification Nos. G.S.R. 560(E), G.S.R. 561(E), G.S.R. 562(E), G.S.R. 563(E), G.S.R. 564(E), G.S.R. 565(E) and G.S.R. 566(E) Dhanbad, dated the 11th August, 2021, respectively.

- The examination for grant of Manager's Certificate of Competency under the Coal Mines Regulations, 2017 & the Metalliferous Mines Regulations 1961 is now Computer Based Test (CBT) only and no oral examination for these certificates.
- The examinations for grant of Overman's, Foreman's, Surveyor's, Sirdar's, Mining Mate's, Blaster's and Gas Testing competency certificates shall also be Computer Based Test (CBT) only and no oral examination for these certificates.
- For persons holding degree or diploma in mining engineering, the requirement for gas testing examination has been removed and the certificate shall be granted on exemption basis only.
- Legislative Circulars- DGMS (Legis)(Exam) Circular No. 01 of 2021, in this regard have been issued for wider dissemination of information about the reforms made.
- FIRST-AID: DGMS (Tech) (OH) Circular No. 01 of 2021, Dhanbad dated 06.08.2021 regarding "Standards for conduct of First-Aid Training and issue of First-Aid Certificates" have been issued for wider dissemination of information about the reforms made.

NATIONAL SAFETY AWARDS (MINES)

13.48. To promote a competitive spirit amongst mine operators for the betterment of safety standards in mines and give due recognition to outstanding safety performance

at the national level, the Ministry of Labour & Employment, Government of India, instituted the National Safety Awards (Mines) in 1983 for the contest year 1982. The Ministry of Labour and Employment endeavors to reduce the risk of occupational diseases and casualty to persons employed in mines by drafting appropriate occupational health and safety legislation and setting standards, by overseeing compliance thereof and by taking up variety of promotional initiatives and awareness programmes which create an environment in which safety is given due priority. National Safety Awards (Mines) is one such promotional initiative. The NSA scheme is applicable to all mines which come under the purview of the Mines Act, 1952. For the contest year 2015 & 2016, total 73 National Safety Award (Mines) were presented by Hon'ble Vice President of India on 16th December 2019 at Vigyan Bhawan, New Delhi.

13.49. The list of award winning mines for National Safety Awards (Mines) for the contest years 2017, 2018, 2019 and 2020 have been finalized. The award ceremony for these contest years will be held shortly.

Growth of mining activities in India

13.50. The growth of the mining activities from the year 2006 to 2015 is reflected in **Table 13.1**. Trends of accident in mines are reflected in **Table 13.2**. **Table 13.3** reflects trend of accidents in Coal Mines cause wise. **Table 13.4** reflects trends of accident in Non-Coal cause wise. Status of accidents and the resultant casualties in mines are important aspects related to mines safety. These are reflected in the **Table 13.5 A and 13.5 B**.

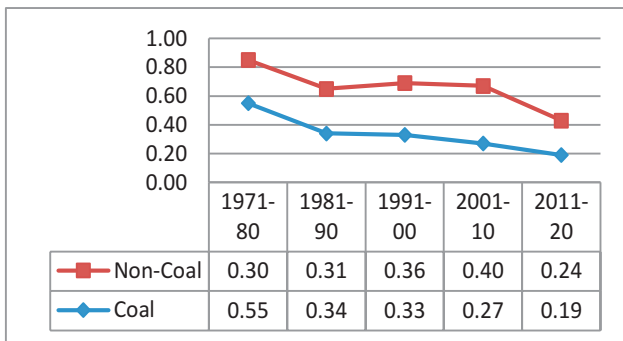
13.51. DGMS conducts technical inspections and enquiries of the mines pertaining to safety as per established standards. The database related to all these is also maintained and the

figures for various years are reflected in **Table 13.6**.

13.52. **Table 13.7** reflects the number of applications received for various managers and other employees of mines and accordingly certificates of competency are issued.

ACCIDENT EXPERIENCE

13.53. The accident trends in terms of fatal accidents and fatality rates per thousand persons employed at 10 yearly averages since 1971-80 to 2011-20 are indicated beside:



13.54. The long term trend of fatality rate and decadal trend is presented through the above

chart. The chart above outlines the trend in fatality rates per 1000 persons employed in coal and non-coal mines on a ten yearly average basis. The trend in coal mines show a steady decline over the years, however, the same cannot be said about the non-coal mines.

13.55. closer analysis of accidents reveals that during 2021, fatal accidents in coal mines caused by dumpers, trucks, etc. contributed about 24% of the accidents, followed by about 21% by fall of roof. In non-coal mines during 2021, highest percentage of fatal accidents was due to fall of sides and it was about 33%. It was followed by the cause: Fall of persons and explosives, both at 20%.

13.56. So far as serious accidents in coal mines during 2021 are concerned the major contributors were: fall of persons and rope haulage which were 33% and 11% respectively. In case of non-coal the major contributors were: fall of persons, non transportation machinery and fall of objects, each having a share of 17%.

***Figures 4 & 5 below show cause-wise fatal and serious accidents respectively in coal mines during the year 2021.**

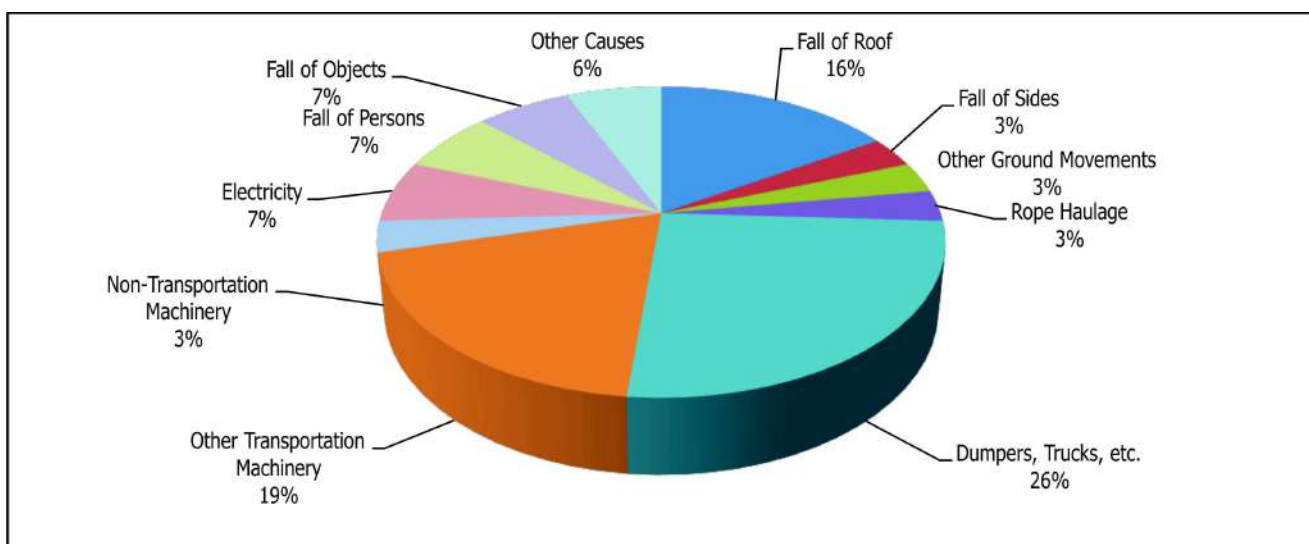


Fig.4: Cause-wise distribution of fatal accidents in coal mines during 2021

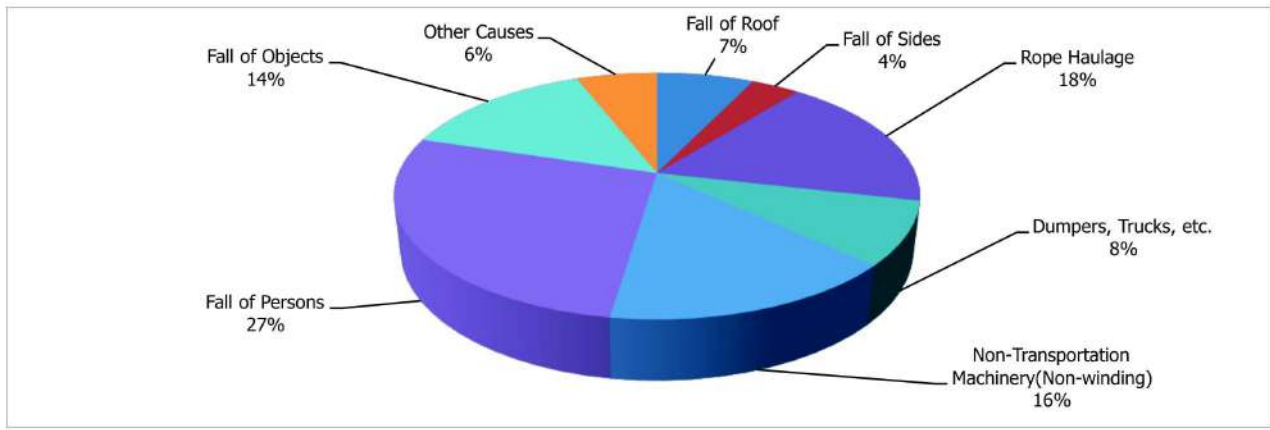


Fig.5: Cause-wise distribution of serious accidents in coal mines during 2021

*Figures 6 and 7 below show cause-wise fatal and serious accidents respectively in non-coal mines in 2021.

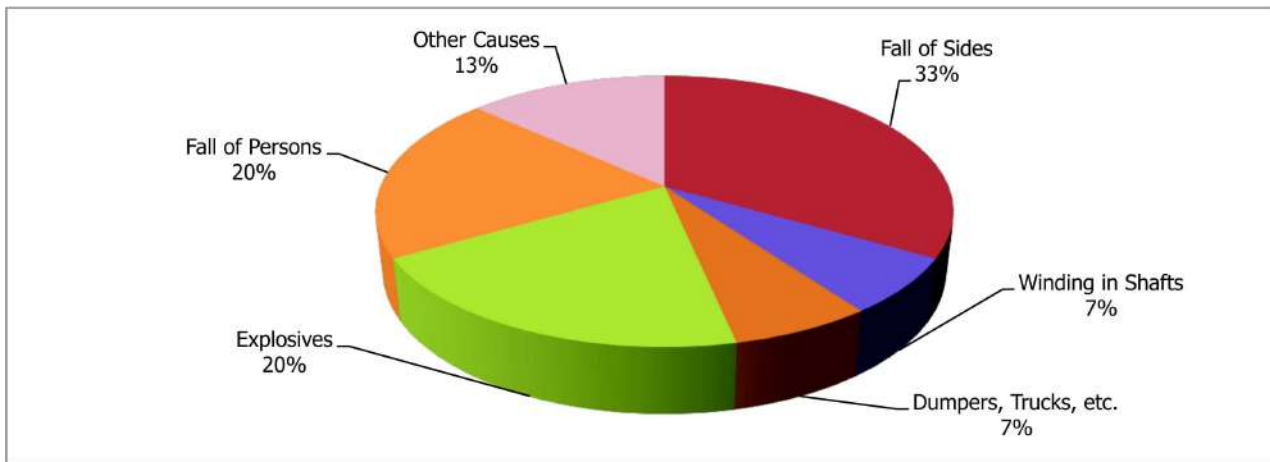


Fig. 6 Cause-wise distribution of fatal accidents in non-coal mines during 2021

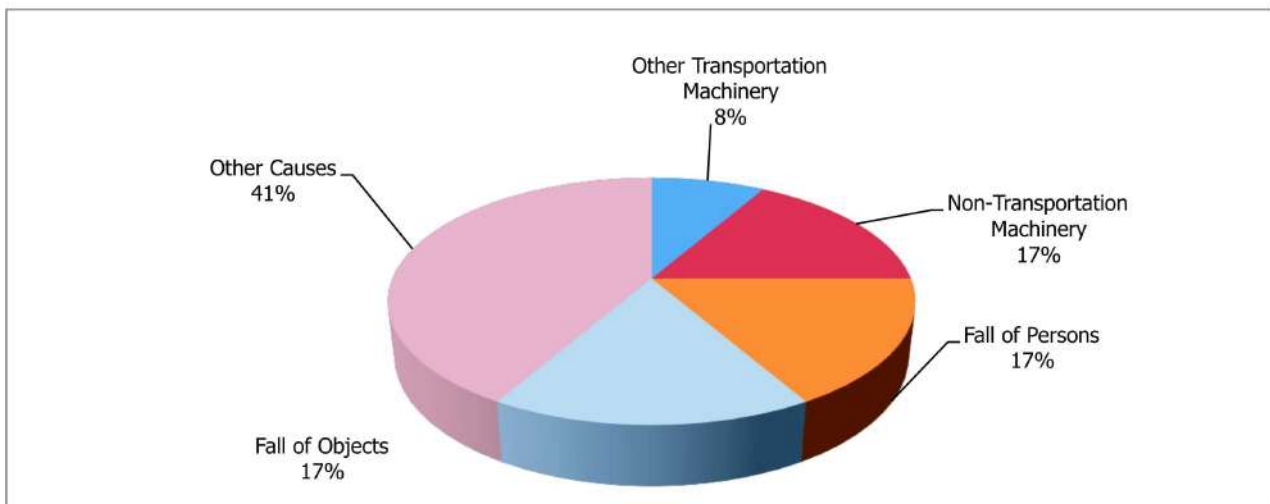


Fig.7 Cause-wise distribution of serious accidents in non-coal mines during 2021

***Table 13.2 shows the trend of accidents in mines from 2001 to 2021. Accidents have been classified into coal and non-coal mines. Accidents are further classified into fatal and serious accidents.**

Table 13.2
Trend of Accidents in Mines

Year	Number of Accidents in Coal Mines			Number of Accidents in Non-Coal Mines		
	Fatal	Serious	Total	Fatal	Serious	Total
2001	105	667	772	71	199	270
2002	81	629	710	52	205	257
2003	83	563	646	52	168	220
2004	87	962	1049	57	188	245
2005	96	1106	1202	48	108	156
2006	78	861	939	58	78	136
2007	76	923	999	56	79	135
2008	80	686	766	54	83	137
2009	83	636	719	36	94	130
2010	97	480	577	54	61	115
2011	65	533	598	44	82	126
2012	79	536	615	36	45	81
2013	77	456	533	58	52	110
2014	59	379	438	39	44	83
2015	54	302	356	45	35	80
2016	67	268	335	39	37	76
2017	56	266	322	46	21	67
2018	49	266	315	46	23	69
2019	51	193	244	45	60	105
2020	48	118	166	40	24	64
2021*	31	84	115	15	12	27

***Data for the year 2021 are provisional and data for 2021 are as per the report received up to 31.10.2021.**

*Table 13.3 shows the trend of accidents in coal mines from 2016 to 2021, cause wise. There are 14 broad causes of accidents in coal mines. Accidents are further classified into fatal and serious accidents.

Table 13.3

1) Trend of Accidents in Coal Mines – Causewise

Causes	Number of Fatal Accidents						Number of Serious Accidents					
	2016	2017	2018	2019	2020	2021*	2016	2017	2018	2019	2020	2021*
Fall of Roof	8	3	3	2	4	5	11	7	9	5	5	6
Fall of Sides	5	5	2	4	4	1	8	16	14	9	2	3
Other Ground Movements	1	0	0	1	0	1	0	1	0	0	2	0
Winding in Shafts	1	0	0	2	0	0	0	2	14	3	0	0
Rope Haulage	5	5	2	1	1	1	26	20	20	18	14	15
Dumpers, Trucks, etc.	20	19	15	12	15	8	12	8	13	6	6	7
Other Transportation Machinery	3	2	1	4	1	6	7	2	6	4	1	0
Non-Transportation Machinery	9	10	10	8	7	1	17	16	24	28	11	13
Explosives	0	2	2	1	3	0	3	3	1	2	1	0
Electricity	2	2	5	2	1	2	6	6	4	4	5	0
Gas, Dust, Fire, etc.	4	1	2	0	0	0	0	0	0	0	0	0
Fall of Persons	4	2	3	5	5	2	87	85	74	52	41	23
Fall of Objects	2	2	0	3	1	2	43	72	40	27	14	12
Other Causes	3	3	4	6	5	2	48	29	47	35	30	5
Total	67	56	49	51	48	31	268	266	266	193	118	84

* Data for the year 2021 are provisional and data for 2021 are as per the report received up to 31.10.2021.

*Figure 8 shows the percentage of fatal accidents cause-wise in mines during 2016-2021. It can be observed that the major reason for fatal accident is Dumpers, Truck etc.

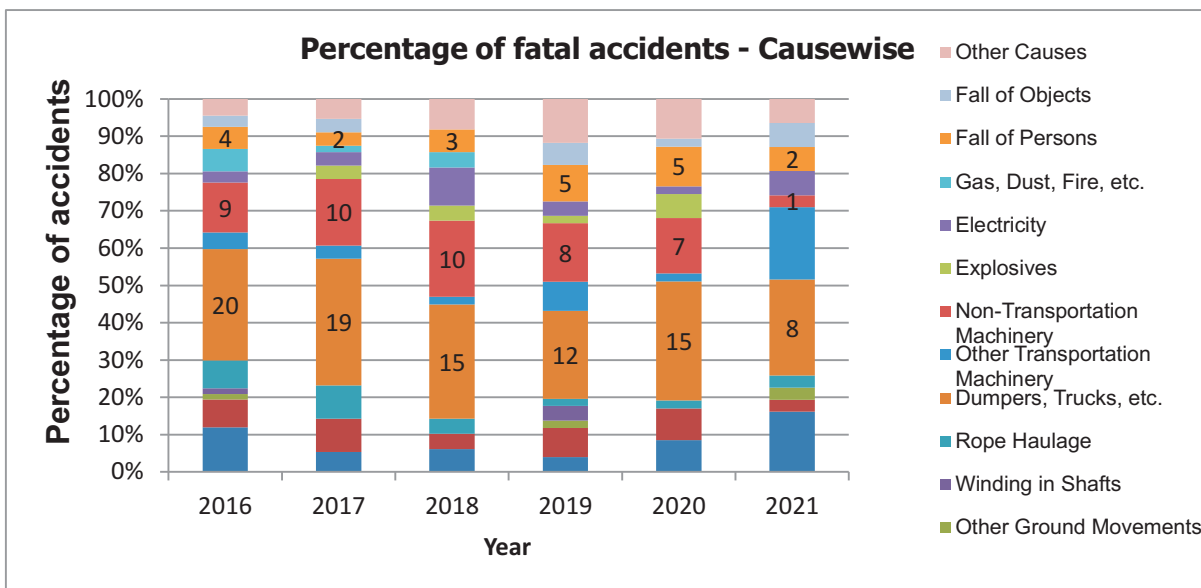


Fig.8 Percentage of fatal accident in Coal mines- cause-wise

*Figure 9 shows the percentage of serious accidents cause wise in mines during 2016-2021. It can be observed that the major reason for serious accident is Fall of person followed by Rope Haulage and other causes.

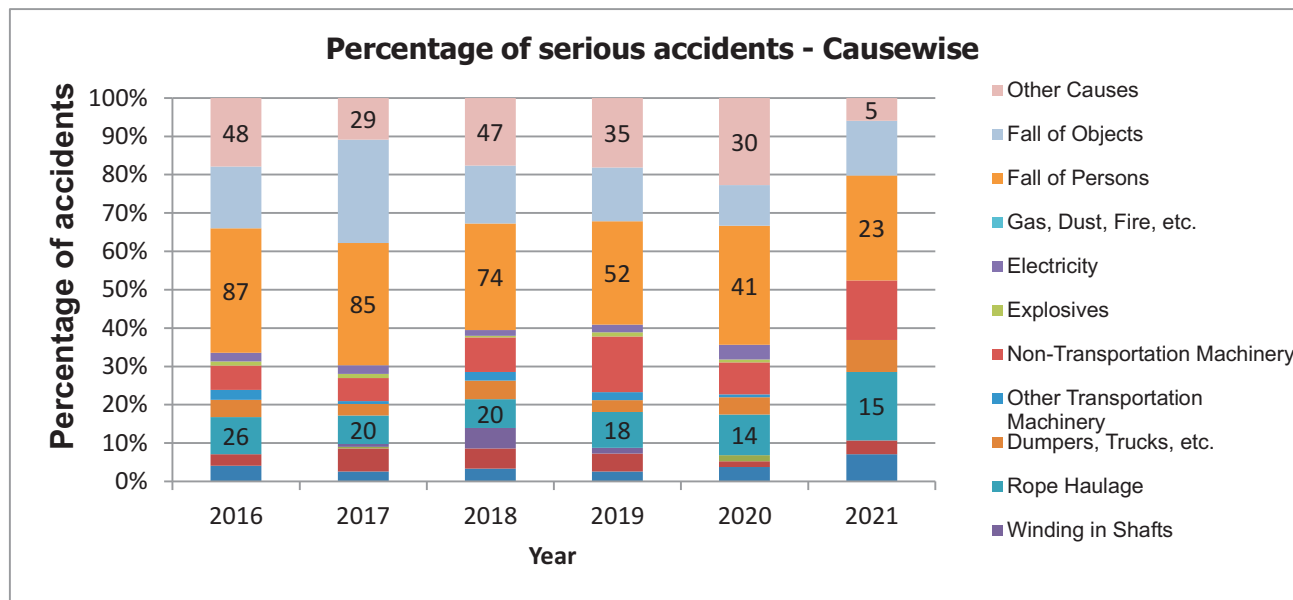


Fig.9 Percentage of Serious accident in Coal mines- cause-wise

*From figure 8 and figure 9, it can be found that the reasons for fatal and serious accidents are different. The major cause for fatal accident is “Dumper, Trucks etc.” while for serious accident it is “fall of person”.

Table 13.4 shows the trend of accidents in non-coal mines from 2016 to 2021, cause wise. There are 14 broad causes of accidents in non-coal mines. Accidents are further classified into fatal and serious accidents.

Table 13.4												
Causes	2) Trend of Accidents in Non-coal Mines – Cause wise											
	3) Number of Fatal Accidents						4) Number of Serious Accidents					
	2016	2017	2018	2019	2020	2021*	2016	2017	2018	2019	2020	2021*
Fall of Roof	0	1	3	4	1	0	0	0	0	1	0	0
Fall of Sides	6	9	9	7	7	5	3	0	1	0	0	0
Other Ground Movements	0	1	1	0	0	0	0	0	0	2	0	0
Winding in Shafts	1	1	1	1	0	1	0	2	0	1	0	0
Rope Haulage	0	0	0	0	0	0	1	0	0	0	0	0
Dumpers, Trucks, etc.	8	5	9	5	10	1	1	0	0	2	2	0
Other Transportation Machinery	0	1	0	0	0	0	1	0	1	2	0	1
Non-Transportation Machinery	1	7	7	4	5	0	3	3	2	6	2	2
Explosives	3	6	0	6	0	3	0	0	1	0	1	0
Electricity	0	2	1	3	2	0	2	3	0	2	1	0
Gas, Dust, Fire, etc.	1	0	1	1	2	0	1	1	0	0	0	0
Fall of Persons	9	8	6	10	9	3	14	3	6	14	5	2
Fall of Objects	4	4	5	2	2	0	6	4	4	10	6	2
Other Causes	6	1	3	2	2	2	5	5	8	20	7	5
Total	39	46	46	45	40	15	37	21	23	60	24	12

* Data for the year 2021 are provisional and data for 2021 are as per the report received up to 30.09.2021.

*Table 13.5A shows the trend of accidents and resultant casualties' in mines from 2001 to 2021. The mines are classified into coal and non-coal mines. Accidents have been classified into fatal and serious accidents.

Table 13.5A
Accidents and resultant casualties in mines

Year	Coal					Non-Coal				
	Fatal Accident			Serious Accident		Fatal Accident			Serious Accident	
	Acc	Killed	Inj	Acc	Inj	Acc	Killed	Inj	Acc	Inj
2001	105	141	14	667	706	71	81	8	199	200
2002	81	97	15	629	650	52	64	3	205	206
2003	83	113	12	563	578	52	62	16	168	169
2004	87	96	14	962	977	57	64	9	188	194
2005	96	117	19	1106	1119	48	52	4	108	109
2006	78	137	15	861	876	58	71	9	78	79
2007	76	78	77	923	940	56	64	13	79	92
2008	80	93	16	686	693	54	73	35	83	85
2009	83	93	14	636	646	36	44	3	94	101
2010	97	118	23	480	488	54	91	5	61	63
2011	65	67	10	533	546	44	50	9	82	84
2012	79	83	6	536	542	36	38	5	45	45
2013	77	82	11	456	457	58	74	15	52	53
2014	59	62	3	379	391	39	45	10	44	50
2015	54	55	9	302	307	45	48	13	35	38
2016	67	94	7	268	271	39	50	10	37	38
2017	56	61	0	266	272	46	68	11	21	32
2018	49	62	11	266	269	46	52	12	23	23
2019	51	56	6	193	198	45	54	9	60	62
2020	48	53	18	118	121	40	50	8	24	25
2021*	31	36	2	84	87	15	29	3	12	13

* Data for the year 2021 are provisional and data for 2021 are as per the report received up to 31.10.2021.

*Table 13.5B shows the trend in fatal accidents and fatality rates per 1000 persons employed (ten yearly average). The table shows the average accident, accident rate, average killed and death rate.

Table No. 13.5B

Trend in Fatal Accidents and Fatality Rates per 1000 Persons Employed (Ten Yearly Average)

Year	Coal Mines				Non coal Mines			
	Avg. Acc	Acc. Rate	Avg. Killed	Death Rate	Avg. Acc	Acc. Rate	Avg. Killed	Death Rate
1951-60	222	0.61	295	0.82	64	0.27	81	0.34
1961-70	202	0.48	260	0.62	72	0.28	85	0.33
1971-80	187	0.40	264	0.55	66	0.27	74	0.30
1981-90	162	0.30	185	0.34	65	0.27	73	0.31
1991-2000	140	0.27	170	0.33	65	0.31	77	0.36
2001-2010	87	0.22	108	0.27	54	0.32	67	0.40
2011-2020	61	0.17	68	0.19	44	0.20	53	0.24

*Table 13.6 shows the number of inspections and enquiry in mines from 2006 to 2021. The mines have been further segregated into coal, metal and oil mines.

5) Table 13.6									
6) Number of Inspections and Enquiries									
Year	No. of Inspections				No. of Enquiries				Grand Total
	Coal	Metal	Oil	Total	Coal	Metal	Oil	Total	
2006	4192	2630	219	7041	951	338	27	1316	8357
2007	4330	2309	183	6822	796	380	24	1200	8022
2008	4614	2838	216	7668	840	417	24	1281	8949
2009	4404	3325	250	7979	899	372	52	1323	9302
2010	3486	3297	243	7026	911	463	52	1425	8451
2011	3216	3688	321	7225	956	452	68	1476	8701
2012	3811	3635	292	7738	933	537	40	1510	9248
2013	4038	3898	329	8265	890	449	60	1399	9664
2014	4664	4694	588	9946	1035	540	111	1686	11632
2015	6047	5889	786	12722	1280	653	36	1969	14691
2016	4634	7766	638	13038	1165	586	96	1847	14885
2017	4259	4813	639	9711	1169	1068	32	2269	11980
2018	3253	4258	606	8117	937	618	54	1609	9726
2019	2284	3078	456	5818	901	544	85	1530	7348
2020	2373	1139	198	3710	742	401	139	1282	4992
2021*	1164	1060	180	2404	528	314	38	880	3284

* Data for the year 2021 are provisional and data for 2021 are as per the report received up to 30.09.2021

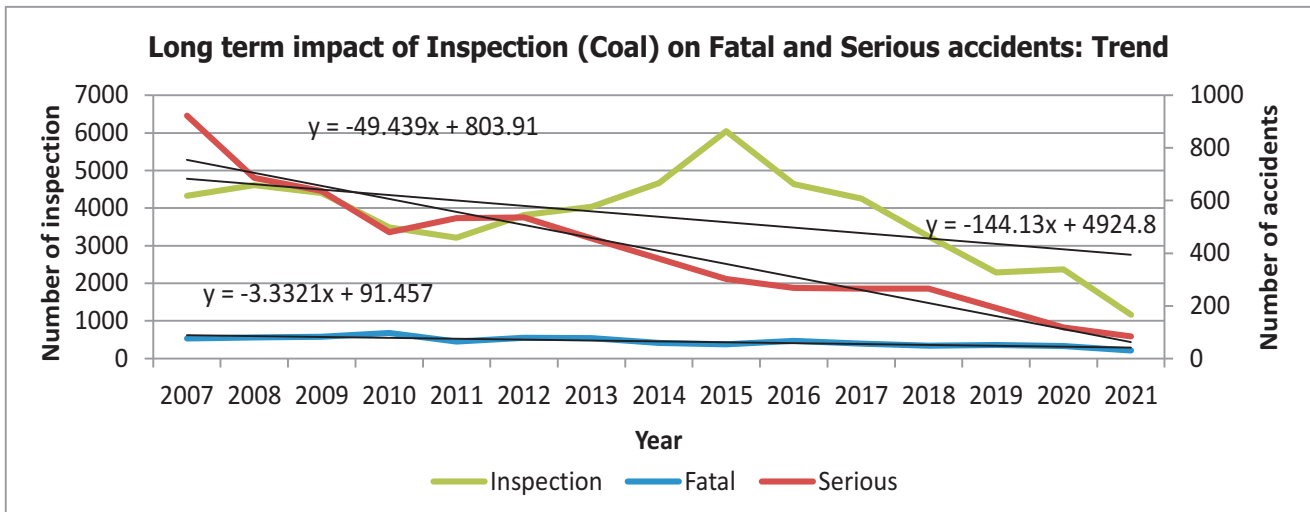


Fig.10 Long term impact of Inspection (Coal) on Fatal and Serious accidents: Trend

*In Fig.10, the trend is plotted taking number of inspection on primary axis. The trends of fatal and serious accidents are plotted on secondary axis taking number of accidents as dependent variable. It can be observed that over a long period, the trend of both fatal and serious accidents have gone down. For serious accidents the gradient of decline is steeper

than that of fatal accidents. The spread of number of enquiry over a long period is showing a sharp increase during 2015. On the basis of all the facts, we can infer that inspection have very positive impact on the improvement of overall safety in the coal mines (i.e. decline in the number of fatal and serious accidents).

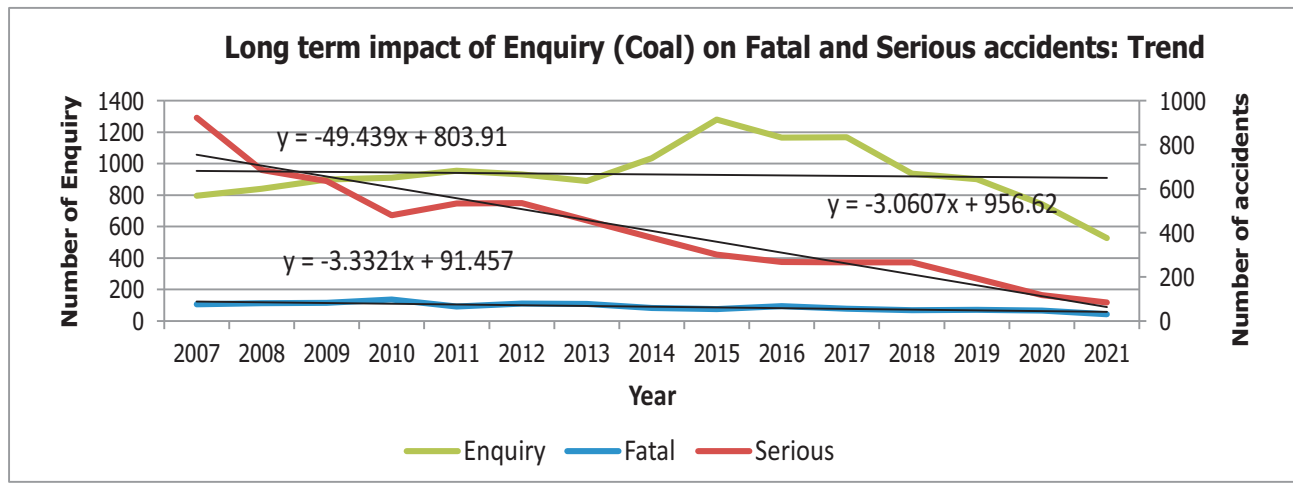


Fig.11 Long term impact of Enquiry (Coal) on Fatal and Serious accidents: Trend

*In the above graph for enquiry, the trend is plotted taking number of enquiry on primary axis. The trends of fatal and serious accidents are plotted on secondary axis taking number of accidents as dependent variable. It can be observed that over a long period, the trend of both fatal and serious accidents have gone

down i.e. the number of accidents has declined. For serious accidents the gradient of decline is steeper than that of fatal accident. We can infer that enquiry have very positive impact on the improvement of overall safety in the coal mines (i.e. decline in the number of fatal and serious accidents).

Table 13.7

Application received & Certificates of Competency issued during 1st April, 2021 to 31st October,2021

Category of certificates of competency	Coal Mines Regulations, 2017		Metalliferous Mines Regulations, 1961	
	Application Received	Certificate issued	Application Received	Certificate issued
Manager	451 + 6205 (CBT)	870	425 + 7927 (CBT)	514
Surveyor	27 + 254 (CBT)	87	18 + 96(CBT)	39
Overman/ Foreman	1529 + 659 (CBT)	1845	234 + 1141(CBT)	350
1. Sirdar/ Mate	434 (CBT)	-	954 (CBT)	-
2. Blaster	-	-	179 (CBT)	-
3. Winding Engine Driver	-	-	-	-
4. Gas testing	163 + 1066 (CBT)	-	-	-

CBT- COMPUTER BASED TEST (TO BE CONDUCTED IN THE MONTH OF DECEMBER2021)

NATIONAL CONFERENCE ON SAFETY IN MINES

13.57. The Conference on Safety in Mines is a tripartite forum at the national level in which the employers' representatives, the trade unions' representatives, the Government represented by Ministry of Labour & Employment, DGMS, various administrative ministries/ departments and State Governments and associated institutions, professional bodies, service associations, etc. take part. They review the status of safety in mines and the adequacy of existing measures in a spirit of mutual cooperation. The conference also suggests measures for further improvement in safety, welfare and health of mine workers. The first Conference was held in the year 1958. The 12th

conference was held on 28 and 29th January, 2020 in New Delhi during which several issues relating to mines safety were deliberated in detail. A number of recommendations of these conferences have been given statutory backing and most of the others have been absorbed in management practices and policies. The conclusions and recommendations drawn during the conference have already been circulated to the mining industries for compliance.

13.58. Following activities were undertaken by S&T Division during 01.04.2021 to 31.10.2021.

- Approval of R&D activity of the Academic Institution, Research Organization etc.

- Development of Vision enhancement system for Foggy weather – CIMFR, Dhanbad
- Through the Earth Communication System by IIT, Bombay.

13.59. During the period 01.04.2021 to 31.10.2021 approvals of equipment, appliances, materials and machinery granted for use in mines are given below:

Approvals of Equipment, Apparatus & PPEs during 01.04.2021 to 31.10.2021		
Sl. No.	Type of Approval	No. of approvals granted from S&T
1.	No. of field/trial/extension	NIL
2.	Regular approval/extension	02
Total		02

E-Governance in DGMS

13.60. E-Governance is understood as the use of Information and Communication Technology (ICT) at all the level of the Government in order to provide services to the citizens, interaction with business enterprises and communication and exchange of information between different agencies of the Government in a speedy, convenient efficient and transparent manner.

13.61. DGMS has started e-governance, utilizing IT in accordance with the recommendations of the Central Cabinet. In order to achieve this goal, an e-Governance Road map has been made, which has suggested implementing it in a phased manner giving importance on the establishment of formal organizational structure and project management structure.

DGMS has taken many IT initiatives during the year 2020-21 which including the following:

- a. The website of DGMS has been redesigned and customized for providing better user interface and transparency for different stakeholders.
- b. In line with the Digital India initiative, software modules namely “Approval System”, Permission/Exemption/Relaxation |System” have been developed and made live for use by the user industry. As on 31.10.2021 total of 11534 applications for Permission/ Exemption/Relaxation has been received online and 11277 has been dealt accordingly.
- c. “National Safety Award (Mines) System” software module has been made live for online submission of applications for the NSA (Mines), evaluation and verification of data and preparation of awardees list. This has brought transparency and accountability in the system. For the contest years 2015 and 2016 total 290, 378 online applications were received respectively and the National Safety Awards (Mines) function was organized on 16th December 2019 at Vigyan Bhawan, New Delhi. For the contest years 2017, 2018, 2019 and 2020, total of 315, 223, 470 and 425 applications have been received online for the respective years.
- d. “Accidents & Statistics System” software module has been developed and made live on 01.08.2020. This system has enabled online, sending of accident intimation by the mine user, filing of accident inquiry reports by the inspecting officers of DGMS, follow up of the accident reports, finalization of action and dissemination of the relevant information and alerts to the mining industry for improving safety standards. Additionally, the system provides platform for online filing of statistical details by the mine users. As on 31.10.2021, total of 122 fatal accidents, 239 serious accidents and 51 dangerous occurrences have been reported on the web portal.

- e. Module for online logging of daily activity by the officers has been developed to generate details of inspection, inquiry, follow up actions, promotional initiatives taken up on daily basis. This will facilitate online generation and reporting of monthly summary work by the officers and real time updating of dash board on the DGMS web site.
- f. “Accounts & Budget System” software module has been developed as a part of “Digital DGMS.”
- g. For online generation for inspection, the modalities for “Risk-based inspection System” for coal mines have been developed and incorporated in the Shram Suvidha portal.
- h. The digitization of old records including mines plans has been going in view of Digital India and secured record keeping. This will ensure secured record keeping and easy and timely access.

RECENT INITIATIVES IN DGMS:

- The modalities for “Risk-based Inspection System” for coal mines have been developed. The inspections are generated for online assignment through shramsuvidha portal prioritizing on the actual risk rating of the coal mines of all categories. The software for the purpose has been developed by NIC and implemented by incorporating it in Shram Suvidha Portal. Risk-based inspection system for metalliferous mines is under progress.
- The Coal Mines Regulations, 2017 and the Oil Mines Regulations, 2017 have been notified. The draft of the amendment proposal of the Metalliferous Mines Regulations and the Mines Vocational Training Rules has been discussed in the Section 12 committee constituted under the Mines Act, 1952 and sent for publication in the official gazettee. The process for the amendment of the Mines Rescue Rules and Mines Rules has been initiated. The amendments are necessitated in view of the technological developments, changed mining methods, machinery and work environment etc.
- Vide Gazette Notification No. SO 506(E) published on 29.01.2019 as extraordinary part-II, section-3, sub-section (ii), the restriction on the employment of women as per the provisions of the Mines Act, 1952, in any mine between the hours of 7 pm and 6 am in the mine above ground including opencast workings and in any mine belowground between the hours of 6 am and 7pm in technical, supervisory and managerial work has been relaxed subject to the provision of adequate facilities and safeguards regarding their occupational safety, security and health.
- Directorate General of Mines Safety (DGMS), Ministry of Labour & Employment, Government of India and the Department of Natural Resources Mines and Energy, Queensland Government, Australia, through the Safety in Mines, Testing and Research Station (SIMTARS) have signed Memorandum of Understanding (MoU) for Sharing and dissemination of information on occupational safety and health, technological advancements and best practices, setting up a world class Occupational Safety and Health Academy having satellite centres and develop it as a training hub for persons engaged with mineral industry in India and its neighbourhood with a view to ensure safety at work place and equip industry in formulation of risk based Safety Management Plan and Emergency Evacuation systems.

Article:-IX OCCUPATIONAL HEALTH CONDITIONS

13.62. Mine workings and its environment are considered to be the sources of certain health hazards leading to airborne dust diseases like

asbestosis, coal worker's pneumoconiosis, silicosis etc. These diseases are preventable but once contracted; they are not curable.

It is therefore, essential to prevent such diseases by controlling dust at the working places and conducting airborne dust surveys in mines at regular interval.

The other precautions that are being taken include medical examinations and re-examination of mine workers to diagnose and detect the airborne dust diseases in its initial stages so that preventive, rehabilitative measures and medical cares are taken.

Article:-X NOTIFIED DISEASES [Section 25 & 26]

13.63. Under section 25 of the Mines Act, 1952, Pneumoconiosis, Asbestosis, Silicosis, Manganese Poisoning of nervous type and Cancer of lung or stomach or the pleura and peritoneum i.e. mesothelioma were already notified as disease connected with mining operations.

In addition to the aforesaid diseases the three more additional diseases i.e. Noise Induced Hearing Loss, Contact Dermatitis caused by direct contact with chemical and Pathological manifestations due to radium or radioactive substances have been notified as diseases related to mining vide Gazette Notification No.S.O.399 E dated 21st February, 2011.

Airborne dust concentration i.e. threshold permissible limit for asbestos fibre has been reduced from 2 fibre per millilitre to 1 fibre per millilitre. Cases of CWP, Silicosis & NIHL reported by Mine Management to DGMS are given below:

Year	Coal Workers' Pneumoconiosis	Silicosis	Noise Induced Hearing Loss
2008	1	3	-
2009	0	0	-
2010	1	0	-

2011	5	1	0
2012	5	0	2
2013	0	4	0
2014	1	1	0
2015	0	0	8
2016	2	0	0
2017	2	0	0
2018	2	9	0
2019	1	0	0
2020	0	0	0
2021*	2	0	0

* up to 31.10.2021

13.64. Occupational Health Survey in the stone mines have been conducted by National Institute of Miners' Health (NIMH), Nagpur in collaboration with DGMS under the project 'Multi Centric Study of Dust Related Disease in Stone Mines and Development of Sustainable Preventive Programme' in the Financial 2015-2016, 2016-2017 & 2017-2018 to detect cases of silicosis. During the project 2537 persons have been examined, 136 cases of silicosis have been detected and notified to DGMS by NIMH which are as given below:

Year of	No. of Silicosis
2017	105
2018	31

13.65. Occupational health surveys have been



carried out in various state in the year 2017, 2018, 2019, 2020 and 2021 by DGMS with the help of State Government Authorities & other mine management in the stone mines & other metal mines to detect cases of silicosis. During the survey, 11850 persons have been examined and 268 cases of silicosis have been detected which are as given below:

Year of Detection	No. of Silicosis
2017	157
2018	54
2019	51
2020	0
2021*	6

* upto 31.10.2021

PROMOTIONAL INITIATIVES

- On 03.09.2021 a movie “**Suraksha Mantra**” was released to create awareness on mine safety among work persons, supervisors and Mining officials.



- Organization of National Safety Awards(Mines) for the year 2015 & 2016 during December, 2019
- Organization of 12th National Conference on Safety in Mines during January'2020
- Observance of annual mines safety weeks
- Promoting Participation of workers in safety management
- Facilitating mining industry in the process of preparation of safety management plan through workshops, review meetings.
- Organizing workshops and seminars on modern technology and innovation in mining.
- Organizing Safety awareness camps along

with officials of State Mining department for better outreach.

WOMEN EMPOWERMENT IN MINES

13.66. Vide Gazette Notification No. SO 506(E) published on 29.01.2019 as extraordinary part-II, section-3, sub-section (ii), the restriction on the employment of women as per the provisions of the Mines Act, 1952, in any mine between the hours of 7 pm and 6 am in the mine above ground including opencast workings and in any mine belowground between the hours of 6 am and 7pm in technical, supervisory and managerial work has been relaxed subject to the provision of adequate facilities and safeguards regarding their occupational safety, security and health.

Details of employment of women in mines as per the relaxation granted vide Gazette Notification No. 393([S.O. 506(E)] dated 29 January 2019.

Number of women employed aboveground between 7PM & 6AM	Number of women employed belowground workings
227	27

*As on 30 September 2021

OTHER INITIATIVES

- “Approval Policy” simplified and streamlined to make it user friendly for ease of doing business. Fully on online module since 17th July 2017.
- Standardization of mining equipment, apparatus and test procedure by BIS.
- Safety Management Plan: Facilitating mining industry in the process of preparation of safety management plan through workshops, review meetings.
- Organizing workshops and seminars on modern technology and innovation in

mining.

- Organizing Safety awareness camps along with officials of State Mining department for better outreach.
- Workshops on “Development, Implementation and Monitoring of Safety Management Plan (SMP) in Mines” conducted at different zones of DGMS.

FUTURE PLANS:

MODERNIZATION OF DGMS

13.67. In order to ensure that the DGMS is capable to take on the future challenges of the mining Industry and its Occupational Safety and Health status due to the increasing use of information technology and induction of state of art technology in the mines DGMS, “Modernization of DGMS” is taken up for :

- improving the delivery of public services to citizens, and

- e-Governance to create simple, accountable, responsive and transparent governance.

13.68. The Ministry of Labour & Employment constituted two committees i.e. one to suggest ways and means for Modernization of DGMS and another for e-DGMS. The Committee have submitted their report. To implement the recommendations of the Committee, DGMS is in the process of engaging the consultant.

13.69. Framing of the draft regulations on Occupational Safety and Health for coal, metalliferous mines & oil mines, under Section 136 of the Occupational Safety Health & Working Conditions (OSH&WC) Code, 2020: Ministry of Labour & Employment has constituted three expert committees for framing of the draft regulations on Occupational Safety and Health for coal, metalliferous mines & oil mines. The deliberations of the committees are on-going.

13.70. Online risk based inspection system implementation for metalliferous mines.

Annexure-I**Activities carried out by Inspectorate of Dock Safety**

1. Inspections by Inspectorates of Dock Safety	Target		Achievement	
	Plan	Non-Plan	Plan	Non-Plan
i. Ship Inspection	*	*	101	104
ii. Dock Inspection			181	213
iii. Gear Inspection			147	191
iv. Hazardous installations			4	8
v. Inland Container Depot			0	0
vi. Other Visits			413	450
Total			846	966
Grand Total			1812	

2. Reportable Accidents in Ports	
Total Accidents	30
Fatal Accidents	20

3. Progress in disposal of prosecution cases	
Filed during the year	16
Decided during the year	6

4. Progress in inquiries into fatal accidents	
Initiated during the year	15
Concluded during the year	11

Annexure-II**Details of activities conducted by DGFASLI**

Sl.	Title	Nos.		
1.	Consultancy Study/Survey/Audit - Started	9		
2.	Consultancy Study/Survey/Audit - Completed	5		
		Programmes	Participants	Organisations
3.	Advance Diploma in Industrial Safety (ADIS)	5	230	182
4.	Associate Fellow of Industrial Health (AFIH)	5	202	200
5.	Half-day duration Online Training Programme	368	4184	2709
6.	Seminar/Workshop	7	1012	904
7.	In-plant Training Programme	1	20	1
8.	Appreciation & Promotional Programme	4	118	60
9.	Talks delivered	8	108	18
10.	Inspections by Inspectorates of Dock Safety	1812		
11.	Testing of Personal Protective Equipment (PPE)	a) Respiratory Equipment	80	
		b) Non-respiratory Equipment	153	

Annexure-III**Programmes conducted under 'Azadi ka Amrit Mahotsav'**

Sl.	Month	No. of workers trained	No. of organizations (Factories, Construction sites and Ports)
1.	July, 2021	4313	55
2.	August, 2021	4909	70
3.	September, 2021	5085	75
4.	October, 2021	4478	55
5.	November, 2021	5629	36
6.	December, 2021	7101	48

Chapter-14

WORKERS EDUCATION

14.1 The Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE), Ministry of Labour, Government of India, was established in 1958 to implement Workers Education Scheme at National, Regional, Unit and Village Levels.

- The Board is tripartite in character and consists of representatives from Central Organisations of Workers/Employers, Central/State Governments and Educational Institutions.
- Awareness is sought to be created among the working class about their rights and obligations for their effective participation in socio-economic development of the country.
- Board organizes different types of training programmes for the workers in organised, unorganised, rural and informal sectors as indicated in **Table 14.1**.
- Board's programmes reflect the new orientation, direction and dimensions for meeting the wider educational needs of the worker, trade unions and managements, keeping in view the changed scenario.

STRUCTURE

14.2 Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE) is headed by a Chairman. Its headquarters is at Nagpur. The Chief Executive of the Board is the Director General, who is assisted by an Additional Director, Financial Adviser Deputy Directors, Zonal /

Regional Directors and Subordinate Staff etc. The Board operates through 50 Regional Directorates and 7 Sub-Regional Directorates. The Six Zonal Directorates situated at Delhi, Guwahati, Kolkata, Mumbai, Chennai and Bhopal monitor the activities of the Regional Directorates in their respective zones.

14.3 Tripartite Regional Advisory Committees constituted for each Regional Directorate review the progress of the scheme and recommend measures for effective implementation of Workers Education Programmes. The Indian Institute of Workers Education (IIWE), Mumbai, an apex level training Institute of the Board, was established in 1970.

TRAINING PROGRAMMES OF THE BOARD

14.4 Training programmes of the Board for workers in Organized Sector are conducted at three levels.

- At the first level training is imparted to the candidates selected as Education Officers. After successful completion of the training, these Education Officers conducts varied programmes from the Regional Directorates.
- At the second level, workers from different establishments, sponsored by trade unions and released by employers are trained. These trained workers are called Trainers.
- At the third level, the Trainers conduct classes for the rank and file of workers in their respective establishments.

NATIONAL LEVEL PROGRAMMES

14.5 Programmes for representatives from

Central Trade Union Organizations/ Federations and Voluntary Organizations on different subjects are conducted by the IIWE in addition to giving pre-employment training to Education Officers and reorientation to Regional Director and Education Officers of the Board as well. In view of the specialized training needs to tackle some of the specific issues by Trade Unions, three cells namely (i) Industrial Health, Safety and Environment (ii) Education for Rural and Unorganised Sector Workers and (iii) Women and Child Labour have been established in the Institute.

14.6 During the period from January, 2021 to December, 2021, The National Level Programmes could not be conducted as the premises of Mumbai have been declared unsafe as per structural audit carried out by IIT, Mumbai. However, virtual training is being conducted by the IIWE, Mumbai.

PROGRAMMES AT REGIONAL LEVEL

14.7 Details of training programmes conducted by the Regional Directorates during the period January, 2021 to December, 2021 including Unit Level Classes, programmes for rural workers and workers belonging to unorganized sector and weaker sections are indicated in the **Table 14.1**.

ORGANISATION OF UNORGANISED LABOUR AND TRAINING OF RURAL VOLUNTEERS

14.8 Initially the Board concentrated its activities in the organized sector. The Board shifted its emphasis to rural sector since 1977–1978 on the recommendations of Workers Education Review Committee. Initially started with 7 pilot projects, the rural workers education programmes have now become a regular and continuing programme. The objectives of the programme are:

- To promote critical awareness of problems, privileges and obligations as

workers and citizens;

- To enhance self confidence and build up scientific attitude;
- To educate them to develop their organizations through which they can fulfil socio–economic functions and responsibilities in rural economy and strengthen democratic, secular and socialist fibre of rural society;
- To educate them in protecting and promoting their individual and social interest;
- To motivate for family welfare planning and to combat social evils.

14.9 Rural Volunteers are given one week orientation /Refresher Courses at Regional Directorates to assist Education Officers in conducting Rural Awareness Camps. These camps are attended by landless labour, tribal labour, artisans, forest workers and educated unemployed in rural areas etc.

14.10 Tailor made programmes of one to four days durations, based on the functional and educational needs of workers, for Handloom, Powerloom, Khadi & Village Industries, Industrial Estates, Small Scale Units, Handicrafts, Sericulture, Coir Industry, Beedi Industry and Workers of Weaker Sections such as women workers, handicapped workers rickshaw drivers, construction workers, civic and sanitation workers are also organized by the Board.

Performance

14.11 During the period from January, 2021 to December, 2021, the Board has conducted **11270** programmes of various durations and trained **417582** workers of various sectors. Details are at **Table 14.2**.

MAJOR ACHIEVEMENTS

Empowerment Programmes

14.12 During the year the pandemic situation

the 4 days duration programmes organised less no. up to June, 2021. In pursuance of the recommendations to the Committee on Rural Camps, the Board has introduced 4-days Empowerment Programmes from the financial year 2003-04. During the period from January, 2021 to December, 2021, **5326** workers have been benefited in **134** Empowerment Programmes organized for Unorganized, Weaker section livelihood generation group including Rural Sector workers.

Programmes for Panchayati Raj Functionaries

14.13 The Panchayati Raj Institutions have been entrusted with the responsibility of preparing plans and implementation of various programmes of rural infrastructure development and poverty alleviation programmes which calls for necessary knowledge and skills among the elected members of Panchayati Raj. For the success of Panchayati Raj, its members need to be educated and trained to shoulder their responsibilities in a best manner. Owing to the increasing thrust of the Govt. of India for educating the elected members of Panchayati Raj Institutions, the Board conducts exclusive training programmes of 2-days duration for the elected members of the Panchayati Raj Institutions.

14.14 During the period from January, 2021 to December, 2021, no programme conducted elected for members of the Panchayati Raj Institutions (including N.E. Region). Due to pandemic situation spread and lockdown.

Special Programme for Migrant Workers of Unorganized Sector

14.15 The Board also conducts special programme called Migrant Worker w.e.f. 2020-21 to generate awareness the various welfare schemes launched by the Central/State Governments.

14.16 During the period from January, 2021 to December, 2021, **460** programme were conducted for migrant workers of rural / unorganized workers and **17831** workers were trained.

Labour Welfare and Development Programmes

14.17 The Ministry of Labour has assigned to the Board the task of Generating Awareness among the Rural/Unorganized sector workers about the various welfare schemes of the Government for their socio-economic development.

14.18 Accordingly, the Board has designed and introduced from the year 2003-2004, a new programme called "Labour Welfare and Development" of 2 days duration for the workers of rural/unorganized sector for implementation through its 50 Regional Directorates. During the period from January, 2021 to December, 2021 the Board has organized **799** awareness generation programmes for **31493** workers of rural and unorganized sectors under Labour Welfare & Development programmes.

14.19 Besides, informative study material developed by the Board in the form of booklets and leaflets for distribution to the participants of the training programmes.

GRANTS-IN-AID SCHEME

14.20 The Central Board for Workers Education through its Grants-in-Aid Scheme extends financial assistance to Trade Union Organizations and Educational Institutions etc. to conduct Workers Education Programmes for their own workers.

14.21 The Grants-in-Aid Scheme of the Board was introduced in the year 1960 and developed considerably since then. It is modified and improved from time to time after taking into consideration the suggestions and demands from the Trade Unions. The last revision of the Grants-in Aid scheme and its pattern of

expenditure were done in April, 2005 with a view to induce the trade unions to avail this faculty on a wider scale. Similarly the rules and procedure of the Grants-in-Aid Scheme have also been simplified accordingly to meet the Trade Union needs.

14.22 Grants-in-aid is available for conducting full time Residential and Non-residential Programmes of 3 to 7 days duration according to the local requirement of the Trade Union Organizations. The grantees are allowed flexibility regarding subjects to be covered and number of participants. The grants-in-aid scheme has also been extended to the Rural Workers.

14.23 The Board provides grants-in-aid to registered Trade Unions and other institutions for conducting their own workers education programmes.

14.24 The Board also sanctions grants-in-aid for National Level Courses to the Central Trade Union Organizations and National Federations.

USE OF HINDI

14.25 One meeting of the Official Language implementation Committee of the Board was held at Nagpur to review the progress in the use of Rajbhasha Hindi at Head Office, Nagpur. Hindi workshop was conducted from 20/10/2021 to 22/10/2021 for officials of the Board.

14.26 Hindi Day was celebrated on 14th September, 2021 as per the guidelines & SOP of Ministry i.e. Social Distancing, Sanitisation, wearing mask etc. were followed. Hindi fortnight was celebrated from 01.9.2021 to 14.9.2021 in the head office, Nagpur. Different types of competitions were conducted and prizes were distributed to winners. IWE and all Regional Directorates of the Board also celebrated Hindi Day and observed Hindi Fortnight. All the officers and staff members participated enthusiastically.

OBSERVANCE/CELEBRATION OF VARIOUS DAYS

14.27 The Head Office and all Zonal and Regional Offices of Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE), IWE, Mumbai, observed the following days to mark the occasions :-

- Anti-Terrorism Day
- Independence Day
- Sadbhavana Day
- Vigilance Awareness Week
- Swatch Bharat Abhiyaan
- Celebrating 151 years of the Mahatma Gandhi.

14.28 Webinar, Virtual Seminars, etc. were organized by following the guidelines as per the SOP of the Government of India with presence of 50% presence of the Staff. Pledges wherever required were administered to the trainees and members of staff.

NEW INITIATIVES

Special programme for Migrant Workers & COVID 19.

14.29 During the period January, 2021 to December, 2021, the Board generated the awareness through programmes for Migrant Workers & novel corona virus (COVID-19) were conducted to enlighten the participants about the vaccination for COVID 19 as per the guidelines of Govt. of India and SOP for prevention of these virus. Exclusive **90** programme were conducted and **3461** participants were trained in Rural & Unorganised Sector.

14.30 The DTNBWED has conducted exclusive training programmes for rural workers on MGNREGA by way of a project to enlighten the rural masses about the benefits of the National Rural Employment Guarantee Scheme.

14.31 Following activities are being conducted under the Project –

1. Village Level Programme :

14.32 Empowerment programme for formation of livelihood Generation Group w.e.f. July, 2021 in rural & unorganised sector programme.

Table 14.1
COURSES ORGANISED UNDER WORKERS EDUCATION SCHEME

Sr. No.	National Level	Sr. No.	Regional Level	Sr. No.	Unit Level	Sr. No.	Specific Categories
1	Organising the unorganised	1	Training of Trainers (10 days)	1	Unit Level Classes	1	Functional Adult Literacy Classes
2	Organising the unorganised	2	Capacity Building Programmes (5 days)	2	Need Based Special Programmes	2	Empowerment Programme for Unorganised Workers (4- days)
3	Social Security Schemes	3	Joint Education Programmes (1/2 day)	3	Joint Education Programmes (2-days)	3	Empowerment Programme for Weaker Section (4-days)
4	Supervisory Development	4	Programmes under Self Generation of Funds (1/2/3-days) CTP	4	Plant Level Programme for Trained Workers(1 day)	4	Empowerment Programme for Livelihood Generation Group (4-days)
5	Role of JCM Members	5	Need Based Seminars (1-2 days)			5	Migrant Workers programme for Rural Unorganised Workers (2 day)
6	Welfare Schemes for Unorganised Workers	6	Quality of Life for Workers and their Spouses (4/2 days)			6	Rural Awareness Camps (2 days)
7	Role of Trade Unions in National Development	7	MGNREGA (village level)			7	Special programme for SCSP/TSP Workers (2 day)
8	Trade Union Leadership.					8	2 days programme for :
9	Industrial Development and Role of Trade Unions					8 (a)	Unorganised workers/ Stone Quarry etc.,
10	Refresher Course					8 (b)	Women Workers
11	Leadership Development					8 (c)	SC/ST Workers
12	Refresher Course					8 (d)	Parents of Child Labour/ Child Labour.
13	Capacity Building					8 (e)	Labour Welfare and Development
14	Skills for Developing Effective Leadership					8 (f)	Construction Workers
15	Refresher Course					8 (g)	HIV / AIDS Programme
16	Team Work					8 (h)	Novel COVID-19
17	Upgradation of skills and updating Knowledge of Young Trade Union Leaders						
18	Office Management						
19	Women Workers						
20	Challenges before Trade Unions in changing scenario						

Table 14.2

Activities of Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE) for the period 2021-22

Activity	Target 2021-22	Achievement from 01.01.2021 to 31.12.2021	
		Progs.	Participants
REGIONAL LEVEL			
Training of Trainers (10 days)	5	2	60
Capacity Building Programmes (5 days)	19	5	81
Joint Education Programme on Participative Management (1/2 day)	1114	733	13983
Programmes under Self Generation of Funds / CTPG (1/2/3 days)	2080	299	5613
Need Based Seminars (1/2 days) enterprise level	50	79	1748
Seminar at Plant Level (1 day)	-	52	1049
Workers Participation in Management (3 days)	25	9	235
UNORGANISED SECTOR			
Empowerment Programme for Unorganized Workers/Weaker Section (4 days)	60	105	4179
Programme for Unorganized Sector/Stone Quarry/Construction Workers (2 days)	382	1068	42012
Programme for Women Workers (2 days)	322	897	35347
Programme for Parents of Child Labour/Child Labour (2 days)	213	141	5544
Programme for SC/ST	230	280	10917
Programme for SCSP	437	2014	78487
Programme for TSP	549	781	30064
Labour Welfare & Development Programme (2 days)	737	799	31493
Programmes for Panchayati Raj (2 days)	-	41	1550
Programme on Quality of Life for Workers and their spouses (4 days)	8	17	665
Programme on Quality of Life for Workers and their spouses (2 days)	25	51	2001
Special Programmes for Migrant Workers in Unorg. Sector (2 day)	206	460	17831
Special Programmes for COVID - 19	-	90	3461
State Level N E and Panchayati Raj programme (3 days)	16	50	1503
Leadership Development Programme (10 days)	8	3	91
Empowerment programme for formation of Livelihood Generation Group (4 days)	589	29	1147
RURAL SECTOR			
Rural Awareness Camps (2 days)	3177	2874	113206
MGNREGA Village Level	317	391	15315

Chapter-15

PROGRAMME

15.1 The Ministry is implementing many schemes for improving life and dignity of labour force both in Organized and Unorganized Sectors during the current FY 2021-22. Main emphasis of programmes / schemes is on elimination of Child Labour, abolition and rehabilitation of Bonded Labourers, Labour Welfare, Occupational Safety and Health and Employment Generation. The important schemes under Social Security for Workers are: Employees' Pension Scheme (EPS), 1995, Aatmanirbhar Bharat RojgarYojana (ABRY), Social Security for Plantation Workers in Assam, PradhanMantriShram Yogi Maandhan (PMSYM) for unorganized workers and National Pension Scheme (NPS) for Traders and Self Employed Persons [erstwhile PradhanMantriKaram Yogi Maandhan]. National Child Labour Project (NCLP), Employment Generation Programs [i.e. National Career Service and Pradhan MantriRojgar ProtsahanYojna (PMRPY)] and Labour Welfare Scheme for Beedi, Cine and Non-Coal Mine workers are also the other major schemes.

15.2 Monitoring & Evaluation Unit (MEU) in the Ministry of Labour & Employment deals with the monitoring of expenditure of CS / CSS schemes for Scheduled Caste Welfare Programmes, Scheduled Tribe Component and review of North East Component.

15.3 The Ministry of Finance provided an outlay of Rs. 12755.90 Crore for the Central Sector (CS) / Centrally Sponsored (CSS) / Other Central Expenditure (OCE) Schemes of the Ministry of Labour & Employment during the Financial Year 2021-22. The details of the schemes outlay are given in **Table 15.1**.

15.4 In compliance with the Government directives, this Ministry has earmarked Rs. 2117.50 Crore (16.60% of total allocation) for Allocation for Welfare of Scheduled Caste (AWSC) and Rs. 1097.02 Crore (8.60% of total allocation) for allocation under Scheduled Tribe Component (STC) during the current fiscal for CS / CSS / OCE schemes as per details given in **Table 15.1**.

15.5 10% of allocation (Rs. 1275.60 Crore) has been earmarked for specific Projects / Schemes in the North-Eastern (NE) States and Sikkim during 2021-22 under 10% Gross Budgetary Support (GBS) for NER.

15.6 Ministry of Labour & Employment implements 13 Central Sector and 3 CentrallySponsored Schemes. Ministry also gives Grant-in-aid to Autonomous Bodies viz., V.V.GiriNational Labour Institute & Dattopant Thengadi National Board for Workers Education and Development .List of the schemes along with budget estimates, revise destimates and expenditure are given in **Table No 15.2 and 15.3**.

**Ministry of Labour & Employment: Financial Outlay of Central Sector (CS)
/Centrally Sponsored (CSS) / Other Central Expenditure (OCE) Schemes for FY
2021-22**

(Rs. in Crore)

Sl. No	Name of Schemes	Total Financial Outlay 2021-22	Allocation for Welfare of Scheduled Castes	Allocation for Welfare of Scheduled Tribes
Central Sector (CS) Schemes				
1	Labour and Employment Statistical System (LESS)	150.00	24.90	12.90
2	Labour Welfare Scheme (LWS)	150.00	24.90	12.90
3	National Database for Un-organized Workers (NDUW)	150.00	24.90	12.90
4	Employee's Pension Scheme (EPS), 1995	7,364.00	1,220.28	631.06
5	Social Security for Plantation Workers in Assam	60.00	0.00	0.00
6	PradhanMantriShram Yogi Maandhan (PMSYM) Yojana	400.0	66.40	34.40
7	National Pension Scheme (NPS) for Traders and Self Employed Persons(erstwhile PradhanMantriKaram Yogi MaandhanYojana)	150.00	24.90	12.90
8	Aatmanirbhar Bharat Rojgar Yojana (ABRY)	3,130.00	522.90	270.90
9	National Child Labour Project including grants-in-aid to voluntary agencies and reimbursement of assistance to bonded labour.	120.00	19.92	10.32
Other Central Expenditure (OCE)				
10	Grants to DattopantThengdi National Board for Workers' Education & Development (DTNBWED)	90.00	14.94	7.74
11	Grants to V.V. Giri National Labour Institute (VVG NLI)	15.00	2.50	1.50
Centrally Sponsored (CSS) Schemes - Employment Generation Programme				
12	PradhanMantriRojgarProtsahanYojna (PMRPY)	900.00	150.00	78.00
13	Coaching and Guidance for SC, ST and OBCs	19.90	11.50	6.50
14	National Career Services (NCS)	57.00	9.46	5.00
Total		12,755.90	2,117.50	1097.02

Table 15.2

MINISTRY OF LABOUR & EMPLOYMENT							
(Rs. in crores)							
BUDGET PROVISION AND EXPENDITURE							
Sl. No.	Name of the Scheme	BE 2020-21	RE 2020-21	Actual 2020-21	BE 2021-22	RE 2021-22	Exp. Upto 31 st Decem ber, 2021
I Establishment Expenditure of the Centre							
1	Secretariat	75.13	72.36	63.88	77.00	71.10	50.89
2	Labour Bureau	29.00	25.76	24.42	26.80	27.02	21.10
3	Other Expenditures related to CLC©, CGIT & IT	128.37	104.30	100.04	114.00	107.06	80.63
4	Directorate General of Factory Advice Services (DGFASLI)	37.00	28.62	28.50	30.04	30.28	21.05
5	Directorate General of Mines Safety (DGMS)	79.50	73.10	78.12	75.50	79.85	62.08
6	International Cooperation	26.00	28.36	27.43	26.00	25.80	25.33
7	Directorate General of Employment	68.00	56.60	53.98	58.05	56.40	43.42
8	DG Labour Welfare (Establishment)	151.00	137.90	135.24	143.11	145.66	110.30
Total-Establishment Expenditure of the Centre		594.00	527.00	511.61	550.50	543.17	414.80
II. Social Security Schemes/Projects for Workers							
9	Labour and Employment Statistical System (LESS)	25.00	27.00	23.27	150.00	53.00	17.33
10	Labour Welfare Scheme	150.00	100.00	55.62	150.00	89.00	34.29
11	Creation of National Platform of Unorganized Workers and allotment of an Aadhaar seeded identification numbers	50.00	50.00	45.50	0.00	0.00	0.00
12	BimaYojana for Unorganized Workers	200.00	1.00	0.00	0.10	0.10	0.00

13	Employees' Pension Scheme, 1995	7457.00	7457.00	7519.01	7364.00	7431.00	7364.00
14	Social Security for Plantation Workers in Assam	40.00	40.00	27.38	60.00	50.00	30.00
15	Incentive for providing Maternity Benefits	0.10	0.00	0.00	0.00	0.00	0.00
16	PradhanMantriShram Yogi MandhanYojana	500.00	330.00	319.71	400.00	350.00	324.08
17	National Pension Scheme for Traders and Self Employed Persons erstwhile PradhanMantriKaram Yogi Maan-DhanYojana	180.00	15.00	5.94	150.00	1.00	0.16
18	Seeding and Authentication of Aadhar number to all Insured Persons under ESI database	3.00	0.10	0.00	0.00	0.00	0.00
19	PradhanMantriGaribKalyanYojana		2600.00	2567.83	0.00	0.00	0.00
20	Aatmanirbhar Bharat RojgarYojana		1000.00	405.00	3130.00	5000.00	2396.00
21	National Data Base for Unorganised Workers	0.00	0.00	0.00	150.00	280.00	34.21
22	National Child Labour Project	110.00	49.00	41.20	110.00	20.00	0.83
23	Rehabilitation of Bonded Labour	10.00	1.00	1.35	10.00	10.00	2.96
Total-Central Sector Schemes/ Projects		8725.10	11670.10	11011.81	11674.10	13284.10	10203.86
III Other Central Sector Expenditure							
Autonomous Bodies							
23	Central Board for Workers Education	85.00	85.00	84.50	90.00	110.00	81.69
24	National Labour Institute	15.00	13.03	12.23	15.00	11.55	8.64
Total-Autonomous Bodies		100.00	98.03	96.73	105.00	121.55	90.33

IV Centrally Sponsored Schemes							
25	Coaching and Guidance for SC, ST and Other Backward Classes	17.00	10.00	10.76	19.90	17.90	12.86
26	PradhanMantriRozgarP rotsahanYojana	2550.00	1364.80	1255.15	900.00	250.00	250.00
27	National Career Services	79.39	49.63	43.77	57.00	32.00	12.64
Total-Centrally Sponsored Schemes		2646.39	1424.43	1309.68	976.90	299.90	275.50
Recovery				-9.45			
Grand Total		12065.49	13719.56	12920.38	13306.50	14248.72	10984.49

Table15.3

Last Five Year BE, RE and Expenditure of the Ministry of Labour & Employment

Rs. in crore

Year	BE	RE	Expenditure
2016-17	6242.60	5174.08	4949.30
2017-18	7378.38	6592.90	6528.57
2018-19	7700.00	9749.58	9291.23
2019-20	11184.09	11184.09	10085.02
2020-21	12065.49	13719.56	12920.38

Chapter-16

WELFARE OF SCHEDULED CASTE & SCHEDULED TRIBE

NATIONAL CAREER SERVICE CENTRES FOR SCHEDULED CASTES AND SCHEDULED TRIBES

16.1 National Career Service Centres (NCSCs) for Scheduled Castes and Scheduled Tribes (erstwhile Coaching-cum-Guidance Centres for SC/ST) were established by Directorate General of Employment & Training (now Directorate General of Employment), Ministry of Labour & Employment, Govt. of India. These Centres provide services to educated SC/ST job seekers registered with Employment Exchanges for enhancing their employability through coaching, counselling and related training programmes. Some of the programmes organized by these Centres cover confidence building, individual guidance, mock interviews, training and practice in typing, shorthand and computer, etc.

The applicants are provided guidance at the time of their registration with the Employment Exchange and also when they are sponsored against notified vacancies. The Centre also follows up with the employers for placement against vacancies reserved for the Scheduled Caste and Scheduled Tribe candidates. For further details on NCSC-SC/STs refer chapter 24.

Labour Welfare Funds/Schemes

16.2 A number of schemes providing medical, housing, educational, recreational, water supply and family welfare benefits are being implemented for workers [including SCs / STs persons and persons with Disabilities (PWDs)] engaged in Mica Mines, Iron Ore, Manganese Ore and Chrome Ore Mines, Limestone and Dolomite Mines, Cine and

Beedi workers under the five Welfare Funds, namely, Mica Mines Labour Welfare Fund; Limestone & Dolomite Mines Labour Welfare Fund; Iron Ore Mines, Manganese Ore and Chrome Ore Mines Labour Welfare Fund; Cine Workers Welfare Fund; and Beedi Workers Welfare fund set up by the Acts of parliament. No separate data is maintained with regard to budget/ expenditure/number of persons benefited in respect of SCs/STs Persons and Persons with Disabilities (PWDs).

Rehabilitation of Bonded Labour

16.3 In order to assist the State Governments in the task of rehabilitation of released Bonded Labourers, this Ministry of Labour & Employment launched a Centrally Sponsored Plan Scheme for rehabilitation of released bonded labour in May, 1978. The Government has revamped the Centrally Sponsored Plan Scheme for Rehabilitation of Bonded Labourers with effect from 17th May, 2016. The revamped scheme is known as 'Central Sector Scheme for Rehabilitation of Bonded Labourer - 2016'. The revised scheme is a Central Sector Scheme; the State Government is not required to pay any matching contribution for the purpose of cash rehabilitation assistance. Financial assistance has been increased from Rs. 20,000/ to one lakh per adult male-beneficiary, Rs 2 lakh for special category beneficiaries such as children including orphans. or those rescued from organized & forced begging rings or other forms of forced child labour, and woman and Rs. 3 lakh in cases of bonded or forced labour involving extreme cases of deprivation or marginalization such as trans-genders, or woman or children rescued from ostensible

sexual exploitation such as brothels, massage parlours, placement agencies etc., or trafficking, or in cases of differently abled persons, or in situations where the District Magistrate deems fit.

Representation of SCs and STs the Ministry of Labour and Employment

16.4 Data on the representation of Schedule Caste (SC) and Scheduled Tribe (ST) employees in the Ministry of Labour and Employment is as under :-

REPRESENTATION OF SCs/STs IN THE MINISTRY OF LABOUR & EMPLOYMET INCLUDING ITS ATTACHED / SUBORDINATE OFFICES / AU TONOMOUS BODIES (as on 01.01.2021)							
Group	Total No. of Employees	Due as per reservation norms		In position		Surplus(+) Shortfall(-)	
		SC (15%)	ST (7.5%)	SC	ST	SC	ST
Group 'A'	3568	535	268	536	230	1	-38
Group 'B'	1665	250	125	262	120	12	-5
Group 'C' (including erstwhile Group 'D' also)	23033	3455	1727	2323	1582	-1132	-145
Total*	28266	4240	2120	3121	1932	-1119	-188

16.5 As per the requirement of the Rights of Persons with Disabilities Act, 2016, 4% posts are to be reserved for Person with Disabilities.

The data and number of posts held by Persons with Disabilities (PWDs) in the Ministry of Labour and Employment as under:-

REPRESENTATION OF PERSONS WITH DISABILITIES (DIFFERENTLY ABLED) IN THE MINISTRY OF LABOUR & EMPLOYMENT INCLUDING ITS ATTACHED / SUBORDINATE OFFICES / AUTONOMOUS BODIES (as on 01.01.2021)			
Category of Employees	Total Number of Employees		Number of posts held by differently abled person
Group 'A'	3568		38
Group 'B'	1665		17
Group 'C' (including erstwhile Group 'D' also)	23033		481
Total*	28266		536

* Except EPFO

Chapter-17

LABOUR STATISTICS

Functions and Organizational Set-up of Labour Bureau Chandigarh/Shimla:

17.1 Labour Bureau has been engaged in collection, compilation, analysis and dissemination of labour statistics at the All India and the State level on different facets of labour since its inception in the year 1920. The statistics help in providing vital inputs for formulation of suitable policies and for suggesting appropriate ameliorative measures to improve the conditions of different segments of labour force. **The main activities of the Bureau include:**

- (i) Compilation and maintenance of Consumer Price Index Numbers for (a) Industrial Workers; (b) Agricultural and Rural Labourers, (c) Retail Price Index of Selected Essential Commodities in Urban and Rural Areas and (d) Wage Rate Indices.
- (ii) Collection, Compilation and dissemination of statistical information on various aspects of labour such as employment, unemployment, wages and earnings, absenteeism, labour turnover, social security, welfare amenities, industrial relations, etc. on the basis of statutory and voluntary returns under different Labour Acts.
- (iii) Conducting research studies and surveys on labour related matters in organized/unorganized sectors covering, inter alia, SC/ST Workers, Women Labour, Contract Workers and occupational wage surveys in manufacturing industries, mines, plantations and service sectors.
- (iv) Imparting training to State/UT

personnel and the trainees sponsored by various State and Central agencies.

- (v) Bringing out regular and ad-hoc publications in the field of labour.

17.2 The two main wings of Labour Bureau are at Chandigarh and Shimla and its six Regional offices are at Ahmedabad, Kolkata, Chennai, Kanpur, Guwahati and Mumbai. Opening of three New Regional Offices at Jaipur, Indore and Hyderabad have been approved by the Ministry.

Major Activities and Achievements of Labour Bureau

Consumer Price Indices

17.3 The Consumer Price Indices compiled & maintained by Labour Bureau on a regular monthly basis are as under:-

(a) Consumer Price Index Numbers for Industrial Workers (CPI-IW) on New Base 2016=100

1. Consumer Price Index Numbers for Industrial Workers (CPI-IW) measure the rate of change in prices of a fixed basket of goods and services consumed by the working class population. It is being compiled and maintained by Labour Bureau since 1946.
2. The index on New Base (2016=100) has been released from September, 2020. Indices up to the month of November, 2021 have been compiled and released.
3. The weighting diagram for the series has been derived on the basis of the Working Class Family Income and Expenditure Survey conducted during the year 2016. The weights for broad groups are presented in Box 17.1.

4. The index numbers are released on last working day of every succeeding month through Press Release and Monthly Index Letter. These are also published in the Bureau's monthly publication "Indian Labour Journal" besides putting them on the Bureau's website www.labourbureaunew.gov.in
5. An Annual Report for the year 2020 containing useful information on index numbers at Group/Sub-group level is also brought out by the Bureau.
6. Three statements on CPI (IW) showing Annual Percentage Variations, Monthly Percentage Variations and Y-o-Y Inflation are presented at Table 17.1, 17.2 and 17.3 respectively.
7. These Index Numbers are utilized for revision of wages, determination of variable dearness allowance, measuring inflationary trends and policy formulation.

(b) Retail Price Index for 31 Essential Commodities

17.4 Retail Price Index of 31 Essential Commodities are also compiled every month and supplied to the Ministry of Consumer Affairs, Food and Public Distribution to facilitate monitoring of movement in prices of these selected commodities. These indices are compiled on the basis of Weighting Diagram derived from the weights determined under Consumer Price Index Numbers for Industrial Workers and Price data collected under the series. Indices upto the month of November, 2021 were compiled and disseminated to concerned agencies.

(c) Housing Index

17.5 As a corollary to the main Working Class Family Income and Expenditure Survey, Repeat House Rent Survey has been conducted at 88 centres and Housing Indices have been compiled for all 88 centres. This survey is conducted twice in a year on an

interval of six months to compile housing indices @ 2 indices per centre per year. These indices are used in compilation of CPI (IW).

17.6 As per the recommendation of the ILO, the Family Income and Expenditure Survey should be conducted at intervals not more than 10 years. This survey is conducted under the guidance of the Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL). Accordingly, Labour Bureau has conducted a fresh Working Class Family Income & Expenditure Survey in the year 2016 with a view to updating the series of CPI-IW to a new base. *The new series of index with base 2016=100 has been released on 22nd October, 2020 for the month of September, 2020.*

(d) Consumer Price Index Numbers for Rural Labourers and for Agricultural Labourers [CPI (RL and AL)] (Base: 1986-87=100)

1. Based on the retail price data collected from 600 sample villages, CPI Numbers for Rural labourers and its subset Agricultural Labourers are being compiled for 20 States and All-India on base 1986-87=100 on a monthly basis.
2. Labour Bureau has compiled & released CPI Numbers for Agricultural & Rural Labour (Base 1986-87=100) upto the month of November, 2021. The comparative statement of annual variation in CPI-AL and CPI-RL is presented in Box 17.2.
3. The Annual Report(s) on CPI Numbers for Agricultural and Rural Labourers (Base: 1986-87=100) for the year 2020-21 is in progress.
4. The Monthly indices and annual rate of inflation are presented respectively in Tables 17.4 & 17.5.
5. These index numbers are used for revision and fixation of minimum wages in respect of the employments in agriculture under the

Minimum Wages Act, 1948, revision of wages under MGNREGA, fixation of procurement/support prices of agricultural crops by CACP, updation of cooking cost under Mid-day-Meal scheme.

Base updation of Consumer Price Index Numbers for Rural Labourers and for Agricultural Labourers [CPI (RL and AL)]

17.7 In pursuance of the recommendations/suggestions made by the various committees/commissions such as Committee of Secretaries, National Statistical Commission (NSC), 2nd National Commission on Labour, NitiAayog (erstwhile Planning Commission) and Technical Advisory Committee on Statistics of Prices of Cost of Living (TAC on SPCL), Labour Bureau has initiated the process of base updation of CPI-AL and RL. The coverage of the new series of CPI-AL/RL would extend to all States and Union Territories except Chandigarh (fully urbanized) and Ladakh. The base period for the new series of CPI-AL and RL would be 2019. In the absence of 75th Round of NSS data, approval of the Technical Advisory Committee on Statistics of Prices and Cost of Living (TAC on SPCL) has been obtained to use 68th round of NSS data. The weights had been generated using 68th round of NSS data for index compilation. The new series of index numbers would be released soon once it is approved by the TAC on SPCL.

(f) Wage Rate Data:

17.8 Collection of wage rate data for 25 agricultural and non-agricultural occupations from 600 sample villages is being done regularly on monthly basis. Wage rate statistics up to the month of September, 2021 have been compiled and published. The booklet(s) titled "Wage Rates in Rural India" for the year 2020-21 is in progress.

(g) Statutory and Voluntary Returns

17.9 Labour Bureau has been entrusted with the work of collection, compilation and

dissemination of statistics relating to various aspects of Labour, such as Industrial Relations, labour welfare, Social Security, Safety Measures, inspections, Inspection Machinery etc., and such statistics get generated as a by-product of the administration, enforcement and implementation of 11 selected Labour Acts. Returns under 10 Labour Acts are statutory and for one act it is voluntary. The Central Labour Commissioner (CLC), the State Labour Commissioner (SLCs) and States Chief Inspector of Factories (CIFs) administer/enforce these Acts and hence the Primary source of Administrative Labour Statistics. Based on the information/data furnished by these agencies, Labour Bureau brings out Annual Reports/Reviews on working of these Acts.

17.10 Ministry of Labour & Employment has amalgamated all Central Labour Laws / Acts into four labour codes. Factory Act, 1948, Plantation Labour Act, 1951 and Motor Transport Workers Act, 1961 have been covered under the Occupational Safety, Health and Working Condition Code. Trade Union Act, 1926, Industrial Employment (Standing Orders) Act 1946 and Industrial Disputes Act, 1947 have been covered under the Industrial Relations Code. Minimum Wages Act, 1948 and Payment of Wages Act, 1936 have been covered under the Wage Code whereas Employees' Compensation Act, 1923 and Maternity Benefit Act, 1961 have been subsumed under the Social Security Code. In addition to the present mandate of Labour Bureau which is limited to 11 labour acts only, it has now been proposed to designate Labour Bureau as the Nodal agency for collation of administrative statistics for labour returns under all the four Labour Codes.

(h) Field Surveys and Studies

17.11 Labour Bureau conducts periodic/adhoc surveys on different aspects of labour such as: i) Employment, ii) Wages and Earnings, iii) Working and Living Conditions of

workers engaged in the Organized and Unorganized sectors of the economy to bridge the gap in the availability of labour statistics. Labour Bureau also compiles wage rate data for 25 agricultural and nonagricultural occupations regularly every month from 600 sample villages of 20 States / Uts. Achievements during the reference year are as under:

(i) Occupational Wage Survey

17.12 Different rounds of Occupational Wage Surveys (OWS) are being conducted with the objective of providing data/information required to obtain Occupation-wise data on employment, wage rates and dearness allowance for building up Wage Rate Index Numbers.

17.13 Under the 7 Round of OWS, total ten reports consisting of 56 industries have been prepared and all the reports viz. Five Textile Industries, Textile Garment Industry, Three Plantation Industries, Tea Processing Industry, Mining Industry, Ten Manufacturing Industries, Ten Engineering Industries, Nine Engineering Industries, Nine Manufacturing Industries and Four Service Sector Industries, duly approved by the Ministry, have been released by Labour Bureau. The revised proposal for conducting 8th round of OWS has been sent to the Ministry and the same is presently under consideration of the Ministry.

(j) Contract Labour Survey

17.14 Contract Labour Survey aims at studying the extent & nature of problems faced by contract labour and working conditions of contract labour employed in different segments of industries vis-a-vis the provisions under the Contract Labour (Regulation & Abolition) Act, 1970. Information collected under the survey relates to contractor wise employment of contract labour, jobs performed by such labour, reasons for preferring employment of contract labour, working conditions, wages & allowances, fines & deductions, welfare

facilities, social security, industrial relations, maintenance of records by the contractor, etc.

17.15 So far, 47 Surveys have been conducted in 39 industries. The Field work for Contract Labour survey in Food Corporation of India has been completed and scrutiny of schedules is presently in progress.

(k) Working and Living Conditions of Workers in Unorganized Sector of Industries/Employments

17.16 The aim of the survey is to collect data on working and living conditions of workers engaged in the Unorganized Sector of Industries/employments. So far, 31 surveys have been conducted and all the reports have been released. The latest survey has been conducted in Readymade Garment Industry. The draft report of Readymade Garment Industry Survey has been submitted to the Ministry for approval.

(l) Socio-economic Conditions of Women Workers in Industry

17.17 The scheme aims at collecting data on Women Workers with a view to study their working and living conditions and Welfare facilities available to them vis-a-vis the labour laws. So far 22 surveys of women workers have been conducted in various sector of employment and all the reports have been released.

(m) Studies on Evaluation of Implementation of the Minimum Wages Act, 1948

17.18 The survey aims at evaluating the extent to which the Minimum Wages Act, 1948 is being implemented in various scheduled employments in different parts of the country. So far, 28 such studies have been conducted and all the reports released.

(n) Working and Living Conditions of Scheduled Castes/ Scheduled Tribes workers in urban areas

17.19 So far, Labour Bureau has conducted 9 Scheduled Castes workers and 9 Scheduled Tribes workers surveys. A survey has been conducted on “Working and Living Conditions of the Scheduled Castes Workers in unclean occupations” in Ludhiana and SBS Nagar, Punjab. The draft report of the survey has been submitted to the Ministry for approval.

(o) Training in Labour Statistics

17.20 No training programme in Labour Statistics could be organized by Labour Bureau due to the global COVID pandemic.

(p) Annual Survey of Industries

17.21 Labour Bureau is responsible for processing and dissemination of industrial statistics collected through the Annual Survey of Industries (Labour Part) under the Collection of Statistics Act, 2008. The main objective is to build a systematic database on Absenteeism, Labour Turnover, Earnings, Employment and Labour Cost in Manufacturing Industries and to analyze the various components of Labour Costs such as Wage / Salary, Bonus, Provident Funds, Welfare Expenses, etc. in Manufacturing Industries. ASI Reports on Statistics on Employment and Labour Cost (Vol. I) for the years 2014-15 to 2017-18 and ASI Reports on Absenteeism, Labour Turnover, Employment and Labour Cost (Vol. II) for the years 2014-15 to 2016-17 have been released by Labour Bureau.

(q) Base Updation of Wage Rate Index

17.22 Wage Rate Index (WRI) Numbers compiled by Labour Bureau depict the movement of relative change experienced in wage rates over a period of time with 1963-65=100 as base year. These indices are compiled for twenty-one selected industries in three sectors viz. Manufacturing, Plantation and Mining. Labour Bureau has initiated the base updation activity of Wage Rate Index from 1963-65 = 100 to 2016 = 100. 37 industries have been finalized by the Technical Advisory

Committee on WRI and quarter-wise schedule to collect occupation wise data for the pay period 2016, 2017, 2018, 2019 and 2020 to construct weight for each occupation finalized by TAC, has also been prepared. Further, preparation of list of units is presently under progress.

(r) Release of Official Logo of Labour Bureau

17.23 The official Logo of Labour Bureau was unveiled by Shri Santosh Kumar Gangwar, Hon'ble Minister of State (IC) for Labour & Employment on 20th August, 2020 in the presence of Shri H. L. Samariya, Secretary (L&E) and Shri D. P. S. Negi, Senior Labour & Employment Adviser & Director General, Labour Bureau. The newly launched logo represents that Labour Bureau is a data based organization dealing in data related to workers and work. The logo also represents the three goals that Labour Bureau strives to achieve in producing quality data i.e. Accuracy, Validity and Reliability. Blue wheel is a cog wheel representing work, choice of blue colour signifies that we deal with blue collar workers, the graph is not going up words alone as in real world data has ups & downs because it captures ground reality. A tricolored Graph, matching the colours of the National flag, along with wheat ears, signifying the fruit of rural agricultural labour, have been beautifully placed in the logo.

(s) Inauguration of Office Building of Labour Bureau

17.24 The newly constructed office building of Labour Bureau - the “Shram Bureau Bhawan” - has been inaugurated by the Hon'ble Minister of Labour & Employment (IC) in Chandigarh on 11 September, 2020. Shri Heeralal Samariya, Secretary, Labour and Employment and SLEA & DG Labour Bureau Shri D. P. S. Negi were also present on the occasion. The new building, with all modern amenities, would help to cater to the infrastructural needs of Labour Bureau.

(t) Digitization and Automation

17.25 Digitization and Automation of all activities has been identified as a high priority area by Labour Bureau. The organisation is taking steps to significantly reduce human interface in the data processing chain i.e. from collection of data to its dissemination and is striving hard to make the entire process of data collection online using modern IT tools. Digitization and artificial intelligence would help in collection & analysis of large data in much less time, thereby increasing the reliability of data and reducing the time lag in release of various labour and price statistics by the Bureau.

(u) Ongoing Surveys

17.26 Labour Bureau has been entrusted with the task of conducting the following three “All India” surveys:

- (i) All India Survey on Migrant workers,
- (ii) All India Survey on Domestic workers,
- (iii) All India Quarterly Establishment based Employment Survey (AQEES)

(i) All India Survey on Migrant Workers:

- **Objective:** The objective of the survey is to
 - Estimate the number of domestic/internal migrant workers in the country.
 - Collect data on their household characteristics, socio economic conditions and working conditions
 - Study the impact of COVID19 on their work.
- **Coverage of the Survey:**
 - The survey covers all the State/UTs in India as this is an All India sample survey.

- **The field work of survey:**

- The field work of this survey is under progress.

(ii) All India Survey on Domestic Workers

- **Objective:** The objectives of the survey includes the following:

- The primary objective of the survey is to estimate the number / proportion of DW by major states and all-India and percentage distribution of these DWs / households that employ them / households of the live-out DWs by important socio-demographic key characteristics.
- the estimation of the incidence and characteristics of households with domestic workers
- Estimating the average number of domestic workers engaged by different types of household.

- **Field work of survey:**

- The field work of this survey is yet to be launched.

- **Coverage of the survey:**

- The survey will attempt to cover all the State/UTs in India as this is an All India sample survey.

(iii) All India Quarterly Establishment based Employment Survey (AQEES)

- **Background:** AQEES has two components/ parts:

- Quarterly Employment Survey (QES) in respect of establishments employing 10 or more workers;
- Area Frame Establishment Survey (AFES) in respect of

establishments employing 9 or less workers, from the 9 selected sectors of the economy.

Part 1- Quarterly Employment Survey (QES)

- **Objective of QES**
 - QES is an establishment-based survey and provides information on change in employment in establishments with 10 and more workers under the 9 selected sectors of the economy.
- **Nine Sectors covered in QES:**
 - Manufacturing, Construction, Trade, Transportation, Education, Health, Accommodation & Restaurants, IT/BPO and Financial Service activities.
- **Sample Size allocation of QES**
 - Around 12000 establishments will be covered in QES across 09 sectors.
- **The field work of survey:**
 - The field work of Quarterly Employment Survey (QES) was started with effect from 1st April 2021. However, in view of the second wave of Covid-19 pandemic and safety of enumerators, the QES survey continued telephonically/electronically with minimal physical visits during the lockdown and physical visits increased as conditions normalised.
 - The report of the first quarter (April to June, 2021) of the Quarterly Employment Survey was released by Sh. ShriBhupenderYadav, Union Minister for Labour & Employment on 27th September, 2021.

QUARTERLY EMPLOYMENT SURVEY: [First Quarter Report (April to June, 2021)]

A part of the Quarterly Employment Survey (1st Quarter) was designed to collect the information on the Covid-19 pandemic on the operational status and employment status of the establishments in the selected 9 sectors during the first quarter [April-June, 2021].

The summary results are as follows:

Impact of Covid-19 on Employment during the Lockdown Period from 25th March 2020 to 30th June 2020:

17.27 Coming to assess the impact of COVID 19 pandemic on employment in the organized non-farm segment of the Indian economy, employment decreased due to the pandemic in 27% of the establishments.

17.28 The total employment in the 9 sectors dropped by 23 lakhs during the period 25th March, 2020 and 30th June, 2020. However, Industry not only bounced back after the pandemic, but also the total employment increased by nearly 40 thousand (net addition) since 1st July, 2020. On the bright side of the employment scenario, it may be noted that 81% of the workers received full wages during the lock-down period (March 25-June 30, 2020), 16% received reduced wages and only 3 % were denied of any wages. In the Health and Financial Services sector, however, more than 90% workers received full wages. However, in the Construction sector, 27% had to accept reduced wages and 7 % were left with none.

17.29 The survey has also attempted to collect the data on the impact of COVID-19 pandemic on the operational status of establishments, status of employment and impact on wages in the nationwide lockdown imposed during the period from 25th March, 2020 to 30th June, 2020. The highest number of establishments which were operational during nationwide lockdown in the Health

Sector (88.9%) followed by Financial Services sector (71.6%).

The highest number of establishments which were non-operational during nationwide lockdown in education sector (76.5%), Accommodation and Restaurants sector (72%) and Trade sector (71.5%).

Change in estimated employment during the lockdown period from 25th March, 2020 to 30th June, 2020:

17.30 The report has also presented the change in estimated employment during the period from 25th March, 2020 to 30th June, 2020 during which the national lockdown was operational. Of all the estimated establishments, 69.5% reported no change in employment during the period of national lockdown, while 26.7% establishments reported decreased employment as on 1st July, 2020 compared to that on 25th March, 2020.

17.31 Employment in the financial sector and education sector remained largely unaffected by the impact of nationwide lockdown, as reflected by 84.5% of establishments in Financial services sector and 78.4% educational establishments reporting no change in employment during nationwide lockdown.

17.32 On the other hand, decreased employment during nationwide lockdown was relatively higher for the Manufacturing sector, Construction sector and Accommodation and Restaurants sector. Of all the estimated establishments in the respective sectors, 38.1% establishments in Manufacturing sector, 34.5% establishments in the Construction sector and 34.3% establishments in the Accommodation and Restaurants sector reported decreased employment during the nationwide lockdown. Health sector registered highest percentage share (7.0%) of estimated establishments reporting increase in employment during the nationwide lockdown.

Estimates on percentage of employees receiving Full Wages, Reduced Wages or No Wages during the lockdown:

17.33 The Report presented that that 81% of the workers received full wages during the lockdown period (March 25-June 30, 2020), 16% received reduced wages and only 3 % were denied of any wages. In the Health and Financial Services sector, however, more than 90% workers received full wages. However, in the Construction sector, 27% had to accept reduced wages and 7 % were left with none.

Part 2- Area Frame Establishment Survey (AFES)

• **Objective of AFES:**

The two objectives of AFES are-

- To provide employment estimates for a sizeable segment of the economy covering establishments employing 9 or less workers.
- To assess relative change in employment over successive quarters.

• **Nine Sectors covered in AFES:**

- Manufacturing, Construction, Trade, Transportation, Education, Health, Accommodation & Restaurants, IT/BPO and Financial Service activities

• **Sample Size allocation of AFES**

- Total 16000 FSUs (8000 in Urban and 8000 in rural) covering about 2.5 lakh establishments.

• **The field work of survey:**

- The field work of AFES has been launched on first week of October, 2021.

17.34 An Expert Group under the chairmanship of Prof. S. P. Mukherjee with Prof. Amitabh Kundu as Co-chairman has been constituted vide Ministry's Order dated 09th September 2020 to examine and finalise the schedules, sampling design and other technical details of all the aforesaid surveys to be conducted by Labour Bureau. The first meeting of the Expert Group was held on 08th October, 2020 while the Second Meeting of the Expert Group was held on 22nd October, 2020

at Shram Shakti Bhawan. The Expert Group has further been divided into four sub-groups to look into the technicalities of each of the four surveys and the Sub-groups are conducting regular meetings.

(v) Publications

17.35 The Bureau brings out a number of publications based on the statistical research work, studies and surveys conducted by it. The list of publications which have been released/ finalized during 2020 is given in **Table 17.6**

Box 17.1	
WEIGHTS FOR BROAD GROUPS UNDER CPI-IW ON BASE: 2016=100	
Group(s)	Weight(s)
Food & Beverages	39.17
Pan, Supari, Tobacco &	2.07

Intoxicants	
Clothing & Footwear	6.08
Housing	16.87
Fuel & Light	5.50
Miscellaneous	30.31
Total	100.00

Table 17.1

Comparative Statement of variations in Consumer Price Index for Industrial Workers (CPI-IW) on Base: 2001=100 and 2016=100.

Base	Financial Year	Index	Percentage variation (annual)
I. 2001=100	2006-07	125	6.83
	2007-08	133	6.40
	2008-09	145	9.02
	2009-10	163	12.41
	2010-11	180	10.43
	2011-12	195	8.33
	2012-13	215	10.26
	2013-14	236	9.77
	2014-15	251	6.36
	2015-16	265	5.58
	2016-17	276	4.15
	2017-18	284	2.90
	2018-19	300	5.63
	2019-20	322	7.33
II. 2016=100	2020(Apr, 20 - Aug, 20)	333	} 5.19
	2020-2021(Sep,20 – Mar,21)	119.0	

Note: i) Index values are annual average of respective financial year.

ii) The percentage variation for the year 2020-21 w.e.f. September, 2020 have been derived from the figures of base 2016=100 by using conversion factor of 2.88. The converted figure for 2020-21 (September, 2020 to March, 2021) is 342.7.

Table 17.2
Monthly variation in CPI-IW (Base: 2001=100 & 2016=100)

FY	2014-2015		2015-16		2016-17		2017-18		2018-19		2019-20		2020-21	
	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation
April	242	1.26	256	0.79	271	1.12	277	0.73	288	0.35	312	0.97	329	0.92
May	244	0.83	258	0.78	275	1.48	278	0.36	289	0.35	314	0.64	330	0.30
June	246	0.82	261	1.16	277	0.73	280	0.72	291	0.69	316	0.64	332	0.61
July	252	2.44	263	0.77	280	1.08	285	1.79	301	3.44	319	0.95	336	1.20
August	253	0.40	264	0.38	278	-0.71	285	0.00	301	0.00	320	0.31	338	0.60
September	253	0.00	266	0.76	277	-0.36	285	0.00	301	0.00	322	0.63	118.1	0.62
October	253	0.00	269	1.12	278	0.36	287	0.70	302	0.33	325	0.93	119.5	1.19
November	253	0.00	270	0.37	277	-0.36	288	0.35	302	0.00	328	0.92	119.9	0.33
December	253	0.00	269	-0.37	275	-0.72	286	-0.69	301	-0.33	330	0.61	118.8	-0.92
January	254	0.40	269	0.00	274	-0.36	288	0.70	307	1.99	330	0.00	118.2	-0.51
February	253	-0.40	267	-0.74	274	0.00	287	-0.35	307	0.00	328	-0.61	119.0	0.68
March	254	0.40	268	0.37	275	0.36	287	0.00	309	0.65	326	-0.61	119.6	0.50

Note: (i) Index from September, 2020 is on New Base 2016=100.

(ii) The percentage variation for September, 2020 has been derived by converting the figure of 2016=100 by using linking factor of **2.88**.

Table 17.3

ANNUAL RATE OF INFLATION BASED ON ALL INDIA CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS
(Base: 2001=100 & 2016=100)

Year/ Month	2014		2015		2016		2017		2018		2019		2020		2021	
	Index	Rate of Inflation	Index	Rate of Inflation	Index	Rate of Inflation	Index	Rate of Inflation	Index	Rate of Inflation	Index	Rate of Inflation	Index	Rate of Inflation	Index	Rate of Inflation
January	237	7.24	254	7.17	269	5.91	274	1.86	288	5.11	307	6.6	330	7.49	118.2	3.15
February	238	6.73	253	6.3	267	5.53	274	2.62	287	4.74	307	6.97	328	6.84	119.0	4.48
March	239	6.7	254	6.28	268	5.51	275	2.61	287	4.36	309	7.67	326	5.5	119.6	5.64
April	242	7.08	256	5.79	271	5.86	277	2.21	288	3.97	312	8.33	329	5.45	120.1	5.14
May	244	7.02	258	5.74	275	6.59	278	1.09	289	3.96	314	8.65	330	5.10	120.6	5.24
June	246	6.49	261	6.1	277	6.13	280	1.08	291	3.93	316	8.59	332	5.06	121.7	5.57
July	252	7.23	263	4.37	280	6.46	285	1.79	301	5.61	319	5.98	336	5.33	122.8	5.27
August	253	6.75	264	4.35	278	5.3	285	2.52	301	5.61	320	6.31	338	5.62	123.0	4.79
September	253	6.3	266	5.14	277	4.14	285	2.89	301	5.61	322	6.98	118.1	5.62	123.3	4.41
October	253	4.98	269	6.32	278	3.35	287	3.24	302	5.23	325	7.62	119.5	5.91	124.9	4.5
November	253	4.12	270	6.72	277	2.59	288	3.97	302	4.86	328	8.61	119.9	5.27	125.7	4.84
December	253	5.86	269	6.32	275	2.23	286	4.00	301	5.24	330	9.63	118.8	3.67		

Note: (i) Rate of inflation has been calculated as percentage increase over the figure of the corresponding month of the previous year.

(ii) Index from September, 2020 is on New Base 2016=100.

(iii) Inflation from September, 2020 has been derived by converting the figure of 2016=100 by using linking factor of 2.88.

Box 17.2: Comparative Statement of variation in Consumer Price Indices for Agricultural Labourers (CPI-AL) and Rural Labourers (CPI-RL) on base 1986-87=100

Year	CPI-AL	CPI-RL	Annual percentage variation	
			CPI-AL	CPI-RL
1995-1996	237	238	-	-
1996-1997	256	256	8.02	7.56
1997-1998	264	266	3.13	3.91
1998-1999	293	294	10.98	10.53
1999-2000	306	307	4.44	4.42
2000-2001	305	307	-0.33	0.00
2001-2002	309	311	1.31	1.30
2002-2003	318	321	2.91	3.22
2003-2004	331	333	4.09	3.74
2004-2005	340	342	2.72	2.70
2005-2006	353	355	3.82	3.80
2006-2007	380	382	7.65	7.61
2007-2008	409	409	7.63	7.07
2008-2009	450	451	10.02	10.27
2009-2010	513	513	14.00	13.75
2010-2011	564	564	9.94	9.94
2011-2012	611	611	8.33	8.33
2012-2013	672	673	9.98	10.15
2013-2014	750	751	11.61	11.59
2014-2015	800	802	6.67	6.79
2015-2016	835	839	4.38	4.61
2016-2017	870	875	4.19	4.29
2017-2018	889	895	2.18	2.29
2018-2019	907	915	2.02	2.23
2019-2020	980	986	8.05	7.76
2020-2021	1034	1040	5.51	5.48

Note:- (i) The average for the year 1995-96 is based on five months i.e. November, 1995 to March, 1996

(ii) Index values are annual averages of the respective financial year

(iii) The series of CPI-AL/RL on base 1986-87=100 were released w.e.f. the index for the month of November, 1995. In the case of CPI-AL, the linking factor between old (1960-61) and new (1986-87) series is 5.89 while the series of CPI-RL was introduced for the first time w.e.f. November, 1995 index.

Source: Labour Bureau, Shimla

Table: 17.4: Monthly Variation in CPI (AL) (Base 19 86-87=100)

Month	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022	
	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
April	805	0.25	848	0.59	870	0.46	888	0.11	932	0.87	1014	0.70	1041	0.58
May	811	0.75	860	1.42	872	0.23	891	0.34	940	0.86	1019	0.49	1049	0.77
June	820	1.11	869	1.05	877	0.57	894	0.34	950	1.06	1018	-0.10	1057	0.76
July	822	0.24	877	0.92	884	0.80	902	0.89	958	0.84	1021	0.29	1061	0.38
August	832	1.22	876	-0.11	894	1.13	907	0.55	965	0.73	1026	0.49	1066	0.47
September	839	0.84	873	-0.34	893	-0.11	910	0.33	976	1.14	1037	1.07	1067	0.09
October	849	1.19	876	0.34	901	0.90	913	0.33	987	1.13	1052	1.45	1081	1.30
November	853	0.47	878	0.23	905	0.44	914	0.11	1000	1.32	1060	0.76	1092	1.01
December	853	0.00	876	-0.23	900	-0.55	913	-0.11	1014	1.40	1047	-1.23		
January	849	-0.47	870	-0.68	895	-0.56	915	0.22	1016	0.20	1038	-0.86		
February	843	-0.71	869	-0.11	889	-0.67	917	0.22	1010	-0.59	1037	-0.10		
March	843	0.00	866	-0.35	887	-0.22	924	0.76	1007	-0.30	1035	-0.19		

Source : Labour Bureau, Shimla

Table: 17.4: Monthly Variation in CPI (RL) (Base 1986-87=100)

Month	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022	
	Index	Percentage variation over previous month	Index	Percent age variatio n over previous month	Index	Percent age variatio n over previous month	Index	Percent age variatio n over previous month	Index	Percent age variatio n over previous month	Index	Percent age variatio n over previous month	Index	Percent age variatio n over previous month
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
April	809	0.25	854	0.71	876	0.46	896	0.22	939	0.75	1019	0.59	1049	0.58
May	816	0.87	866	1.41	878	0.23	899	0.33	948	0.96	1025	0.59	1057	0.76
June	824	0.98	874	0.92	884	0.68	902	0.33	957	0.95	1024	-0.10	1065	0.76
July	827	0.36	881	0.80	890	0.68	910	0.89	965	0.84	1028	0.39	1070	0.47
August	836	1.09	881	0.00	900	1.12	915	0.55	972	0.73	1033	0.49	1074	0.37
September	843	0.84	877	-0.45	899	-0.11	917	0.22	983	1.13	1043	0.97	1076	0.19
October	853	1.19	881	0.46	907	0.89	920	0.33	993	1.02	1057	1.34	1090	1.28
November	857	0.47	883	0.23	910	0.33	921	0.11	1006	1.31	1065	0.76	1101	1.00
December	857	0.00	881	-0.23	906	-0.44	921	0.00	1019	1.29	1053	-1.13		
January	854	-0.35	876	-0.57	901	-0.55	923	0.22	1021	0.20	1045	-0.76		
February	849	-0.59	874	-0.23	896	-0.55	925	0.22	1016	-0.49	1044	-0.10		
March	848	-0.12	872	-0.23	894	-0.22	932	0.76	1013	-0.30	1043	-0.10		

Source: Labour Bureau, Shimla

Table: 17.5: Annual Rate of Inflation based on all-India Consumer Price Index for Agricultural Labourers (Base: 1986-87=100)

Month	2015-2016		2016-2017		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022	
	Index	Rate of inflation @	Index	Rate of inflation n@	Index	Rate of inflation n@	Index	Rate of inflation n@	Index	Rate of inflation n@	Index	Rate of inflation n@	Index	Rate of inflation n@
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
April	805	4.41	848	5.34	870	2.59	888	2.07	932	4.95	1014	8.80	1041	2.66
May	811	4.38	860	6.04	872	1.40	891	2.18	940	5.50	1019	8.40	1049	2.94
June	820	4.46	869	5.98	877	0.92	894	1.94	950	6.26	1018	7.16	1057	3.83
July	822	2.88	877	6.69	884	0.80	902	2.04	958	6.21	1021	6.58	1061	3.92
August	832	2.97	876	5.29	894	2.05	907	1.45	965	6.39	1026	6.32	1066	3.90
September	839	3.45	873	4.05	893	2.29	910	1.90	976	7.25	1037	6.25	1067	2.89
October	849	4.43	876	3.18	901	2.85	913	1.33	987	8.11	1052	6.59	1081	2.76
November	853	4.92	878	2.93	905	3.08	914	0.99	1000	9.41	1060	6.00	1092	3.02
December	853	5.70	876	2.70	900	2.74	913	1.44	1014	11.06	1047	3.25		
January	849	5.60	870	2.47	895	2.87	915	2.23	1016	11.04	1038	2.17		
February	843	4.98	869	3.08	889	2.30	917	3.15	1010	10.14	1037	2.67		
March	843	4.98	866	2.73	887	2.42	924	4.17	1007	8.98	1035	2.78		

@Percentage increase over the figures of the corresponding month of the previous year.881

Source: Labour Bureau, Shimla.

TABLE 17.6

LIST OF PUBLICATIONS RELEASED / FINALISED DURING 2021

Sl.No.	Publications
1	Payment of Wages Act, 1936 for the year of 2016
2	Minimum Wages Act, 1948 for the year of 2016
3	Factory Act, 1948 for the year of 2018
4	Trade Union Act, 1926 for the year of 2018

Chapter-18

LABOUR RESEARCH & TRAINING

LABOUR RESEARCH AND TRAINING

18.1 V. V. Giri National Labour Institute (VVGNLI), an autonomous body of the Ministry of Labour and Employment, Government of India was set up in July 1974 and has grown into a premier Institute of labour research and training. Since its inception, the Institute has endeavoured through its research, training, education and publications to reach out to diverse groups concerned with various aspects of labour in the organised and unorganised sectors. The focus of such endeavours is the concern to transfer academic insights and understanding for application to policy formulation and action, so as to ensure a just place for labour in an egalitarian and democratic society.

18.2 VISION

A globally reputed institution and centre of excellence in labour research and training committed to enhancing the quality of work and work relations

18.3 MISSION

Bring Labour and Labour Relations as the Central Feature in Development Agenda through:

- i) Addressing issues of transformations in the world of work;
- ii) Disseminating knowledge, skills and attitudes to major social partners and stakeholders concerned with labour and employment;
- iii) Undertaking research studies and training interventions of world class standards, and

- iv) Building understanding and partnerships with globally respected institutions involved with labour.

OBJECTIVES AND MANDATE

18.4 The Memorandum of Association (MoA) spells out clearly a wide range of activities that are essential to fulfill the objective of the Institute. It mandates the Institute:

- (i) to undertake, aid, promote and coordinate research on its own or in collaboration with other agencies, both national and international;
- (ii) to undertake and assist in organising training and education programmes, seminars and workshops;
- (iii) to establish wings for:
 - (a) education, training and orientation;
 - (b) research, including action research;
 - (c) consultancy; and
 - (d) publication and other such activities as may be necessary for achieving the objectives of the society;
- (iv) to analyze specific problems encountered in the planning and implementation of labour and allied programmes and to suggest remedial measures;
- (v) to prepare, print and publish papers, periodicals and books;
- (vi) to establish and maintain library and information services;

(vii) to collaborate with other institutions and agencies in India and abroad which have similar objectives; and

(viii) to offer fellowships, prizes and stipends.

STRUCTURE

18.5 The General Council, the apex governing body of the Institute, with Hon'ble Union Minister for Labour and Employment Minister as its President, lays down the broad policy parameters for the functioning of the Institute. The Executive Council with Secretary (Labour & Employment) as Chairperson monitors and guides the activities of the Institute. Both the General Council and the Executive Council are tripartite in nature and consist of members representing the government, trade union federations, employers' associations and also eminent scholars and practitioners in the field of labour. Director General of the Institute is the Principal Executive Officer and administers the activities of the Institute. Director General is aided in the day-to-day functioning by a team of faculty members consisting of professionals from different disciplines and a team of administrative officials and staff.

MAJOR ACTIVITIES

RESEARCH

18.6 Research on labour and related issues constitute one of the core mandates of the Institute. The Institute has been actively engaged in undertaking policy research and action research, covering a wide range of labour related issues viz. new forms of employment, future of work, structural transformation and its implications, skill development, labour laws, industrial relations, informal economy, social security, child labour, labour migration, decent work and agrarian relations. The Institute also provides research and technical support to the Ministry of Labour and Employment and other policy making bodies of the Government. The

research activities of the Institute are carried out under the aegis of specialized research centres. Each research centre has a Research Advisory Group (RAG) comprising of eminent scholars and practitioners to provide relevant advice and direction.

18.7 Research Projects/Case Studies completed and ongoing during January, 2021 to December 2021 under different research centers of the Institute are listed below:

1. National Resource Centre on Child Labour

Completed Research Projects/Case Study

- Locating challenges, insecurities and vulnerabilities to bondage in the wake of Covid-19 Pandemic ensuing lockdowns and reverse migration for evolving Advisory to Identify, Release and Rehabilitate Bonded Labour
- Impact of the Cyclones and other Disasters on Fishing Communities and Fisheries Livelihoods: The Case Study of Select States in India (Phase I) - *Dr. Helen R. Sekar, Senior Fellow*
- Regulating Platform and Gig Economy: Domestic and International Responses: A Case Study - *Dr. Ramya Ranjan Patel*

On-going Research Projects

- Status of Identification, Rescue, Rehabilitation and Enforcement of vulnerable forms of labour

2. Centre for Labour Market Studies

Completed Research Project/ Studies/ Case Study

- Issue Paper on Gig and Platform Workers: Role in Labour Markets (Prepared for the BRICS Labour and Employment Ministers' Meeting organised under the Indian Presidency, 2021)
- Issue Paper on Formalisation of Labour

Markets (Prepared for the BRICS Labour and Employment Ministers' Meeting organised under the Indian Presidency, 2021)

- Impact Assessment Study of Labour Reforms undertaken by the States
- Awareness on New Code on Wages: Case Studies.

On-going Research Projects

- Support of Employment and Income in the Context of the COVID-19 Crisis, 2021 (Research Project carried out under the aegis of BRICS Network of Labour Research Institutes)
- Research Study on Gig and Platform Workers (Joint Study by V.V. Giri National Labour Institute and NITI Aayog)

3. Centre for Agrarian Relations, Rural and Behavioural Studies

Completed Research Project/Case Studies

- Decoding Agrarian Crisis: Emerging Challenges
- कृषि संकट को समझना: एकलैंगिक परिप्रेक्ष्य
- Decoding Agrarian Crisis: A Study of Production, Employment and Emerging Challenges
- Employee's Compensation Act: A Case Study- *Dr. Shashi Bala, Fellow*
- Emerging Trends of Gender in Agriculture: A case of Uttar Pradesh

Ongoing Research Project

- e-Rural Labour camp on Empowering Women in the Rural Economy through labour codes
- e-Rural Labour camp on Labour Codes & Strengthening Leadership Skills of Women Workforce

4. Centre for Employment Relations and Regulations

Completed Research Project/Case Study

- Socio-economic Empowerment of People by Civil Society: A Case Study of Murshidabad Zilla Peoples Educational Welfare Society - *Dr. Sanjay Upadhyaya, Senior Fellow*
- Employment Security and Industrial Relations Code: The Case of Organized Non-farm Sector - *Dr. Manoj Jatav*

Ongoing Research Project

- Documentation of Select Practices on Industrial Relations in India

5. Integrated Labour History Research Programme

Completed Research Projects

- Digitisation and Uploading of major collections in the Institute's Website. Collections uploaded include:
 - Gandhi and Labour
 - Self Employed Women's Association (SEWA)
 - ILO India Monthly Reports (1929-1969)
 - Commissions on Labour
 - Bharatiya Mazdoor Sangh

6. Centre for Labour and Health Studies

Completed Research Project/Study

- Issue Paper on Promoting Social Security Agreements amongst BRICS Nations (Prepared for the BRICS Labour and Employment Ministers' Meeting organised under the Indian Presidency, 2021)
- *Comparative Study of Pension Schemes for Workers in the Unorganised Sector – APY, PM-SYM and NPS For Traders And Self Employed Persons – Dr. Ruma Ghosh*

& Dr. Dhanya M.B.

Ongoing **Research Projects**

- Research Study on Social Security for All – Way Forward

7. Centre for Gender and Labour Studies

Completed Research Project/Studies/

Case Studies

- Implementation of Equal Remuneration Act 1976
- Impact on Employment of the Maternity Benefit (Amendment) Act, 2017: Identifying the Affirmative Initiative & Challenges in the Implementation of the Act
- Decoding Agrarian Crisis: A Gender Perspective
- कृषि संकट को समझना: एकलैंगिकपरिप्रेक्ष्य
- BRICS Issue Paper on '*Participation of Women in the Labour Force*' prepared for the BRICS Employment Working Group under the Indian Presidency, Ministry of Labour and Employment, BRICS 2021

Ongoing **Research Project**

- *Women's Paid and Unpaid Work: Insights from the Time Use Survey and Methodological Issues*
- e-Rural Labour camp on Labour Codes & Enhancing Sensitivity towards Gender parity
- e-Rural Labour camp on An Introduction to Labour codes and Gender Responsive Budgeting in India

8. Centre for North East India

Completed Research Project/Case Study

- North East Migrants in Delhi: A Socio-economic Study
- Social Security of Handloom Weavers in Manipur

- Livelihood Security and Social Protection of Tea Plantation Workers in Assam
- Linking Skill Training Centres with Industry: Lessons from Karnataka German Multi Skill Development Centres – A Case Study by Dr. Otojit Kshetrimayum, Fellow

9. Centre for Climate Change and Labour

Completed **Research Project/Study**

- BRICS Issue Paper on '*Formalisation of Labour Markets' Force*' prepared for the BRICS Employment Working Group under the Indian Presidency, Ministry of Labour and Employment, BRICS 2021

Networking (International and National)

18.8 VVG NLI is mandated to forge professional collaborations with major international and national institutions involved with labour and related issues. The Institute over the years has been working in collaboration with international institutions like International Labour Organisation (ILO), United Nations International Children's Emergency Fund (UNICEF), United National Development Programme (UNDP) and National institutions like Indian Institute of Management, Lucknow (IIM-L), National Institute of Rural Development & Panchayati Raj, Hyderabad (NIRD&PR-H); Tata Institute of Social Sciences, Guwahati (TISS-G), Late Narayan Megha ji Lokhande Maharashtra Institute of Labour Studies Mumbai (LNML MILS-M), Mahatma Gandhi Labour Institute, Ahmadabad (MGLI-A), Dashrath Manjhi Institute of Labour and Employment Studies, Patna (DMIL&ES-P) and State Labour Institutes.

18.9 As a part of its international outreach, the Institute has signed a Memorandum of Understanding with International Training Centre (ITC) of International Labour Organisation (ILO), Turin on 28th November, 2018 extending the professional collaboration

in the areas of training and education activities in the field of labour and employment for another 5 years i.e. 2018-2023. The MoU envisages to expand the collaboration between the two institutions in training activities to promote decent work for all. The two organizations will work together in areas of mutual interest for activities, inter alia, related to (i) organizing collaborative training and education programmes; (ii) developing training modules; and (iii) faculty exchange. During the year 2021-22, faculty members from ITC-ILO, Turin and ILO, Geneva have been involved for delivering sessions during the online training programmes conducted by the Institute. Likewise faculty from VVG NLI also participated and delivered sessions in ITC-ILO training programmes.

18.10 V. V. Giri National Labour Institute has been recognized by the Government of India as the Nodal Labour Institute of the country to network with other Labour Institutions of four BRICS countries. Accordingly, VVG NLI is also the partner institution in the **BRICS Network of Labour Research Institutes** established during the BRICS Labour & Employment Ministerial meetings held under the Presidency of China in 2017. V. V. Giri National Labour Institute represents India in the BRICS Network of Labour Research Institutes. One of the major objectives of this Network is to undertake research studies on contemporary concerns related to the world of work. During the year 2021-22, a research study has been undertaken on the theme, '*Support of Employment and Income in the Context of the COVID-19 Crisis*', 2021

Training and Education (2021-22)

18.11 V.V. Giri National Labour Institute is committed to promote a better understanding of labour problems and to find the avenues and means to tackle them. To achieve this, the Institute, through its varied activities attempts to provide education with regard to labour

issues in an integrated manner. While research activities, among other things explore the basic needs of different groups, such data as are generated in research activities are used for designing new and modifying existing training programmes. Constant feedback from the participants is used for updating the training curriculum as well as redesigning training modules.

18.12 Educational and training programmes of the Institute may be viewed as potential vehicles of structural change in labour relations. They can help to generate a more positive attitude for the promotion of harmonious industrial relations. In the rural areas, the programmes are attempted to develop leadership at the grassroots level that can build and support independent organisations to look after the interests of the rural labour. Training programmes equally emphasize attitudinal change, skill development and enhancement of knowledge.

18.13 The methodology adopted in these training programmes use an appropriate mix of audio-visual presentation, lectures, group discussions, case studies and behavioural science techniques. Apart from the Institute's faculty, guest faculty is also invited to strengthen the training programmes.

18.14 The Institute offers education and training to the following groups:

- Labour Administrators and officials of the Central and State Governments,
- Managers and Officers of the Public and Private Sector Industries,
- Trade Union Leaders and Organisers of the organised and unorganised sectors, and
- Researchers, Trainers, field workers and others concerned with labour issue.

18.15 During the year from April to December 2021, the Institute has conducted 97 online/offline training programmes including 02 online International programmes and 2926 participants including international participants from different countries have also attended these programmes. The details are as follows

Training Programmes (01.04.2021 to 31.12.2021)

S. No	Name of the Programme	No. of Progs.	No. of Days of Progs.	No. of Participants
1.	LABOUR ADMINISTRATION PROGRAMMES	21	81	675
2.	INDUSTRIAL RELATIONS PROGRAMMES	11	47	170
3.	CAPACITY BUILDING PROGRAMMES	33	150	882
4.	RESEARCH METHODS PROGRAMMES	03	15	92
5.	INTERNATIONAL PROGRAMMES	02	38	39
6.	CHILD LABOUR PROGRAMMES	05	15	410
7.	NORTH EAST PROGRAMMES	09	42	198
8.	COLLABORATIVE PROGRAMMES	13	36	460
	TOTAL	97	424	2926

Training Programmes to be conducted 01.01.2022 to 31.03.2022

S. No	Name of the Programme	No. of Progs.	No. of Days of Progs.
1.	LABOUR ADMINISTRATION PROGRAMMES	03	14
2.	INDUSTRIAL RELATIONS PROGRAMMES	05	25
3.	CAPACITY BUILDING PROGRAMMES	06	24
4.	RESEARCH METHODS PROGRAMMES	02	10
5.	CHILD LABOUR PROGRAMMES	02	06
6.	NORTH EAST PROGRAMMES	02	10
7.	COLLABORATIVE PROGRAMMES	09	33
8.	INHOUSE PROGRAMMES	01	02
	TOTAL	30	124

Workshops / Webinars

18.16 Apart from training programmes, the Institute has also conducted webinars/workshops on different topics. The details are as given below:

Sl No	Webinar	No. of days	No. of Participants	Coordinator
1.	Employment Challenges and Strategies in India: Post Covid-19 Scenario (University of Kerala) June 23-24, 2021	02	57	Dhanya M. B.
2.	Labour Codes: An Overview on in collaboration with GIMS, Greater Noida- August 31, 2021	01	28	Shashi Bala
3.	Addressing Harassment of Women at Workplace:	01	108	Ellina Samantr oy

	Legislation & Policy in collaboration with SLI, Odisha September 03, 2021			
4.	Workshop on Celebrating 20 years of successful interventions for Elimination of Child Labour in Veilpur Mangal, Nizamabad District & Awareness Generation on the Labour Codes - October 8, 2021	01	150	Helen R. Sekar
5.	Labour Issues, Labour Codes and Laws Pertaining to Women workers in collaboration with SLI, Odisha - October 20-21, 2021	02	39	Ellina Samantr oy
6.	Challenges of Marginalized Rural Labour in India: Need for Inclusion in collaboration with Gandhigram Rural Institute -20-22 October, 2021	03	20	Shashi Bala
7.	National Workshop on Skill Development for Tribal and Rural Youth: Challenges and Opportunities in collaboration with Mizoram University- November 24-26, 2021	03	18	Shashi Bala
8.	Azadi Ka Amrut Mahotsav Workshop on Role of Trade Union Leaders during the Freedom Struggle - December 16, 2021	01	79	Helen R.Sekar/ Ramya Ranjan Patel
9.	Workshop on "e-Governance" in collaboration with NISG December 28, 2021	01	50	Dhanya M.B.
		15	549	

PUBLICATIONS

18.17 VVGNI has a dynamic publishing programme for dissemination of various labour related information in general and its research findings and experiences in particular. In order to fulfill this task, the Institute brings out journals, occasional publications, books and reports.

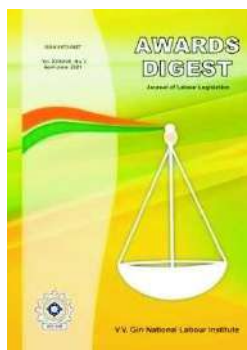
Labour & Development

18.18 *Labour & Development* is a biannual academic journal. It is dedicated to advancing the understanding of various aspects of labour through theoretical analysis and empirical investigations. The journal



publishes articles of high academic quality in the field of labour and related areas with emphasis on economic, social, historical as well as legal aspects and also publishes research notes and book reviews on them particularly in the context of developing countries. The Journal is a valuable reference for scholars and practitioners specialising in labour studies.

Awards Digest: Journal of Labour Legislation



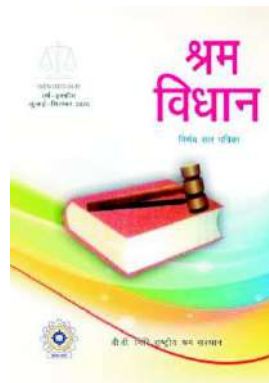
18.19 *Awards Digest* is a quarterly journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts and Central

Administrative Tribunals are reported in the Journal. It includes articles, amendments to labour laws and other relevant information. The journal is a valuable reference for personnel

managers, trade union leaders and workers, labour law advisors, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.

Shram Vidhan

18.20 Shram Vidhan is a quarterly Hindi journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts and Central Administrative Tribunals are reported in the Journal. This journal is a valuable reference for personnel managers, trade union leaders and workers, labour law advisors, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.



quarterly Newsletter of the Institute. It is being brought out to pave way for ending child labour by reaching out to different sections of society, mobilizing their efforts in this direction.



Shram Sangam



18.23 Shram Sangam is a biannual official language magazine brought out by the Institute to orient the employees towards progressive use of Hindi and to make use of their creativity in its expansion.

Apart from poems, essays and stories written by the employees, it contains informative and motivational articles on art & culture, science, current events, sports, and biographies of great men/authors.

Indradhanush



18.21 It is a bi-monthly Newsletter brought out by the Institute which captures Institute's multifarious activities in the area of research, training and education, workshop, seminar etc.

The Newsletter also brings out brief details about different events organized by the Institute. It also highlights professional engagements of the Director General and faculty members along with profiling the visits of the distinguished persons who visit the Institute.

Child Hope

18.22 Child Hope is a

NLI Research Studies Series

18.24 The Institute is also publishing a series entitled, *NLI Research Studies Series*, to disseminate the findings of the research activities of the Institute. So far the Institute has published 146 research findings in this series.

143/2021 Decoding Agrarian Crisis: Emerging Challenges - Dr. Shashi Bala



144/2021 Decoding Agrarian Crisis: A Gender Perspective - Dr. Shashi Bala

145/2021 BRICS and the World of Work: Formalisation of Labour Market- *Dr. Anoop Satpathy*

146/2021 Participation of Women in Labour Force -*Dr. Ellina Samantroy*

VGNLI Policy Perspectives



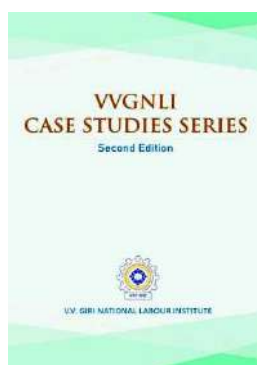
18.25 VGNLI Policy Perspectives focuses on key policy interventions of the government and its implications for labour and employment and also on strategies/policy initiatives to be followed which could be adopted in

the area of labour and employment in future.

- New Labour Codes – Putting India on a High Growth Trajectory - *Dr. H. Srinivas*
- Promoting Inclusive Growth in India - An overview of the Labour Reforms and Labour Welfare Schemes - *Dr. H. Srinivas*

VGNLI Case Studies Series, Second Edition

- Impact of the Cyclones and other Disasters on Fishing Communities and Fisheries Livelihoods: The Case Study of Select States in India - *Dr. Helen R. Sekar*



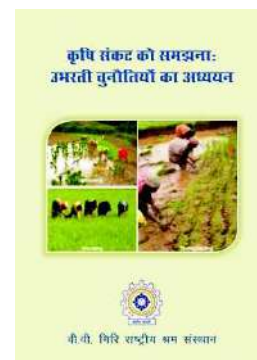
- Socio-economic Empowerment of People by Civil Society: A Case Study of Murshidabad Zilla Peoples Educational Welfare Society - *Dr. Sanjay Upadhyaya*
- Employee's Compensation Act: A Case Study - *Dr. Shashi Bala*
- Linking Skill Training Centres with

Industry: Lessons from Karnataka German Multi Skill Development Centres - *Dr. Otojit Kshetrimayum*

- Dissemination of Knowledge, Sensitization on Labour and Development through Outreach and Advocacy Events: Cases of Three Special Events Participated by V.V. Giri National Labour Institute - *Mr. Priyadarsan Amitav Khuntia*
- Awareness on New Code on Wages: Case Studies - *Dr. Dhanya MB*
- Regulating Platform and Gig Economy: Domestic and International Responses - *Dr. Ramya Ranjan Patel*
- Employment Security and Industrial Relations Code: The Case of Organized Non-farm Sector - *Dr. Manoj Jatav*

Occasional Publications

- कृषि संकट को समझना: उभरती चुनौतियों का अध्ययन
- कृषि संकट को समझना: एक लैंगिक परिप्रेक्ष्य



ADVOCACY AND DISSEMINATION

18.26 Advocacy and dissemination of relevant information about various



programmes and schemes are considered as core strategies to enhance the outreach of the welfare programmes launched to benefit the disadvantaged people and backward regions. Ministry of Labour and Employment and other concerned ministries and organisations request the V. V. Giri National Labour Institute from time to time to be part of such advocacy and dissemination activities. During the period, the Institute participated in the Mega events **'Make in Uttarakhand 2021'** at Ramnagar, Uttarakhand during September 16-17, 2021,



'Destination Himachal Pradesh 2021' at Solan, Himachal Pradesh during September



28-30, 2021, 'Rise in Uttar Pradesh-2021' at Ghaziabad, Uttar Pradesh during December 22-24, 2021 and **Ujjwal Uttar Pradesh-2021**



at **Gorakhpur, Uttar Pradesh during December 24-26, 2021** to spread the information on recent innovative government schemes and interventions for enhancing the welfare of the people. The Institute while participating in such activities, primarily focuses on disseminating the information related to Institute's training and other professional activities and also provide technical inputs on different aspects of labour like employment, skill development, social security and labour, child labour, gender and work, rural and agricultural labour etc. The Institute also displays all its major publications in such events.

N.R. DE RESOURCE CENTRE ON LABOUR INFORMATION (NRDRCLI)

18.27 N.R. De Resource Centre on Labour Information (NRDRCLI) is one of the most reputed library cum documentation Centre in the area of labour studies in the country. The Centre was renamed in memory of late Shri Nitish R. De, the founder Dean of the Institute on July 01, 1999 to commemorate the Silver Jubilee Celebration of the Institute. The Centre is fully computerized and offers the following services and products to its users.

18.28 Physical Achievements

1. Books/Journal/Services - The library has acquired 08 books/reports/bound volumes of journals / CDs/ AV/ VC during April 2021 to December 2021, thereby enlarging the stock of books/reports/bound volumes of journals / slides / audio visual / videos / CDs /photographs/Posters/banners/clippings/panels etc. to **65560**. The library regularly subscribed to **148** professional journals, magazines and newspapers in printed and electronic forms during the period. This Knowledge Centre provides services to users: Selective dissemination of information (SDI); Current awareness service; Bibliographical service; On-line search; Article indexing of Journals;

Newspaper clippings service; Micro-fiche search and printing; Reprographic Service; CD-ROM Search; Audio/Visual Service; Current Content Service; Article Alert Service; Lending Service and Inter-Library Loan Service.

2. Products

The library provides following products in printed forms to users populations;

- Guide to periodical literature – Quarterly in-house publication providing bibliographical information of articles from over 120 selected journals / magazines.
- Current Awareness Bulletin – Quarterly in-house publication providing bibliographical information in NRDRCLI.
- Article Alert – Weekly publication providing bibliographical information of important articles in all subscribed journals/magazines.
- Current Content Service – Monthly publications. It is the compilation of content pages of subscribed journals.
- Article Alert Service – This weekly service is hosted on the Institute's web site for public access.
- e-Newspaper Clipping Service – A weekly service of scan copy of all major news pertaining to labor & related subjects.

3. Maintenance of specialized resource centre

The following two specialized resource centers have been created and maintained for reference purpose:

- National Resource Centre on Child Labour
- National Resource Centre on Gender Studies

DIGITAL ARCHIVE

18.29 Networking with agencies (national and international) involved in digital archiving is a crucial aspect of the archive. The archive is the country's largest digital repository of labour documents, with more than 15 gigabytes of data on the World Wide Web (www.indialabourarchives.org) for public access. The collections for the archives are generated through commissioning and monitoring research and collection projects on prioritized areas of labour history, which involves negotiation and networking with experts and agencies, both within and outside the country.

18.30 MAJOR ACHIEVEMENTS

- During April to December, 2021, V.V. Giri National Labour Institute conducted 97 on-line/offline training programmes including 02 online international programmes for various social partners. The number of trainee participants was 2926. The Institute also conducted 09 workshops/webinars with 549 participants.
- VVGNI has completed 22 research projects/studies/case studies during the period on various facets of labour and employment.
- The V.V. Giri National Labour Institute organised a workshop on '**Women at Work: Overcoming the Challenges of COVID 19**' on the occasion of International Women's Day on 8 March,

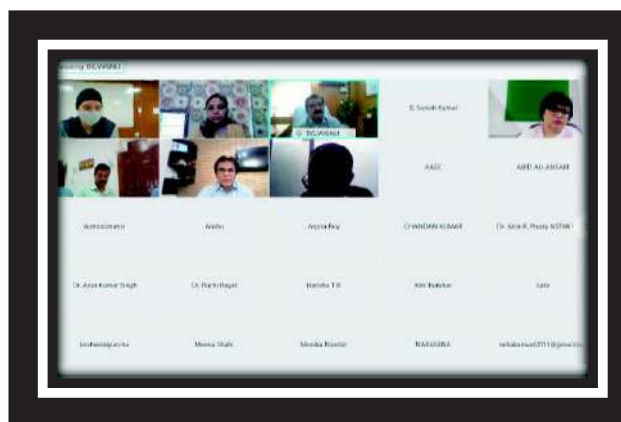


2021 at the Institute. The workshop aimed to deliberate on the challenges experienced by women workers during the pandemic and the strategies to overcome them. The discussion was followed by poetry recitation on the theme. The workshop was inaugurated by Dr. H. Srinivas, Director General, VVG NLI. The resource persons for the workshop were Prof. Rita Singh Professor & Ex-Director, Centre for Women's Studies and Development, Banaras Hindu University, Varanasi, Dr. Rachna Bimal, Associate Professor, Delhi University, Ms. Sonal Dahiya, Journalist & Poet. The workshop was attended by faculty members, officers and staff of the Institute. The workshop was coordinated by Dr. Ellina Samantroy, Fellow, VVG NLI and Shri B.S. Rawat, Senior Translation Officer, VVG NLI.

- V.V. Giri National Labour Institute organised an online Workshop on '**Industrial Relations Code, 2020**' on March 17, 2021 focusing on the key features of the Industrial Relations Code 2020, the perspective of various stakeholders on the code and its implications. The key objectives of the workshop included: (1) to promote a better understanding of the Industrial Relations Code and (2) to facilitate a detailed discussion on various features of the Code among the various stakeholders in general and the representatives of trade unions, employers and the government. The workshop was attended by fifty three delegates representing trade unions, employers' organizations, officials from Central and State labour departments, industry and the academic community. The workshop was jointly coordinated by Dr. Sanjay Upadhyaya, Senior Fellow and Dr. Manoj

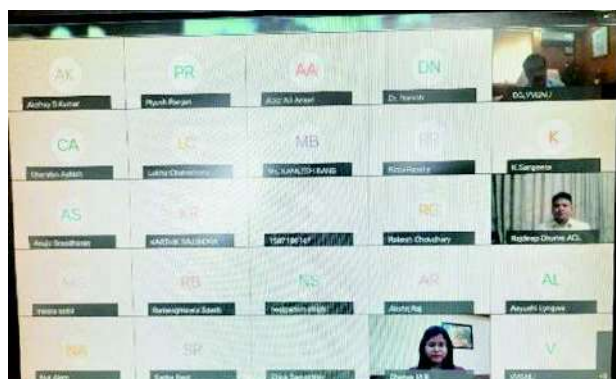
Jatav, Associate Fellow

- The Institute organised an online Workshop on '**Art of Leadership**' on March 23, 2021. The purpose of this workshop was to explore self and others in context of dynamic conditions during crisis. It was intended to help participants to map and analyses their leadership style, frame strategies for effective leadership and performance. Workshop was attended by thirty nine participants



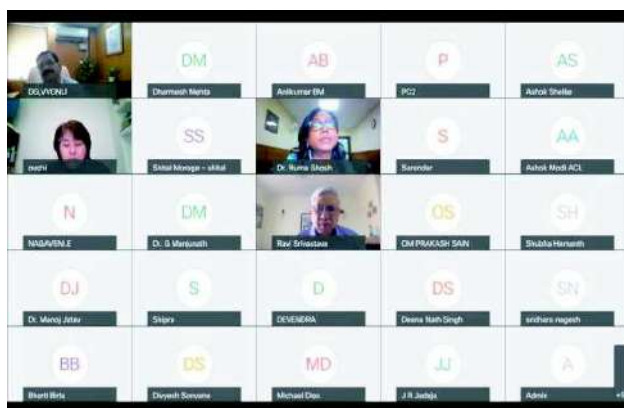
representing Government Officials, HR Professionals, Trade Union Leaders, Academicians and PG Students. Dr. Shashi Bala, Fellow coordinated this workshop.

- The V.V. Giri National Labour Institute organized an online National Workshop on '**COVID 19 and its impact on India's Labour Market**' on March 26, 2021 with the following objectives: (i) to assess the



impact of Covid-19 lockdown on the level of employment; (ii) to explore the labour market dynamics in the Post COVID situation and understand how far these recent changes have affected youth and female employment; (iii) how effective are existing sources of data to capture the dynamic changes of post COVID situation; and (iv) to what extent the measures taken by different stakeholders have been effective in mitigating the insecurities of the most vulnerable workforce including migrant workers, self-employed and gig workers etc. Thirty-nine participants including middle and senior-level officers and key functionaries from representatives from trade unions, employers and civil society organizations, international organisations and researchers specializing in labour market studies attended the workshop. The workshop was coordinated by Dr. Dhanya MB, Associate Fellow, VVGnLI.

- Virtual Consultative Workshop on, '**Strengthening Social Protection for Workers in New Forms of Employment**' was organised on 30th March, 2021 to deliberate on the different



aspects of strengthening the social protection system for gig and platform workers. The workshop was attended by 37 participants covering policy makers, representatives of workers', employers',

civil society organizations and academics. Dr. Ruma Ghosh, Fellow coordinated the Workshop.

- A National Workshop on '**Labour Codes through a Diversity, Inclusion & Equity Lens**' was organised on March 30, 2021. The purpose of the workshop was to discuss aspects of diversity, inclusion and equity in the world of work, workplace discrimination and harassment and reasonable accommodation in policy making by organizations in line with the new labour codes. Workshop was attended by thirty participants representing Government Officials, Trade Union Leaders, Academicians and Gender Specialists. Dr. Shashi Bala, Fellow was the Course Director of this workshop.
- V.V. Giri National Labour Institute organised an Online Workshop on '**Technology and Future of Work**' on March 31, 2021. This Workshop deliberated on key issues like: Nature and spread of contemporary technological change, i.e. the degree to which it is historically 'unprecedented' and how evenly or unevenly it has spread across the globe; Question of automation and its impacts on and implications for jobs; Issues of rising income and wage inequality associated with new technology and their consequences; Changes in dominant models of work relations influenced by technological transformations and their effects on employment, workers' rights and social security; and Policy options to respond to the emerging trajectories of the future of work. Dr. H. Srinivas, Director General, VVGnLI inaugurated the Workshop. The panelists of the Workshop were: Prof. Prabhu Mohapatra, Delhi University; Ms.

Aishwarya Raman, Ola Mobility Institute; Prof. Balaji Parthasarathy, IIIT, Bengaluru and Prof. Vinoj Abraham, Centre for Development Studies, Thiruvananthapuram. The Workshop was attended by 88 participants representing all concerned stakeholders. Dr. S.K. Sasikumar, Senior Fellow coordinated the Workshop.

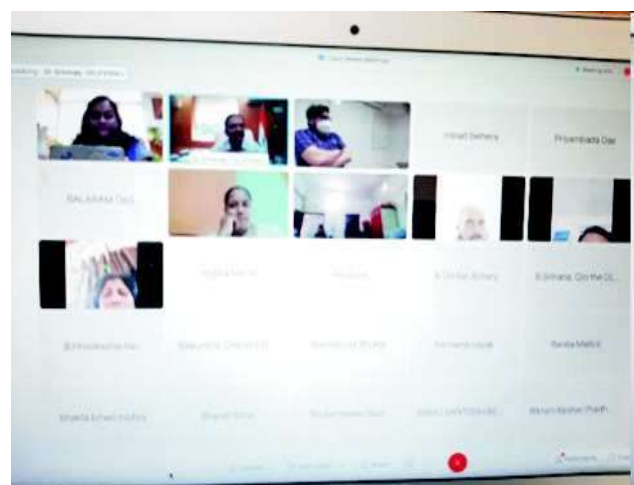
- An Online Workshop on 'Employment Challenges and Strategies in India: Post COVID-19 Scenario' was organized jointly by the V.V. Giri National Labour Institute, NOIDA and University of Kerala, Thiruvananthapuram during June 23-24, 2021. The specific objectives were to: i) provide an overview of post COVID -19 Scenario of emerging trends in employment at the national and state level. ii) Acquire knowledge about Post COVID Labour Market dynamics in India. iii) Understand the pattern and complex phenomenon of employment, especially female employment. iv) Capacity building to undertake labour market surveys and strategies in employment generation. Dr H Srinivas IRPS, Director General, VVGnLI delivered the presidential address



followed by the inaugural address by Shri V. P. Mahadevan Pillai, the Vice Chancellor, University of Kerala. The sessions were delivered by Dr S K Sasikumar, Senior Fellow, VVGnLI; Dr Helen Shekhar, Senior Fellow, Dr. Manju S. Nair, Professor, and Dean, University

of Kerala; Dr Anuja Sreedharan, Associate Professor, Ramaiah College of Law; Dr Dhanya MB, Associate Fellow, VVGnLI; Dr. Dipa Sinha, Ambedkar University, New Delhi on different themes on labour market and COVID 19 scenario. Fifty Seven Participants including faculties and Researchers specializing in labour market studies attended the workshop. Dr. Dhanya M B, Associate Fellow, VVGnLI and Dr. Anitha V, Professor & Head, University of Kerala were coordinated the Workshop.

- A workshop on '**Labour Codes : An Overview**' for PGDM students of Institute of Management, Studies, Greater Noida was organised on August 31, 2021. The workshop was inaugurated by Dr. H. Srinivas, Director General, VVGnLI and Welcome address delivered by Dr. Arun Kumar Singh of Institute of Management Studies, Greater Noida. The objective of the workshop was to provide awareness on Labour Codes. The workshop was attended by twenty eight students. Dr. Shashi Bala, Fellow was the Coordinator of the Workshop.
- The V.V. Giri National Labour Institute, Noida in collaboration with the State Labour Institute (SLI), Odisha organized an online one day Workshop on



'Addressing Harassment of Women at Workplace: Legislation & Policy' on September 3, 2021. The specific objectives were to: (i) understand the conceptual issues related to workplace harassment and discuss the key provisions of the POSH Act 2013; (ii) understand the international labour standards (C 190) on workplace harassment and good practices; (iii) understand the role of various stakeholders and social partners in implementation of the legislation; (iv) discuss the inquiry procedures, role of Internal Complaints Committee, Local Complaints Committee, etc.; (v) analyze the challenges associated with the enforcement of legal provisions and implementation of related procedures at every stage and discuss the way forward. The workshop was attended by one hundred eight (108) participants representing the Government Officials, Representatives of Workers, Employers, civil Society and Academics from the state of Odisha. Dr. Ellina Samantroy, Fellow was the Coordinator of the Workshop.

- As a part of Azadi-ka-Amrut-Mahotsav, Workshop on 'Celebrating 20 years of successful interventions for Elimination of Child Labour' in Velpur Mandal, Nizamabad District & Awareness Generation on the Labour Codes' was organized by V. V. Giri National Labour Institute on 8th October 2021 at Pragathi Hall, Collectorate, in Nizamabad. Dr. H. Srinivas, Director General, V. V. Giri National Labor Institute, set the context of the Workshop, highlighting the importance of addressing the issue of child labour and effective enforcement of related legislation. Sh. Ashok Kumar, Additional Secretary and Mission

Director, National Water Mission, Ministry of Water Resources, River Development & Ganga Rejuvenation (MoWR, RD&GR) and the then District Collector of Nizamabad District, Telangana spoke in detail about the various initiatives taken by him and his team to eliminate the child labour in Velpur Mandal when he was Collector of the district and how the district become a child labour free district. Shri Arvind Dharmapuri, Hon'ble MP (LS), Nizamabad Constituency addressed the participants and lauded the efforts taken by the then Collector in making the district free of child labour. Shri Bajireddy Goverdhan, Ex-MLA and Chairperson, TSRTC also addressed the participants. Shri K. Srinivas, Director, Lal Bahadur Shastri National Academy of Administration and Ms. Rani Kumudini, Special Chief Secretary, Labour Department, Government of Telangana, Shri Narayan Reddy, District Collector, Nizamabad, Shri Sudharkar, Rao, the then CMO, Dr. H. Srinivas, Director General, VVGNI, Dr. Mahaveer Jain, Senior Fellow (Retd.), VVGNI and Dr. Helen R. Sekar, Senior Fellow, VVGNI also addressed the participants.

Prior to the workshop, a Curtain Raiser Programme was organized at Telangana



Bhawan, New Delhi. During this programme, Ms. M.Satyavathy, Member UPSC and Former Secretary, Ministry of Labour & Employment; Sh. Ananda Bose,

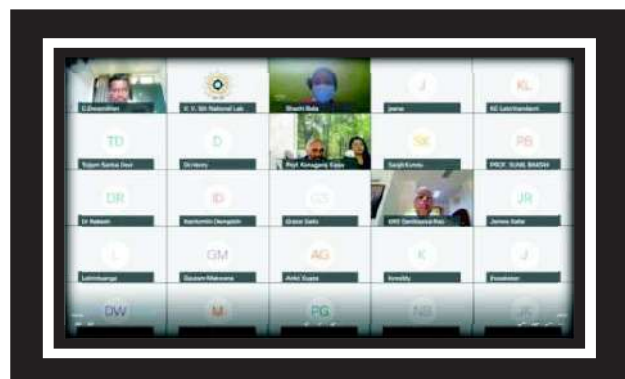
One Man Commission, CACLB, MoLE, and former Special Chief Secretary, Government of Kerala; Sh. K.M. Sahni, Former Secretary, MoLE; and Shri G.Ashok Kumar, Additional Secretary, MoWR, RD&GR and Mission Director; Dr. Garuav Uppal, Resident Commissioner, Telangana; Dr. H. Srinivas, DG, VVGNNLI and Dr. Helen R.Sekar, Senior Fellow, VVGNNLI spoke.

- A two-day Webinar on 'Labour Issues, Labour Codes and Laws pertaining to Women Workers' was organised during October 20-21, 2021 in collaboration with the State Labour Institute (SLI), Odisha. The specific objectives of the webinar were: (i) to provide an overview of gender and the labour market, (ii) to analyze the existing inequalities with regard to wages, working conditions, employment security etc. and the emerging challenges for women caused by the pandemic COVID-19, (iii) to sensitize the participants about the existing legal instruments and international labour standards on promotion of gender equality at the workplace, (iv) to discuss the overall framework of labour legislation in India and the context of labour law reforms and (v) to discuss the key features of the new labour codes in India and provisions for women workers. The Workshop was attended by Forty Six participants representing Government Officials, Representatives of Workers, Employers, Civil Society and Academics from the state of Odisha. Dr. Ellina Samantroy, Fellow, V.V. Giri National Labour Institute, Noida was the Coordinator of the Webinar.
- The Institute organised a collaborative online workshop on '**Challenges of Marginalized Rural Labour in India:**



'Need for Inclusion' with Gandhigram Rural Institute during 20-22 October, 2021. The specific objectives of the programme were to: discuss social Inclusion of rural labour in India; understand gender issues in Labour Market in India; analyze the dynamics of rural labour and their issues; know the qualitative and quantitative research methods for labour research in India; find out impact of migration on rural labour ;elaborate the organized and unorganized sector in rural Indian context ; develop the understanding of Social Security in labour market ; assess financial inclusion policies of labour. The workshop was attended by twenty participants. Dr. Shashi Bala, Fellow VVGNNLI / **Dr. A. Mani & Dr. Anjuli Chandra**, Assistant Professor cum Assistant Director, GRI were the Course Director of this training programme.

- A Collaborative online Workshop on '**Skill Development for Tribal and Rural**



Youth: Challenges and Opportunities'

by VVG NLI and Department of Social Work, Mizoram University, Aizawl during 24-26 November, 2021. The specific objectives of the programme were to discuss: Skill development challenges and opportunities for tribal and rural youth; Skill development promoting entrepreneurship of tribal and rural youth; inclusion policies related to Skill development for tribal and rural youth; Role of government, civil society and private sector towards the betterment and inclusion of tribal and rural youth through skill development. The workshop was attended by twenty participants. Dr. Shashi Bala, Fellow VVG NLI & Dr. C. Devendiran Professor, Mizoram University were the Coordinators of this Workshop.

- As a part of **Azadi-ka-Amrut-Mahotsav**, a Workshop on '**Role of Trade Union Leaders**' during the Freedom Struggle was organised on December 16, 2021. The workshop was attended by over 70 participants comprising tripartite constituents' – representatives from trade unions, employers' organisations and government apart from academia and civil society members. The objective of the workshop was to discuss the role of trade unions during the freedom struggle of India and to draw lessons which could be of relevance in the contemporary context. The workshop was coordinated by Dr. Helen R.Sekar, Senior Fellow and Dr. R.R. Patel, Associate Fellow.
- A Workshop on '**e-Governance**' was organized in collaboration with National Institute of Smart Governance (NISG) on December 28, 2021. The workshop began with Dr H Srinivas, Director General, VVG NLI welcoming the

participants and setting the context. The programme was addressed by Shri Sunil Bharatwal, Secretary, Ministry of Labour & Employment, Government of India. He highlighted the different aspects of e-governance services including e-shram portal and he also mentioned about the significance of payroll data and the issues and challenges of data analytics. Shri J Ramakrishna Rao, Director General and CEO, NISG also addressed the participants. The session was delivered by Prof S Shivendu, Professor at the University of Southern Florida, Los Angeles. This workshop was planned for the officers of Director and above level and as well as heads of the department and organisations of Ministry of Labour & Employment. The programme was attended by thirty seven participants from various organisations of Ministry of Labour & Employment including EPFO, ESIC, CLC, DGLW, DGFASLI, DGMS, DTNBWED, NICS, VVG NLI. The programme was coordinated by Dr Dhanya MB, Associate Fellow, VVG NLI.



Dr. H.Srinivas, Director General welcoming the participants in the presence of Shri Sunil Bharatwal, Secretary (L&E), Shri J.Ramakrishna Rao, DG&CEO, NISG and Prof. S.Shivendu, University of Southern Florida, Los Angeles

- V. V. Giri National Labour Institute was conferred with the following two awards:
 - (i) **First Prize (Rolling Trophy & First Shield)** by the Town Official Language

Implementation Committee (TOLIC), Noida at its 41st meeting held on 29.01.2020 (Online) for outstanding performance in the activities related to the implementation of Official Language Policy during the year 2019-20.

- (ii) **Second Prize in 'Ka kshetra'** for the best implementation of Official Language Policy during the year 2019-20 under the Board/Autonomous Bodies/Trust/Society category of the **Rajbhasha Kirti Puraskars** of Official Language Department, Ministry of Home Affairs, Govt. of India. These awards were distributed on 14

September 2021 on the occasion of Hindi Diwas Samaroh since it could not be organized last year due to prevailing Covid-19 pandemic situation in the country.



Dr. Sanjay Upadhyaya, Senior Fellow and Shri Beerendra Singh Rawat, Sr. Translation Officer, VVG NLI receiving the Award from Shri Arvind Kumar, Member-Secretary, TOLIC

Chapter-19

INFORMATION TECHNOLOGY (IT) / MEDIA RELATED INITIATIVES / E-GOVERNANCE

19.1 The National e-Governance Plan (NeGP) is an initiative by the government of India to connect e-Governance systems throughout the country and create a nationwide network for electronic delivery of government services. The National e-Governance Plan (NeGP) was conceptualized to focus on e-Governance initiatives at the national level with an aim to "Make all Government services accessible to the common man in his locality, through common service delivery outlets, and ensure efficiency, transparency, and reliability of such services at affordable costs to realize the basic needs of a common man". In this regard, "Scheme on Information Technology" is under implementation in the Ministry. The objective of the Scheme is to strengthen and up-grade the existing information technology infrastructure in the Ministry. It is intended to bring the working of the Government to higher standard and move in the direction of paperless office. An amount of Rs. 2.71 crore was earmarked for IT infrastructure during the financial year 2021-22

19.2 Considering the importance of National e-Governance Plan, the Ministry of Labour and Employment and various organizations under it carried out the following activities:

A. Activities in the Ministry:

- i. Several IT initiatives were taken up in the Ministry for e.g. Development of Ministry's internal dashboard, upgradation of Ministry's dashboard on the official website, integration of Invest India Portal with Ministry's Shram Suvidha Portal. During the lockdown a portal for Dy CLC Delhi was developed which is still operational wherein litigating parties can get information regarding cause list, tenders, date of next hearing, etc through the portal.
- ii. The functions of Ministry's SAMADHAN (Software Application for Monitoring And Disposal, Handling of Apprehended/ Existing Industrial Dispute) portal were stabilized.
- iii. Implemented e-Office as one of the Mission Mod Projects (MMPs) under the Digital India Programme. Use of e-office in official transactions helps in bringing transparency, accountability and expeditious decision making. E-office also provides additional advantages like real time tracking, location agnostic disposal, universal search-ability and retrieval of files.
- iv. PENCIL (PLATFORM FOR Effective Enforcement of No Child Labour) Portal was launched for better monitoring & reporting system, to ensure effective implementation of the provisions of the amended Child Labour (Prohibition & Regulation) Act, 1986 and National Child Labour Project (NCLP) Scheme. PENCIL Portal has five components namely (i) Complaint Corner (ii) District Nodal Officer (DNO), (iii) National Child Labour Project (NCLP) Scheme, (iv) State Government and (v) Central Government. A module to capture online attendance of the children enrolled at the Special Training Centres was also launched and through it automatic stipend processing to the eligible children was activated.
- v. Ministry issued Notification dated 21st February, 2017 for ease of compliance

- of Labour Laws, reducing the number of Registers to be maintained to 5 in place of 56 Registers which were provided under the Central Labour Laws/Rules. To facilitate the compliance by the establishments further, a software was developed for maintenance of these registers by the Establishments and uploaded for free download on the Ministry's website <https://labour.gov.in/eRegister>. As on 25.01.2022, 69549 downloads have been made by the establishments all over India since inception of the website.
- vi. Directorate General of Employment (DGE) has taken initiatives to bring employers, trainers and unemployed on a single platform through National Career Services (NCS) Portal www.ncs.gov.in. As on 14.01.2022, more than 1.35 crore active job seekers, 1.76 lakh active employers are registered and it has led to mobilization of more than 92 lakh vacancies. NCS has partnered with Department of Posts, Common Service Centres (CSCs) and various other Ministries/ Departments (MSDE, MHRD, AICTE etc) to extend registration of job seekers. To enhance the reach and enrich the employment opportunities available to youth, Strategic MOUs have been signed with leading job portals, placement organisation and institutions of repute. Government of India has also made it mandatory for government vacancies to be posted on the NCS Portal. NCS portal has an important component of organizing job fairs. DGE has conducted 6688 Job Fairs since inception till 14.01.2022 and more than 1000 Job Fairs in this Financial Year till 14.01.2022. A scheme has been evolved to interlink all employment exchanges to the NCS Portal.
 - vii. Shram Suvidha Portal (SSP) is a major IT initiative of the Ministry, towards ease of doing business and reducing the complexities in labour law compliance.
 - viii. Initiatives of the CLC Organisation are as under
 - a. CLC(C) organisation is using IT based system for inspection, issuance of license & registration certificates and for receiving unified annual return under various Labour Laws through Shram Suvidha Portal
 - b. LIMBS portal is being used to enter details of cases of Hon'ble Supreme Court, High Court, Labour Court and Lower courts by the respective field offices of the CLC organization.
 - c. Twenty Monitoring Centres (earlier known as control rooms) were set up in the regional headquarters under the supervision of CLC(C) during the lock down declared in view of the Covid-19, to resolve the complaints of workers/migrant workers. IT systems/methods were used in resolving the complaints.
 - d. Registration of Un-organized workers on E-shram Portal through Chief Labour Commissioner (Central) Organization: The Hon'ble Minister for Labour & Employment on 31st August 2021 during the review of the "100 Days plan" directed to accelerate the registration of unorganized Workers on e-Shram Portal. The field officers of CLC(C) organization conducted registration drive/awareness camps for unorganized workers including differently abled persons, transgenders etc. besides camps in remote areas. These efforts let to encourage 3,21,95,333 un-organized workers for registrations.

- ix. Data generation and compilation is the main activity of Labour Bureau. Accordingly, there is a huge scope for integrating the existing activities of Bureau with the Information technology (IT) tools. The Bureau is taking numerous initiatives with regard to achieving such integration:
- a. For online collection of prices under the new base for CPI(IW), software has been developed which makes use of hand-held devices such as TABs, which in turn will improve the quality of data collection and reduce the time lag in the release of Index Numbers.
 - b. As a first step, the Bureau is going to make use of IT based online survey solutions for collection and processing of data for the following survey:-
 - i. All India Survey on Domestic Workers
 - ii. All India Survey on Migrant Workers
 - iii. All India Quarterly Establishment based Employment Survey
 - c. Bureau is proposing to launch a complete digitalization and automation of all the activities which will encompass the entire chain of data generation starting from collection to dissemination. IT interventions will not only enhance the efficiency of data collection but will also reduce the time lag in data dissemination.
 - d. In addition to this, Bureau also intends to also take advantage of new fields like big data analytics and artificial intelligence for better data delivery.
 - e. The Broad objectives of the proposed digitalization and automation project are:
 - To integrate the existing core activities of Bureau with advanced tools and technologies and making them paperless. Digitization of archive data records.
 - IT based Survey solutions for surveys conducted by Bureau to make the surveys paperless.
 - Development of a database management system, that addresses the need for seamless data transfer, storage, access and integrity o Integration of database so created with the Bureau's website including creation of a dynamic dashboard for dissemination to end users.
 - f. E-office has been implemented in Labour Bureau, Chandigarh, Shimla and all Regional offices.
 - g. Bureau is also in a process to make its website more users friendly.
 - x. DGMS has taken many IT initiatives during the year 2021-22 which including the following:
 - a. The website of DGMS has been redesigned and customized for providing better user interface and transparency for different stakeholders.
 - b. In line with the Digital India initiative, software modules namely "Approval System", "Permission/Exemption/Relaxation System" have been developed and made live for use by the user industry. As on 31.12.2021 total of 12440 applications for Permission/ Exemption/Relaxation has been received online and 11857 has been dealt accordingly and total of 837 applications for Approval has been received online and 801 has been dealt accordingly.

- c. "National Safety Award (Mines) System" software module has been made live for online submission of applications for the NSA (Mines), evaluation and verification of data and preparation of awardees list. This has brought transparency and accountability in the system. For the contest years 2015 and 2016 total 290, 378 online applications were received respectively and the National Safety Awards (Mines) function was organized on 16th December 2019 at Vigyan Bhawan, New Delhi. For the contest years 2017, 2018, 2019 and 2020 total of 315, 223, 470 and 425 applications have been received online for the respective years. Award list has been approved and Award giving function will be organized in near future.
- d. "Accidents & Statistics System" software module has been developed and made live on 01.08.2020. This system has enabled online, sending of accident intimation by the mine user, filing of accident inquiry reports by the inspecting officers of DGMS, follow up of the accident reports, finalization of action and dissemination of the relevant information and alerts to the mining industry for improving safety standards. Additionally, the system provides platform for online filing of statistical details by the mine users. As on 31.12.2021 total of 149 fatal accidents, 255 serious accidents and 56 dangerous occurrences have been reported on the web portal.
- e. Module for online logging of daily activity by the officers has been developed to generate details of inspection, inquiry, follow up actions, promotional initiatives taken up on daily basis. This will facilitate online generation and reporting of monthly summary work by the officers and real time updating of dash board on the DGMS web site.
- f. For online generation for inspection, the modalities for "Risk-based inspection System" for coal mines have been developed and incorporated in the Shram Suvidha portal.
- g. All statutory examinations under Coal Mines Regulations, 2017 and Metalliferous Mines Regulations, 1961 are being conducted on Computer Based Test (CBT) mode. The Computer based test (CBT) for Manager's, Overman's, Foreman's, Surveyor's, Sirdar's, Mate's, Blaster's and Gas Testing Competency Examination, under the Coal Mines Regulations, 2017 and Metalliferous Mines Regulations, 1961 was held all over India from 19th to 29th December 2021. Total 15,082 candidates appeared in the aforesaid examinations.
- xi. The project for of making the necessary changes in the Website and the MIS Application is under process after successful implementation of the first version. The integration of the MIS with DBT Bharat Portal with necessary changes for District wise updation of data is in final stages. As per the instructions of the Ministry, the project for integration of MIS with

PFMS is initiated and is under development through NIC. This MIS Portal and Mobile Application is developed to enter and maintain the real time data of various training programmes/ activities in Organized, Unorganised and Rural Sectors conducted by the 50 Regional Directorates of DTNBWED. This MIS Application is integrated with DBT Bharat Portal for online updation of data in respect of Direct Benefit Transfers Further, and YouTube Channel has been created by the Board during 2021-22.

B. IT initiatives in EPFO

EPFO has under taken various initiatives out of which, major initiatives having a larger impact are as under:

i. Facility of e-nomination:

As a part of celebration of Azadi ka Amrit Mahotsav to commemorate the 75 years of India's Independence, EPFO started a drive to encourage members to file e-nomination. As on 25.01.2021, 48 lakh e-nominations were completed.

ii. Facility of Self-Generation of UAN:

The self-generation of UAN by any employees who has not been allocated UAN by the employer was provided on Unified Portal. This facility has been replicated through UMANG App.

iii. Facility of Know Your UAN:

Several times the members failed to collect their UAN from employer and are not aware of it to avail the online facilities. There are also members who left before 01.01.2010 and their UAN was not generated. To facilitate such members, a facility to know their UAN and also generate UAN against the existing member has been provided.

iv. E-sign Facility in International Workers portal (IWU):

IS division is continuously striving to make the processes of EPFO paper-free. For easing the process for services related to international workers, E-sign facility has been integrated at the Employer portal and EPFO portal. This facility helps to smoothen the process so approving COC(Certificate of Coverage),COC-Extension and COC-BP Cancellation.

v. Principal Employers, Contract Workers:

EPFO has launched electronic facility for Principal Employers to view EPF compliances of their contractors. Those Principal Employer (PE) not registered with EPFO can register on Unified Portal to receive login/password to add details of their contractors and contract employees.

vi. Auto Verification of Bank account through SBI:

For all the members who have bank account in State Bank Of India, Account number is verified by the bank itself and after verification account details are seeded to the member KYC without intervention of the Employer. This, functionality, improves the user experience by removing a manual step from the process of KYC.

vii. Web facility for Registering, processing, and Monitoring of complaints and optional Inspection by Regional Offices (ROs), Zonal Offices (ZOs) and Head Office:

A functionality for registering, processing, monitoring of complaints and inspection has been deployed in CAIU login. With this functionality each RO can upload the request for inspection which may be approved or rejected by ZO on examination. For approved inspection, Regional office can assign Enforcement officer and after inspection the report can be uploaded in the portal. The progress in each inspection can be monitored by Zonal Offices and CAIU, Head Office.This

functionality will help in improving the transparency of inspection process.

viii. **DSC/E-Sign Authorization letter upload facility in Employer login**

Earlier the pensioner had option for commutation of pension in three modes as per Para 12 A of the Scheme. These options were available prior to 26th September 2008. A new functionality has been added in the Field office Application software to release benefit to the pensioners who had opted for ROC-III(One time Lump Sum) and are now eligible for the benefit.

ix. **Functionality for release of ROC-III in Application Software**

In an effort to make EPFO paperless, a facility has been made available in Unified portal to upload the DSC/E-sign authorization letter digitally. This will help organization in improving transparency and better monitoring of the DSC/E-sign approval applications.

x. **Facility for Employers to declare closure :-**

Facility for non-contributing Employers to declare closure through portal helps in early settlement and necessary action that needs to be taken by Field Office. It will also help in keeping employers data base updated. Previously employers had to proceed manually for declaring closure.

C. IT initiatives in ESIC

ESIC has made some progress in taking over strategic roles and responsibilities in managing its own IT affairs. The Service Provider M/s. CMS Computers Ltd has been entrusted with the job of all central Applications (including ERP Insurance and Dhanwantri, etc.), along with Data Centre (DC) and Data Recovery Centre (DRC) infrastructure maintenance and business continuity. Remaining all field activities including management of computer Infrastructure, Network & Bandwidth

provisioning and central activities which includes renewal of licenses, maintenance /technical contracts, subscriptions of all tangible and intangible central assets at DC/DR are being done by ESIC through its internal non-technical resources. ESIC has implemented the following initiatives in the year 2021-22:

- i. Ministry has decided to link the ESIC Insurance Number of the Insured Persons with the EPFO's Universal Account Number(UAN) for ease of access of various provisions of the Act. Under Azadi ka Amrit Mahotsav a target of 75 lakh workers is kept and as on 27.01.2022, 66 lakh worker accounts have been linked.
- ii. Provision for selection of Regional Language (Gujrati, Marathi, Punjabi, Tamil, Telugu, Malayalam & Kannada) has been enabled in IP Portal meant for the beneficiaries.
- iii. Provision for selection of Regional Language (Gujrati, Punjabi, Malayalam & Tamil) has been enabled in Employer Portal.
- iv. Extension of date for filing of the monthly contribution for the month of April 2021 has been made effective in Panchdeep Module.
- v. The UMANG Mobile App: Many Panchdeep value-added information and functionalities are provided to the beneficiaries through the Unified Mobile Application platform for New-age Governance (UMANG) of Government of India has been successfully enhanced (June 2021) with added features, as envisaged. Any ESI centre or a tie-up hospital (PMJAY or UTI-ITSL) can be searched based on distance and/or services available therein. This data intensive enhancement is an important achievement considering the intricacies & complexities of interdepartmental coordinated efforts required.

- vi. DHANWANTRI Mobile App: The Dhanwantri Mobile App is an extension of the Dhanwantri Web App and is meant for ESIC & ESIS Doctors, mIMPs, Chemists/ Diagnostic Centres of mIMP scheme. It has been enhanced (June 2021) further successfully to help Doctors prescribe pre-defined terms of drugs, diagnosis and tests. mIMPs can capture clinical data through hand-held devices. The App has now feature as per the expected outcome. International Classification of Disease ver-10 (ICD 10) and the Systemic Nomenclature of Medical and Clinical Terminology (SNOMED-CT) as available in the Dhanwantri web module, are also linked to this Mobile App for capturing of standardized terms of diagnosis/ disease, without requiring extended typing by the physicians.
- vii. Changing Dispensary by IP at ease: New Facility has been provisioned for the Insured Persons to generate request online, at his comfort to Change Dispensary / IMP Clinic of his choice, subject to the permissible limit and conditions. This shall empower the beneficiary to access services at ease and prevent his unnecessary travels to the offices/ employer.
- viii. Multilingual SMSs to the IPs: The Beneficiaries are being facilitated for opting language of choice in which value-addition SMSs may be sent to them. He shall have any one of the 12 different languages to choose, in addition to the National Language. By default, it shall be in Hindi for North India and English for South India. The module has been deployed. However, translation of SMSs in 10 regional languages have been completed and rest are in progress, and shall be implemented soon.
- ix. COVID-19 Dashboard in www.esic.in: A new value-added feature has been implemented for the benefit of the citizen of the Nation to help during these difficult periods of the COVID-19 Pandemic. An information Dashboard has been developed which depicts the near-Realtime status of the availability of vacant beds, oxygen and ICU facilities. RT-PCR testing capability, availability and Vaccination programme related information. Even though it is a very small step, but has earned applauds amongst the patients requiring such information.
- x. ESIC COVID-19 Pension Scheme related benefit has been made online through the Data Migration process.
- xi. ESIC has been permitted by UIDAI to become sub-AUA of Ministry of Labour & Employment for performing online authentication of Aadhaar in addition to storing the complete eKYC, as per Regulation 16(2) of the Aadhaar (Authentication & Offline verification) Regulation, 2021, in the Aadhaar Data Vault to be procured by ESIC. UIDAI has provided approval for registration of un-organised worker or any other person, as mandated in The Code of Social Security, 2020.
- xii. UAN Seeding- A provision of "UAN seeding" has been provided in the Employer Portal to seed UAN of Insured Person in ESIC database.
- xiii. ESIC has on boarded in "PRAYAS" (prayas.nic.in) and is sharing 2 Keys Performance Indicators (KPIs) on the outpatient services of the ESI health Centres and showcasing information in the PRAYAS Dashboard

Media Cell

Media Cell was formed in July, 2014 in view of the growing emphasis on efficient and effective use of various platforms including websites and other digital media to disseminate information of Schemes/Policies/ Initiatives and

Achievements of the Ministry of Labour and Employment to common worker of the country.

Activities /Achievements by Media Cell in the year 2021:

- i. Handling of over 1442 Public Grievances from January to December, 2021 received on the Official Social Media Handles on Twitter and Facebook of the Ministry.
- ii. Media Cell publicizes the initiatives and efforts of the Ministry and Government of India through social media by posting creative infographics, video or animations at minimal expenditure.
- iii. The team also regularly uploads awareness creatives related to the Ministry in addition to gathering and disseminating information of the Hon'ble LEM and Ministry's National and International event.
- iv. The team also actively shares news articles related to the Ministry beneficial for the workforce along with sharing relevant tweets by reliable news agencies and regularly monitors news to encounter fake news.
- v. Media Cell also circulates VIP reference/request for participation in events to showcase the schemes, achievements and initiatives taken by the Ministry.
- vi. Media Cell has been coordinating with Divisions/Organizations in Media Publicity Campaign and organizes Press Conferences/Press Brief/Press Releases and ensures wider publicity through PIB official website.
- vii. Media Cell coordinates with Bureau of Outreach and Communication (BOC), National Film Development Corporation of India (NFDC) and other media agencies to develop effective media related strategy.
- viii. Four (04) Labour Codes have been depicted through Republic Day Tableau on 26 January, 2021 and this was the first participation by the Ministry of Labour & Employment in Republic Day Tableau. The theme of the Tableau for the Ministry of Labour & Employment was "Dignity of Labour, Equal Rights to Labourers."
- ix. "Wide publicity through Social Media Platform was given regarding inauguration of e-Shram portal on 26th August, 2021 by Shri. Bhupender Yadav, Hon'ble Minister (L&E) in presence of Shri Rameswar Teli, Hon'ble Minister of State (L&E). Yearlong awareness on e-Shram, its registration process and other related issues were highlighted on Social Media Platform".

Chapter-20

VIGILANCE & REDRESSAL OF PUBLIC GRIEVANCES

20.1 Role and Functions of Chief Vigilance Officer

Background – The Primary responsibility for maintenance of purity, integrity and efficiency in the organisation vests in the Secretary, Ministry of Labour and Employment. The Chief Vigilance Officer assists the Secretary in the discharge of his/her vigilance functions. The CVO acts as a special assistant/advisor to the chief executive and reports directly to him/her in all matters relating to vigilance. CVO heads the Vigilance Division of the Ministry and provides a link between Ministry and Central Vigilance Commission and also the Central Bureau of Investigation. The Chief Vigilance Officer is appointed with the prior consultation of Central Vigilance Commission and no person whose appointment in that capacity is objected to by the Commission can be so appointed.

The Vigilance functions of CVO are of wide sweep and include collecting intelligence about the corrupt practices committed, or likely to be committed by the employees of his/her organisation; investigating or causing an investigation to be made into verifiable allegations reported to him/her; processing investigation reports for further consideration of the disciplinary advice wherever necessary, taking steps to prevent commissioning of improper practices/misconducts, etc. It can broadly be divided into three parts – (i) Preventive vigilance, (ii) Punitive vigilance & (iii) Surveillance and detection.

20.2 An over view of the performance during the year 2021

Punitive Vigilance

Complaints – All the complaints received

during the year 2021-22 (till date) have been appropriately addressed.

Departmental Proceedings – Sincere efforts were made to expeditiously finalise the pending Departmental Proceedings by issuing necessary directions to the concerned Inquiring Authorities.

Prosecution Sanctions - All the Prosecution Sanctions as sought by the CBI/ACB during the year were accorded. No Prosecution Sanction case is pending for more than three months.

Preventive Vigilance – Annual Property Returns submitted by the employees of the Ministry were properly scrutinised to deter the corrupt intent if any. All the intimations given regarding acquiring/disposing of the movable/immovable property were also properly examined in the light of known sources of income of the concerned employees. Vigilance Awareness Week was observed in the Ministry from 26.10.2021 to 01.11.2021. Officer and members of staff in the Ministry took an Integrity Pledge on 26.10.2021.

A workshop for employees of the Ministry and other stakeholders was organized in the Ministry on 01.11.2021 wherein a resource person from CVC conducted sessions on policies/procedures of the organization & on preventive vigilance measures.

GRIEVANCE REDERESSAL IN MAIN SECRETARIAT

20.3 The Public Grievances are received in the Ministry mainly in two modes, viz. online through the **CENTRALISED PUBLIC GRIEVANCE REDRESS AND MONITORING SYSTEM (CPGRAMS)** portal

(<https://pgportal.gov.in>) and also in off-line (physical) form from various sources. Of late, many aggrieved persons/parties are also raising their grievances to the Ministry through e-mail and social media.

20.4 The work of Public Grievance redressal is given high importance by the Ministry and it is regularly reviewed under chairmanship of Secretary (L&E). **As per the report generated on 03/01/2022 in the CPGRAMS portal account of the Ministry, the average Disposal Time of the grievances received**

on PG Portal (CPGRAMS) by the Ministry of Labour and Employment for the period 01/01/2021 to 31/12/2021 is 12 days.

20.5 A comparative table with year-wise figures of Public Grievances received and disposed of in the CPGRAMS portal by the Ministry of Labour and Employment and percentage of disposal of such Grievances during the period 2017 to 2021 (viz. from 01.01.2017 up to 31.12.2021) are shown in **Table below:**

Year-wise break up of Public Grievances received and disposed of in the online CPGRAMS portal (<https://pgportal.gov.in>) by the Ministry of Labour and Employment from 2017 onwards

Sl. No. (col. 1)	Year (col. 2)	No. of Grievances Brought forward from previous year (col. 3)	No. of Grievances received during the year (col. 4)	Total No. of Grievances received for the year (col. 5) [col. 3+ col. 4]	Cases disposed of during the year (col. 6)	Cases pending at the end of the year (col. 7) [col. 5-col. 6]	Percentage of Disposal (col. 8) [col. 6/col. 5]X100
1.	2017	33	32461	32494	31058	1436	95.58%
2.	2018	1436	35054	36490	35295	1195	96.72%
3.	2019	1195	46540	47735	46397	1338	97.19%
4.	2020	1338	58862	60200	58637	1563	97.40%
5.	2021	1527	96378	97905	93900	4005	95.91%

N.B: 1. The above figures are as per reports generated on 03.01.2022 in the CPGRAMS Portal.

2. The figures shown in the reports generated in the CPGRAMS portal are dynamic in nature, i.e. some of these figures may change slightly from time to time depending on the date and time of generation of the reports and their disposal/pendency etc.

Redressal of Public Grievances

20.6 The ESI Corporation being a premier social security Organisation is catering to the needs of more than 13.50 crores of ESI Beneficiaries i.e. about 10% of the population of the country. Being a service Organisation ESIC is handling numerous Public grievances/queries from its stake-holders

throughout the year.

20.7 In pursuance of the instructions issued by the Directorate of Public Grievances, Govt. of India, the Corporation is making all out efforts for qualitative and speedy redressal of all the Public Grievances received.

20.8 Public Grievances are received through various channels like Telephone, Postal, Email, CPGRAMS, Social Media etc.

20.9 The Corporation monitors Public Grievances through a vast network of designated Public Grievance Officers posted in all the field offices/ESIC hospitals.

20.10 To provide guidance/information to the stake holders/beneficiaries and making the grievance filing easy and convenient, the Corporation has set up a 24 hour Toll-Free helpline number 1800-11-2526 through which Stakeholders & public can register

their grievances telephonically and get a grievance registration number for the same. They can also seek status of their grievance from this helpline by providing such grievance registration number. This facility has helped those IPs/IWs who are either illiterate or lacking writing/computer skills.

20.11 All out efforts are made to redress all grievances at the earliest and within the maximum time limit of 30 days. As a result the Corporation has been able to settle following number of grievances received on CPGRAMS portal satisfactorily during the period 01-04-2021 to 31-12-2021.

Year	Brought forwarded	Received	Settled	Pending as On 31/12/2021
01-04-2021 to 31-12-2021	270	11175	11086	359*

Pending as On 31/12/2021	Pending 0-15 Days	Pending 16-30 Days	Pending 31-45 Days	Pending 46-60 Days
359	264	74	19	2

20.12 For quick and on the spot redressal of Grievances of beneficiaries Suvridha Samagams are also periodically arranged at Regional Offices/Sub-Regional Offices/ Divisional Offices on second Wednesday (AN) (If holiday, then next working day) of each month and at Branch offices on 2nd Friday of each month regularly. Medical Superintendent of the ESIC/ESIS Hospitals, where the ESIC and ESIS Hospitals are located in the same town/city are also part of these Suvridha Samagam organized by the Regional Offices/Sub-Regional Offices/ Divisional offices and on the spot medical related grievances are settled through them.

20.13 In many cases where telephone numbers are available, feedback/ Satisfaction level are also obtained from the complainant and in case of any dissatisfaction remedial

measures are taken promptly.

20.14 The Director General, ESIC himself/herself takes efforts on his/her part by reviewing at least 20 grievances every week to check qualitative and speedy redressal of grievances.

20.15 A detailed standard operating procedure (SOP) for timely redressal of public grievances at each level with timelines has also been issued directing all offices to redress all the public grievances following the procedure.

20.16 Video conferences are also arranged periodically to monitor speedy and appropriate disposal of grievances received at various ESIC offices/Hospitals.

VIGILANCE ACTIVITIES IN ESIC

20.17 Vigilance Branch of ESI Corporation

implements policies, instructions and guidelines from Central Vigilance Commission in regard to eradication of corruption, undertakes various preventive and punitive vigilance activities including investigation on the complaints received through Central Vigilance Commission and through other sources involving vigilance angle and initiates departmental action against the officials of the Corporation who indulges in corrupt practices and misconducts as defined in the ESIC (Staff & Conditions of Service) Regulations, 1959. The Vigilance Division in the Hqrs office is headed by the Chief Vigilance Officer assisted by an Additional Commissioner and other Officers. Four Zonal Vigilance Offices and four Zonal Inquiry Offices (Departmental Inquiry) are located at Delhi, Mumbai, Chennai and Kolkata. There is also a Medical Vigilance cell under which several Medical Vigilance Officers of various ranks are functioning who are responsible for carrying out inspection/investigation related to Medical related issues, checking of SST payments etc. Investigation of the complaints are undertaken by the Zonal Vigilance Officers and MVOs, and the departmental enquiries are conducted by the Zonal Inquiry Officers (Departmental Inquiry) and by other officers appointed/empaneled as Inquiry Officers by Disciplinary Authority. As a preventive measure, Zonal Vigilance Units and Medical Vigilance officers posted in various states, conduct periodical and surprise inspections of ESI Offices i.e. Regional Offices, Sub Regional Offices, Branch Offices, Hospitals and Dispensaries etc. falling in their respective jurisdiction. The Zonal Vigilance Officers also carry out Test inspections of Employers registered under ESI Act to examine correctness of Inspections conducted by SSOs.

20.18 The status in respect of various activities accomplished by Vigilance Division during the period 01.04.2021 to 31.10.2021 are given as below:

1. During this period, penalty orders were passed in 69 Disciplinary cases, out of which 36 orders were passed from Hqrs. Office.
2. During this period, total 44 Charge sheets were issued, out of which 17 Charge sheets were issued from Hqrs. Office.
3. During this period, 29 appeal cases were received from various appellants and 20 orders passed including previously received appeals.
4. 03 complaints involving vigilance angle were disposed off during the period under report.
5. All quarterly suspension review meetings have been held in time.
6. From January 2020, Property Returns has been filed through Sparrow(Online Mode).
7. Monthly, quarterly and annual returns to central Vigilance Commission have been sent timely.
8. During this period 02 prosecution sanction cases were received and 02 sanction were granted within prescribed time limit in all the cases.
9. No. of inspection conducted by Zonal Vigilance Offices during the period are 51
10. Scrutiny of Super Specialty Treatment bills was done by Medical Officers and excess payments amounting of Rs.1,73,23,474/- recovered during the aforesaid period.

20.19 Vigilance Awareness Week was organized from 26.10.2021 to 01.11.2021 in all the offices of the Corporation across the country. The Vigilance Awareness Week commenced with the Integrity Pledge on 26th

October 2021 in the ESIC Headquarters' Office which was taken by the officers and the staff sincerely (both online via e-pledge and offline). An Essay Writing Competition was organized in the Headquarters' Office and all the field offices and hospitals on 26.10.2021. An Interactive Session was organized in the headquarters' office on 28th October 2021, wherein Sh. P.K. Mohanty, OSD, Central Vigilance Commission and Sh. Jitendra Khare, Chief Vigilance Officer, ESIC & EPFO addressed the Officers of ESIC/EPFO on effective management of the vigilance issues. The Closing Ceremony was organized in the Headquarters' office on 01.11.2021 which was attended by Sh. Jitendra Khare, CVO, all the officers of ESIC and a few officers and staff of EPFO whereby Sh. Mukhmeet Singh Bhatia, Director General, ESIC awarded the winners of the Essay writing competition which was held in ESIC Headquarters' office. He also awarded the winners of the competitions held in EPFO and impressed upon the effective Preventive/Punitive vigilance for transparent and smooth functioning of any organization. A Webinar was also conducted on the topic "Purchase procedures" for the MSs/Deans in association with the National Training Academy, ESIC. In all the offices/hospitals of ESIC throughout the country, the Vigilance Awareness Week was observed with various programmes and activities, adhering to COVID-19 prevention guidelines, which have created tremendous awareness amongst the stakeholders and the public regarding vigilance activities being undertaken by the ESIC and a very positive response from all has been received.

Amongst all the stakeholders awareness about the PIDPI was spread during the week and the Posters provided by the Commission were displayed by Hqrs. and all the field offices for dissemination of the information to the stakeholders and general public.

GRIEVANCE REDRESSAL MECHANISM IN EPFO:

20.20 EPFO, in tune with its objectives, lays strong emphasis on customer service and the redressal of grievances of all stakeholders. The Organization has a robust mechanism to handle the grievances of its stakeholders i.e. employers, employees and pensioners through a network of its offices spread throughout the country. The Customer Service Division existing in EPFO Head Office, New Delhi and field formations in 21 Zones and 138 Regional Offices across the country are equipped with full fledged Facilitation Centres, PROs and supporting staff with an aim to provide quality service to all stakeholders of the organisation. The various modes of registering and resolving grievances are-

CPGRAMS

Grievance Appeals

EPFiGMS

Call Center

Whatsapp Business Helpline

Twitter and FB account of EPFO & MoL&E

FAQs

Facilitation Centers

20.21 Grievances are received from subscribers, pensioners, account holders of EPFO and from employers of establishments both exempted and unexempted, directly and also through President's Secretariat, Prime Minister's Office (PMO), Directorate of Public Grievances (DPG), Directorate of Administrative Reforms and Public Grievances (DARPG), Ministry of Labour and Employment, National Human Rights Commission (NHRC) and Social Media like Twitter and Facebook. During COVID-19 pandemic despite countrywide lockdown and only 50 percent staff attending office the momentum in the

resolution of the grievances was maintained despite the number of grievances having increased by a large percentage.

Vigilance Activities in EPFO

20.22 The Vigilance Division in EPFO is headed by a Joint Secretary level Chief Vigilance Officer at the Headquarters in New Delhi. It has four Zonal Vigilance Directorates headed by Deputy Director (Vigilance), located in Hyderabad, Mumbai, Kolkata and New Delhi.

20.23 The vigilance administration in EPFO has striven to mould its approach and strategy in tune with changing organisational needs and challenges. It lays emphasis on preventive vigilance to curb and eradicate corrupt activities and to promote transparency and efficiency through continuous engagement with the core functional areas. It also assays the function of punitive vigilance which is essential in an organization with constant citizen interface and handling public funds.

I Preventive Vigilance

20.24 Preventive Vigilance inspections /surprise checks were conducted in 13 offices of EPFO during the period from 01.01.2021 to 31.12.2021. Suggestions for systemic improvements in the area of claim settlements, compliance and human resource management were issued to the functional divisions concerned.

II Punitive Vigilance

Complaints:

1222 new complaints were received from 01.01.2021 to 31.12.2021.

1229 complaints were disposed till 31.12.2021.

CVC's 1st and 2nd stage advice:

During the year upto 31.12.2021 first stage advice of CVC was disposed off in 11 cases, out of which 10 were major penalty cases and 1

was minor penalty case. CVC's second stage advice in 3 cases were disposed off, all of which were major penalty cases

- **Disciplinary proceedings initiated:**

24 disciplinary proceedings were initiated during the year till 31.12.2021.

- **Disciplinary proceedings finalized :**

A total of 21 Disciplinary proceedings were finalized during the year of which 20 were major penalty proceedings and 1 was for minor penalty.

- **Prosecution Sanctions :**

Prosecution Sanctions were accorded in 22 cases during the year till 31.12.2021.

III Surveillance & Detection

- **Coordination meeting with CBI/ACB:**

Coordination meetings were held with CBI/ACB and the Agreed Lists were prepared and the ODI list was updated.

IV Vigilance Awareness week 2021:

20.25 VAW 2021 was observed in EPFO from 26.10.2021 to 01.11.2021 with the theme "Independent India@75-Self – Reliance with Integrity". All activities related to VAW 2021 were undertaken observing the social distancing norms and safety protocols related to Covid-19 and adhering to the economy measures prescribed by the Govt. of India.

The following activities were undertaken during the VAW 2021 :

- 1. Integrity pledge:** VAW 2021 activities kicked off with the integrity pledge on 26.10.2021. The E – Pledge link was posted on the official website of EPFO and promoted through social media accounts for public awareness.
- 2. Signature campaign:** A signature

campaign was organized at the Head Office to disseminate the spirit and message of the VAW.

3. **Webinar cum training:** A webinar cum training on the topic Preventive Vigilance in IT environment conducted on 29.12.2021. The target group for the programme comprised officers-in-charge of Zonal and Regional office and focused on leveraging IT tools and IT enabled audit instruments to prevent frauds and to improve day to day monitoring.
4. **Promotion of EPFO's Principal Employer Portal:** Another noteworthy initiative during VAW 2021 was promotion of the principal employer portal launched by EPFO stressing on the need to make use of the facility to track compliance of contractors under the EPF & MP Act 1952.
5. **PIDPI Booklet:** A booklet highlighting the provisions of PIDPI was launched by Hon'ble Labour Secretary during the Vigilance Awareness Week on 28.10.2021.
6. **Outreach Activities:** At the field office level a variety of initiatives were undertaken which saw earnest participation of the stakeholders including seminars, workshops, panel discussions and grievance redressal camps both in online and offline mode. As part of public outreach various activities and competitions were

organized for school and college students and gram sabhas were conducted at various locations. Total number of 604 citizens participated in the gram sabhas and 1436 school and 210 college students participated in various activities and competition.

7. Further to generate public awareness and lend visibility to the theme and spirit VAW in public spaces walkathons, marathons, march past, human chain were organized at Rohtak, Hyderabad and Bhopal to name a few. In keeping with the focus on PIDPI, efforts were made to spread awareness of the provisions among stakeholders and the public on whistleblower mechanism. The posters provided by the Commission were displayed at the Head Office and by all the field Offices for dissemination of PIDPI provisions. It is also relevant to mention that social media platforms of EPFO were harnessed to a great extent to promote the theme and message of VAW 2021 and to publicize the various activities undertaken by EPFO during the week.

Concluding Ceremony

20.26 The observance of VAW 2021 concluded with a closing ceremony presided over by the Central Provident Fund Commissioner on 01/11/2021, during which the winners of the various competitions held during the week were awarded prizes and were felicitated.

Chapter-21

INTERNATIONAL COOPERATION

21.1 India and International Labour Organisation (ILO)

India is one of the founder members of International Labour Organization since its existence in 1919 and has been a permanent member of the ILO Governing Body since 1922. At present the ILO has 187 Members. A unique feature of the ILO is its tripartite character. At every level in the organization, Governments are associated with the social partners, namely, the workers and the employers. The three organs of the ILO are (1) International Labour Conference - General Assembly of the ILO that meets every year in the month of June, (2) Governing Body - Executive Council of the ILO that meets three times in a year in the months of March, June and November and (3) International Labour Office - a Permanent Secretariat.

21.2. ILO is financed mainly by contribution received from the member states. The total Budget of ILO is SF 368823609. The ILO follows the calendar year for Budget purpose and annual contributions are paid by the Governments of the member states according to a scale, which the International Labour Conference on year-to-year basis fixes, in line with the U.N scale of assessment. For the year 2022, India's share of contribution is SF 3043635 and work out of Rs. 25,04,17,505/-. India has always made timely payment of annual contribution to ILO.

21.3 India and ILO have an enduring and vibrant relationship which is marked by close and dynamic cooperation over the years. Ministry of Labour and Employment in collaboration with ILO celebrated the ILO's Centenary (1919-2019) and 100 years of close

partnership of India and ILO on 22.01.2020 under the chairmanship of Shri Santosh Kumar Gangwar, Hon'ble Minister of State (Independent Charge) for Labour and Employment. Mr. Moussa Oumarou, Deputy Director General, ILO, Geneva was also present during the ILO Centenary celebrations. On this occasion, Ministry brought out a book titled "**100 years of India's Partnership with ILO**", compiling copies of ILO instruments ratified by India over the course of 100 years of India and ILO's symbiotic relationship.



Another book on 'Indian and the ILO- the Chronicles of shared journey 1919 – 2019' was released by ILO at this event. An ILO Postage stamp was also released by Shri Santosh

Kumar Gangwar, Hon'ble Minister of State (Independent Charge) for Labour and Employment. India has significantly contributed to the achievement of ILO's objectives, thought processes, deliberations and style of functioning.

21.4 Ratifications by India

India has ratified 47 Conventions and one Protocol which includes six core / fundamental Conventions, namely, Forced Labour Convention (C-29), Equal remuneration Convention (C-100), Abolition of Forced labour Convention (C-105), Discrimination (Employment & Occupation) Convention (C-111), Minimum Wage Convention, 1973 (C-138) and Worst Forms of Child Labour Convention, 1999 (C-182), and three priority/governance conventions, namely, Labour Inspection Convention (No. 81), Employment and Social Policy Convention (No. 122) and Tripartite Consultations (International Labour Standards).

21.5 Chairpersonship of Governing Body of International Labour Organization: Chairperson of the Governing Body of International Labour Organisation

The Chairperson of the Governing Body of International Labour Organisation is a prestigious position. India held the position of Governing Body Chairperson only on four occasions earlier during the 100 years of existence of ILO.



During his chairmanship, Shri Apurva Chandra as chair of the Governing Body of ILO, new and innovative procedures were developed for conducting meetings of the Governing Body of ILO in virtual mode. He chaired the 340th and 341st sessions of the Governing Body of ILO virtually during 2-14 November 2020 and in hybrid format during 15-27 March 2021. He also chaired the 342nd session of the Governing Body of ILO on 25 June 2021 at ILO, Geneva.

21.6 The 341st Sessions of the Governing Body of the ILO:

The 341st Session of the Governing Body (GB) of the International Labour Organisation was held virtually from 15-27 March, 2021. Shri Apurva Chandra, Secretary (L&E), who was also the chairperson of Governing Body of ILO, chaired the sittings of the Governing Body and the meetings of the Officers of the Governing Body virtually in New Delhi from 15-17 March, 2021. Shri Apurva Chandra, Secretary (L&E) visited Geneva, Switzerland from 19-27 March, 2021 to chair the remaining period of the session of Governing Body. The Indian Delegation comprising of Shri R. K. Gupta, Joint Secretary; Shri Rupesh Kumar Thakur, Director; Shri Shailesh Kumar Singh, Under Secretary; Ms. Shrutimala Rajbongsi, Deputy Director; and Ms. Priya Sarraf, Deputy Director from Ministry of Labour and Employment participated in the 341st Session of the Governing Body (GB) of the International Labour Organisation virtually from 15-27 March, 2021.

21.7 The 109th Session of International Labour Conference (ILC) of ILO

The first part of 109th Session of International Labour Conference (ILC) of International Labour Organization (ILO) was held from 3-19 June, 2021 through virtual mode. Shri Apurva Chandra, Secretary, Labour and Employment chaired the 109th Session of ILC held virtually. The second part of 109th Session of

International Labour Conference of International Labour Organization was held from 25th November, 2021 to 11th December, 2021 in virtual format. A delegation led by Shri Sunil Barthwal, Secretary, L&E comprising of Shri R. K. Gupta, Joint Secretary, ShriRupesh Kumar Thakur, Director, Ms.PriyaSarraf, Deputy Director and Sh. Satyam Bharti, Assistant Director from Ministry of Labour and Employment attended the meeting in virtual format.

21.8 Non-Aligned Movement (NAM) Labour Ministers meeting in the side lines of 109th ILC of ILO

Shri Santosh Kumar Gangwar, Hon'ble Minister of State (Independent Charge) for Labour and Employment addressed virtual Non-Aligned Movement (NAM) Labour Ministers meeting of Geneva Chapter held on 4th June, 2021 on the side-lines of the 109th ILC of ILO. Shri R.K Gupta, Joint Secretary, Ms.PriyaSarraf, Deputy Director and Shri Shailesh Kumar Singh, Under Secretary were also present in the virtual meeting.

21.9 The 342nd Session of Governing Body of ILO

The 342nd Session of Governing Body of ILO was held on 25 June 2021 in Geneva, Switzerland. ShriApurva Chandra, Secretary, L&E and Chairperson of the Governing Body of ILO visited Geneva and chaired the 342nd GB Meeting. A delegation led by Shri R.K Gupta, Joint Secretary, comprising of other officers from Ministry of Labour and Employment attended the 342nd Governing Body meeting of ILO on 25 June 2021 in virtual mode.

21.10 The 343rd Session of Governing Body of ILO

The 343rd Session of the Governing Body of International Labour Organization (ILO) was

held from 01-13 November 2021 through virtual mode. A delegation led by Shri Sunil Barthwal, Secretary, L&E comprising of Shri R. K. Gupta, Joint Secretary, ShriRupesh Kumar Thakur, Director and Ms.PriyaSarraf, Deputy Director from Ministry of Labour and Employment attended the Governing Body meeting through virtual mode.



21.11 BRICS Labour & Employment Meeting under Indian Presidency (2021).

1stBRICS Employment Working Group (EWG) Meeting

India held the BRICS Presidency for the year 2021. ShriApurva Chandra, Secretary, Labour and Employment, Government of India chaired the 1stBRICS Employment Working Group (EWG) Meeting held on 11-12 May 2021 in SushmaSwarajBhawan, New Delhi in virtual format. The prime agenda for the discussions were Promoting Social Security Agreements amongst BRICS Nations; Formalization of labour markets; Participation of Women in Labour force; and Gig and Platform Workers – Role in Labour Market. Apart from representatives of member nations i. e Brazil, Russia, India, China and South Africa, the representatives of International Labour Organization (ILO) and International Social Security Association (ISSA) also made valuable interventions and suggestions on the agenda issues. The Indian delegation also

included Ms.Anuradha Prasad, Special Secretary, Sh. R.K. Gupta, Joint Secretary, Sh. Ajay Tewari, JS & DGLW, Ms.Kalpna Rajsinghot, Joint Secretary and Sh.Rupesh Kumar Thakur, Director from Ministry of Labour and Employment.



2nd BRICS Employment Working Group (EWG) Meeting

Ms.Anuradha Prasad, Special Secretary, Labour and Employment chaired the 2nd BRICS Employment Working Group (EWG) Meeting held on 8-9 July 2021 in Sushma Swaraj Bhawan, New Delhi in virtual format. The agenda of the 2nd BRICS EWG meeting was finalization of the draft Ministerial Declaration, which was adopted in the BRICS Labour and Employment Ministers' meeting on 15th July, 2021.



21.12 BRICS Labour & Employment Ministers' Meeting

Shri Bhupender Yadav, Hon'ble Minister of Labour & Employment chaired the BRICS

Labour & Employment Ministers' Meeting (LEMM) held on 15th July, 2021 under India's Presidency. Ministers of the member countries viz. Brazil, Russia, India, China and South Africa participated virtually in the meeting.



India organized the BRICS Labour & Employment Ministers' Meeting to exchange views on the impact of Covid-19 on global labour market, enhance information sharing, discuss and agree upon specific areas of cooperation between BRICS Member countries. Discussion on four priority areas of cooperation took place namely, Promoting Social Security Agreements amongst BRICS Nations; Formalisation of Labour Markets; Participation of Women in the Labour Force; and Gig and Platform Workers: Role in the Labour Market. The significant aspect of the meeting was the adoption of the BRICS Labour & Employment Ministers' Declaration. The Ministerial Declaration recognized that the COVID-19 pandemic has negatively impacted the efforts made to address unemployment, decent work deficits and inequality. It also illustrated the strong determination of BRICS Member countries to recover with stronger national economies, inclusive labour markets and social protection systems.

Pre-meeting between India and China for the 2022 BRICS Employment Working Group

An online pre-meeting for the 2022 BRICS Employment Working Group between India

and China was held on 24-11-2021 to discuss the modalities, preparation of issue notes and setting up of the agenda for BRICS EWG 2022 under the Chinese Presidency. A delegation led by Shri R. K. Gupta, Joint Secretary and comprising of ShriRupesh Kumar Thakur, Director and Ms.PriyaSarraf, Deputy Director from Ministry of Labour and Employment attended the meeting through virtual mode.

21.13 The G 20 employment Working Group Meetings under Italian Presidency

The Italian Presidency had identified the following three main priority areas for deliberations during the Employment Working Group meetings:-

- a. More better and equally paid jobs for women
- b. Social protection systems in a changing world of work
- c. Working patterns, business organisation and production process in the digitalisation era

G20 1st Employment Working Group (EWG) Meeting under Italian Presidency through virtual setting was held from 15-17 February, 2021. A delegation led by Shri R.K Gupta, Joint Secretary, Ministry of Labour and Employment attended G20-1st EWG Meeting. The Italian Presidency had identified the following two priority areas on labour and employment for discussion during the 1st Employment Working group meetings viz. (a) More better and equally paid jobs for women and (b) Social protection systems in a changing world of work. The Indian delegation made its interventions during the meeting highlighting the introduction of four new Labour Codes and major schemes for welfare of women and social protection of organised and unorganised sector workers.

G20 2nd Employment Working Group (EWG) meeting under Italian Presidency was held

from 14-16 April, 2021 on virtual mode. The priority area for discussion during the 2nd EWG meeting was 'Working patterns, business organisation and production process in the digitalisation era'. Ms.PriyaSarraf, Deputy Director and Ms.ShrutimalaRajbongshi, Deputy Director from Ministry of Labour and Employment participated in this virtual meeting. A presentation was made by Indian delegation on the priority area, highlighting that digitalisation has led to proliferation of digital platforms and Artificial Intelligence in the world of work and the initiatives taken by the Government of India such as providing statutory definitions of gig worker, platform worker, home based worker and aggregator in Code on Social Security, 2020, passed by the Parliament of India in September, 2020. The mechanism envisaged for providing social security to unorganised and gig and platform workers involved in these new forms of work were also highlighted.

3rd G20 Employment Working Group (EWG) meeting under the Italian Presidency was held from 20-21 May, 2021 through virtual format to discuss about the draft G20 Labour and Employment Ministers' Declaration (LEMD), 2021.

The 4th, 5th & 6th EWG of G20 under the Italian Presidency were held on 1-6-2021, 8-6-2021 and on 17-18 June, 2021 respectively through virtual mode to finalise the draft G20 LEMD, 2021 to be adopted by the G20 Labour and Employment Ministers. A delegation led Shri R.K. Gupta, Joint Secretary, and comprising of officers from Ministry of Labour and Employment attended these meetings.

21.14 The G20 Joint Education and Labour and Employment Ministers' Meeting under Italian Presidency

The G-20 Joint Education and Labour and Employment Ministers' Meeting under Italian Presidency was held on 22nd June, 2021 in

hybrid mode, at Catania, Italy to discuss on the topic 'transition from school to work'. A delegation led by Shri Santosh Kumar Gangwar, Hon'ble Minister of State (Independent Charge) for Labour and Employment comprising of Shri Ram Kumar Gupta, Joint Secretary, Shri Rupesh Kumar Thakur, Director, Ms. Priya Sarraf, Deputy Director, Ms. Shrutimala Rajbongshi, Deputy Director and Shri Shailesh Kumar Singh, Under Secretary from Ministry of Labour and Employment attended meeting virtually. Delegation from the Ministry of Education led at the Ministerial level also participated virtually in the meeting. After deliberations among Education and Labour Ministers of G20 countries, the G-20 Joint Education and Labour and Employment Ministers' Declaration on 'Transition from School to Work' was adopted.

21.15 The G20 Labour and Employment Ministers' Meeting (LEMM) under Italian Presidency

The G-20 Labour and Employment Ministers' Meeting (LEMM) under Italian Presidency was held on 23rd June, 2021 in hybrid mode at Catania, Italy. A delegation led by Shri Santosh Kumar Gangwar, Hon'ble Minister of State (Independent Charge) for Labour and Employment comprising of Shri R. K. Gupta, Joint Secretary, Shri Rupesh Kumar Thakur, Director, Ms. Priya Sarraf, Deputy Director, Ms. Shrutimala Rajbongshi, Deputy Director and Shri Shailesh Kumar Singh, Under Secretary from Ministry of Labour and Employment attended G20 LEM Meeting in virtual mode.

The Labour and Employment Ministers from G20 countries exchanged views on EWG priorities on (i) how to progress on path toward more better and equally paid jobs for women, (ii) how to adapt Social protection systems in a changing world of work and (iii) how to assure that platform and remote working be human

centered way of work.

The Hon'ble Minister for Labour & Employment acknowledged that CoVID-19 has changed the world of work and highlighted the efforts made by the Indian Government in respect of the Employment Working Group (EWG) priorities, including women employment, social security and remote working. It was emphasized that collective efforts are being made to reduce gender gaps in labour force participation and towards ensuring education, training, entrepreneurship development etc.

After detailed deliberations among the G20 Labour and Employment Ministers, the G20 Labour and Employment Ministerial Declaration on 'Fostering an inclusive, sustainable, and resilient recovery of labour markets and societies' was adopted under the Italian Presidency.

21.16 A tripartite National Dialogue on Global Call for a human-centered recovery from COVID-19 crisis in the context of India

A Tripartite National Dialogue on Global Call to Action for a human-centered recovery from COVID-19 crisis in the context of India was organized by International Labour Organization (ILO) in collaboration with Ministry of Labour & Employment on 10th December, 2021. The objective of the tripartite conference was to discuss the four priority areas of the Global Call to Action a) Inclusive economic growth and employment; b) Protection of all workers; c) Universal social protection; d) Social Dialogue; in the context of India. The conference was envisaged to foster convergence and tripartite action contributing to the implementation of the ILO Centenary Declaration for the Future of Work and Sustainable Development Goals in India.

Hon'ble Minister for Labour & Employment, Shri Bhupendra Yadav, delivered the keynote address during the inaugural session of the

conference. In his keynote address on the occasion, ShriBhupenderYadav, Union Minister for Labour and Employment emphasized on the importance of tripartite social dialogue and futuristic approach for Policy making and implementation in the country.



Two panel discussions were also organized. The first panel discussion on “Universal Social Protection and protection of all workers for a human centered sustainable and resilient recovery from COVID-19 in the world of work in India” was chaired by Shri Sunil Barthwal, Secretary, MoLE, in which Ms. Vinita Singhal, Principal Secretary, Govt. of Maharashtra, Prof.Pravin Kumar Sinha, Senior Expert, Mr.ArunChawla, Director General, FICCI & Executive Director, AIOE (Employers' representative) and Ms.Manali Shah, National Secretary, SEWA (Workers' representative) participated as panelists.

The second panel discussion on “Inclusive economic growth, employment and Social Dialogue for a human centered sustainable and resilient recovery from COVID-19 in the world of work in India” was chaired by Ms. Dagmar Walter, Director, ILO Country Office, New Delhi.

21.17 Some of the prominent International meetings/ training programmes where India participated actively are as under:-

- The meetings among ShriApurva

Chandra, Secretary, L&E and H.E. Mr. Muhammad Imran, High Commissioner of Bangladesh to India and Mr.ShafiulAlam, Consular were held on 8th & 17th March, 2021 in Ministry of Labour and Employment to discuss the labour related issues.

- Shri R. K. Gupta, Joint Secretary and Shri Manoj Kumar Gupta, Director from Ministry of Labour attended sixth All-Russian Week of Occupational Safety and Health in Sochi, Russia from 06-09 September, 2021.
- A meeting under the chairmanship of Shri R.K Gupta, Joint Secretary with Ms.RenitaBhasker, Minister Counsellor and Head of Trade & Economic Section and Ms. Maria Fladl, Counsellor, Trade & Economic Affairs Section in the European Union Delegation in New Delhi was held on 27th September, 2021 in New Delhi.
- A meeting between Shri Sunil Barthwal, Secretary (L&E) and Mr Greg Vines, DDG, ILO along with Mr Hugh Boylan, Consellor (Economic) and Mr Jack Taylor, Second Secretary from Australian High Commission was held on 25.10.2021 in connection with Candidacy of Mr. Greg Vines for the post of Director General-International Labour Organization (ILO) for the term 2022-27.
- The first meeting of the Joint Working Group (JWG) between Ministry of Labour & Employment (MoLE) and National AIDS Control Organisation (NACO),Ministry of Health & Family Welfare chaired by ShriRupesh Kumar Thakur, Director, MoLE on 25.10.2021 at New Delhi. The discussions included the objectives under the MoUbetween MoLE and NACO so as to reach out to

the large number of working population both in organized and unorganized sectors with information on HIV and AIDS prevention activities, services related to counselling, testing and treatment, reducing stigma and discrimination and mitigating the impact of HIV among infected and affected person through provision of social protection.

- A meeting between Shri Sunil Barthwal, Secretary (L&E) and Dr Kevin Frey, Director and CEO of Generation Unlimited with UNICEF HQ along with Ms Urmila Sarkar, UNICEF and their officials from UNICEF was held on 29.10.2021 in Ministry of Labour and Employment to discuss about UNICEF Yuwaah's support to strengthen the employment ecosystem in India through innovative public partnerships. Shri Ram Kumar Gupta, Joint Secretary, Shri Gopal Prasad, EA & DDG (E) and Ms. Shikha Anand, Director (E) from Ministry of Labour and Employment were also present in the meeting.
- A courtesy call between Shri R. K. Gupta, Joint Secretary, Ministry of Labour and Employment and Mr. Yoshio Akaishi, First Secretary, Embassy of Japan in India was held on 08-12-2021 to discuss on the agenda of New Labour Codes. Shri J. K. Singh, Deputy Secretary, Shri Sanjeev Nanda, Under Secretary and Ms. Priya Sarraf, Deputy Director, Ministry of Labour and Employment and Shri Ranjan R. Shinoy, Under Secretary, M/o External Affairs were also present during the meeting.
- An introductory meeting from ILO Geneva was held on 10th December, 2021 to discuss social security for Migrant Workers. A delegation led by Shri R. K. Gupta, Joint Secretary with officers from Ministry of Labour and Employment and the Ministry of External Affairs participated in the meeting through virtual mode. Ms. Barkha Tamrakar, First Secretary, PMI, Geneva was also present in the meeting virtually.
- Shri Rupesh Kumar Thakur, Director, Ministry of Labour & Employment attended International Labour Organisation's technical meeting on the future of work in aquaculture in the context of the rural economy in Geneva, Switzerland from 13-17 December, 2021.

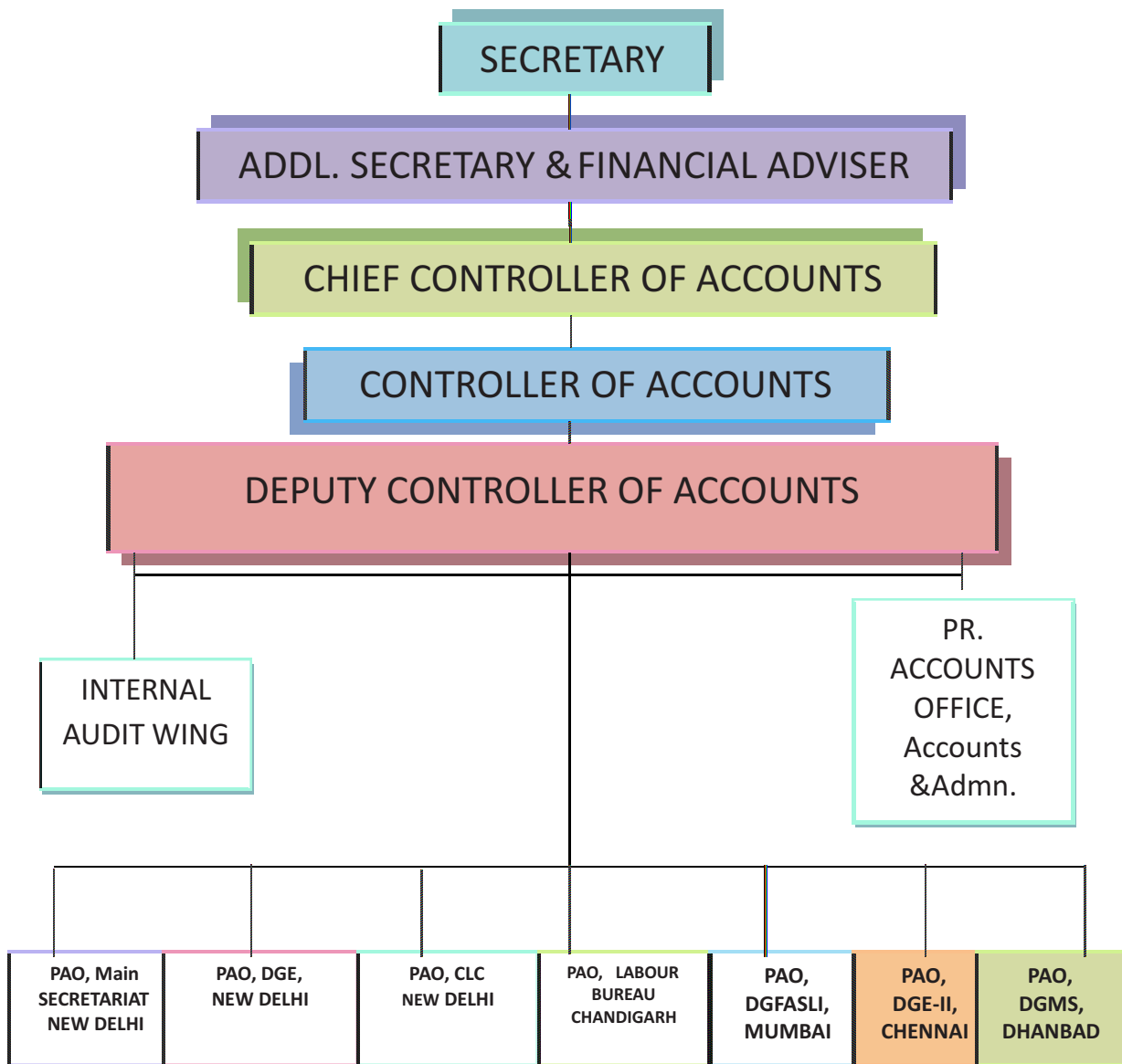
Chapter-22

PRINCIPAL ACCOUNTS OFFICE, MINISTRY OF LABOUR & EMPLOYMENT

The Accounting Organisation of Ministry of Labour & Employment

22.1 The Secretary is the Chief Accounting Authority of the Ministry and performs duties with the assistance of Additional Secretary & Financial Adviser (AS&FA) and Chief Controller of Accounts. The Accounting

Organisation of the Ministry of Labour & Employment is headed by the Chief Controller of Accounts who is assisted by Controller of Accounts, Dy. Controller of Accounts, Principal Accounts Office & 7 Pay and Accounts Offices. Organisational Structure is depicted as below:-



22.2 Major initiatives/work done by Office of the Chief Controller of Accounts, Ministry of Labour & Employment (1st April to 31st December, 2021 during F.Y. 2021-22)

1. Internal Audit

According to GFR 236(1), Audit Wing of Pr. Accounts Office has to conduct the audit of the Grantee Institutions and also it is the duty of Pr. Accounts Office (HQ) to conduct the regular audit.

Due to COVID-19 pandemic situation, no Audit was conducted during 1st April to 31st December, 2021 of the financial year 2021-22 and no new paras were added. After proper verification of the compliance report furnished by the Head of Offices of the audited units 399 paras pertaining to past period were settled.

2. Grant-in-Aid

Office of the Chief Controller of Accounts through their Pay & Accounts Offices are released Grant-in-Aid to various Grantee Organizations for various Labour Welfare Activities across the country in accordance with Rule 228 to 245 of General Financial Rules-2017.

3. Utilization Certificate

In accordance with the provision contained in Rule 238 of General Financial Rules 2017, a Certificate of Utilization of grants is required to be furnished in respect of grants released to Autonomous Bodies, Non-Government Institutions, and other Organizations etc.

The office of the Chief Controller of Accounts is vigorously monitoring the outstanding utilization certificates from various divisions. The information regarding pending utilization certificate are being forwarded to all Bureau Heads and

also discussed in Senior Officers meeting chaired by Secretary for necessary updation.

4. Public Financial Management System (PFMS)

To achieve the target framed by Department of Expenditure, M/o Finance regarding Universal Rollout of Public Financial Management System (PFMS) for Central Sector (CS) Schemes, Chief Controller of Accounts, Ministry of Labour and Employment created a Public Financial Management System (PFMS) Monitoring Cell headed by Sr. Accounts Officer and consisting three members to impart trainings and to assist all Program Divisions to achieve the target as per time schedule in Ministry of Labour and Employment.

All the schemes are reviewed thoroughly. Hierarchy and Component mapping have been done to implement Expenditure, Advance and Transfer (EAT) module of PFMS. Necessary Security Protocols and guidelines issued by ITD, O/o CGA are strictly being followed.

5. e-Payment System

Since the IT Act, 2000 recognises the digitally signed documents or electronic records digitally authenticated by means of an electronic method or procedure in accordance with the provisions of section 3 of the Act, the Controller General of Accounts developed a facility in COMPACT for electronic payment through digitally signed electronic advices to replace the existing COMPACT application.

Payment of dues from the government under the e-payment system are made directly to the bank account of payee

through digitally signed e-advice generated from COMPACT through the Government e-payment Gateway (GePG) on a secured communication channel.

6. Direct Benefit Transfer (DBT)

Since M/o Labour & Employment is a welfare oriented Ministry, many schemes fall under the category of DBT schemes. Office of the Chief Controller of Accounts through their Pay & Accounts Offices had made payment under DBT for direct credit into the account of beneficiaries under schemes of Ministry of Labour & Employment. Most of the DBT in the Ministry is processed through PFMS using e-payment functionality to avoid any delay in disbursement of money to the beneficiaries' accounts.

7. Process flow of e-Payment system

Highlights of e-payment System:

High Security Standards and System Logs of Transactions.

The PAO's applications have security requirements in place for effective e-payments including:

- 128 bit PKI encryption.
- Integrity of Information: Hash Algorithm (SHA1): security standards are designed to ensure confidentiality, authenticity and integrity of data being conveyed on the internet by PAOs to the bank.
- Non –repudiation: Key generation/ Digital Signature based on 128 bit PKI (Public Key Infrastructure) as recommended by RBI.
- Digitally signed e-payment Authorization along with itemized tracking of each e-payment authorization and automated

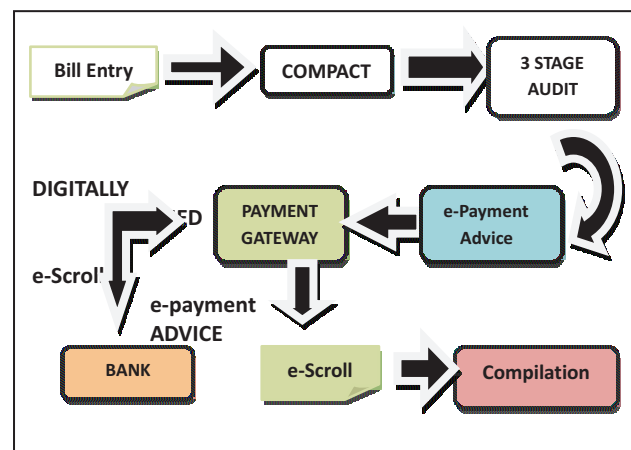
reconciliation.

Advantages of e-payment

- Savings in time and effort due to online fund transfer using digitally signed unique e-authorization ID.
- Secure mode of payment
- Transparency in payment procedure.
- Elimination of physical cheque & their manual processing.
- Online auto reconciliation of payments.
- Efficient compilation of accounts.
- Complete trail of transactions at all levels available anytime.

At present, all 7 PAOs of M/o Labour & Employment are functioning successfully on PFMS. All payments are routed through PFMS.

Moreover, Employees Information System (EIS) for Salary payments and Online GPF module both have been successfully implemented in all 7 PAOs and DDOs under their control.



22.3 Following work was also done during from 01st April to 31st December, 2021 during F.Y. 2021-22 by office of the Chief Controller of Accounts through

their Pr. Accounts Office and Pay & Accounts Offices:-

- (i) Payments of bills of establishment of the Ministry and its attached & subordinate offices.
- (ii) Payment of Pay and Allowances in respect of Ministry's Staff.
- (iii) Payment of Grants-in-aid to Grantee Institutions.
- (iv) Payment of Long term and Short term advances to the staff of the Ministry.
- (v) Payment of Contingent Bills in respect of expenditure incurred by the Ministry.
- (vi) Payment of TA<C bills.
- (vii) Payment of Medical Reimbursement Bills.
- (viii) Payment of Retirement/Terminal Benefits, long term loans and advances and for withdrawal from Provident Fund (in respect of Government Servants other than MTS)
- (ix) Payment of loans and grants to State Governments through Reserve Bank of India (and wherever this office has a drawing account, payment thereof to Union Territory Governments/ Administrations).
- (x) Consolidation of monthly accounts of the Ministry in the manner prescribed by Controller General of Accounts (CGA).
- (xi) Preparation and submission of annual Appropriation Accounts of the Grant of the Ministry, Statement of Central Transactions and material for Finance Account of Union Government (Civil) to the Controller General of Accounts.
- (xii) Rendition of advice on finance & accounts matters to the Ministry.
- (xiii) Supply of Cheque Books to PAOs and cheque drawing DDOs through concerned PAO.
- (xiv) Maintenance of liaison with CGA and accredited bank for verification and reconciliation of all receipts and payments made on behalf of the Ministry through the accredited bank.
- (xv) Reconciliation of Cash Balances of the Ministry.
- (xvi) Issuing sanctions to agent Ministries on behalf of various wings of the functional Ministry for carrying out certain activity required by the functional Ministry.
- (xvii) Maintain account of advance`s under various types of Debt and Deposit heads including Provident Fund.
- (xviii) Authorize pension payment on retirement of employees

Chapter-23

DIRECTORATE GENERAL OF EMPLOYMENT

BACKGROUND

23.1 The Directorate General of Resettlement and Employment (DGR&E) and Directorate General of Employment & Training (DGE&T) now known as Directorate General of Employment (DGE) was set up initially for the purpose of resettling demobilized Defence Service personnel and discharged war workers in civil life.

23.2 After Independence, the Directorate General was also called upon to handle work relating to displaced persons from Pakistan. Subsequently, the scope of the Directorate was extended to cover employment service to all categories of job seekers in early 1948, and training services to all civilians in 1950.

23.3 In pursuance of the recommendations of the Training and Employment Service Committee (Shiva Rao Committee set up in 1952), the day-to-day administrative control of the Employment Exchanges and Industrial Training Institutes (ITIs) was transferred to the State Governments/Union Territory Administrations with effect from 01.11.1956 on cost sharing basis between Centre and States.

23.4 Cost sharing by the Centre with the State Governments to the extent of 60% of the cost of the establishment was continued up to 31.03.1969, after which the scheme was discontinued, based on the decision taken by the National Development Council in May, 1968.

23.5 With each successive Five Year Plan, there has been expansion of the activities of the Employment Service and Training Service in the Centre and the States. The total number of Employment Exchanges functioning are 997

(including 76 University Employment Information and Guidance Bureaux).

INFRASTRUCTURE AVAILABLE FOR EMPLOYMENT SERVICE WITH STATE GOVERNMENTS:-

- As per the information received from the State/UTs, there are 997 Employment Exchanges functioning [including 42 Special Employment Exchanges for Differently Abled (Handicapped)] throughout India.
- 38 Special Cells for persons with disability are functioning in normal Employment Exchanges in various States.
- The State Directorates of Employment are generally located in the State Capitals.

23.6 The Directorate General of Employment (DGE) is presently headed by the Director General (Employment). The organizational set up of the Directorate General consists of two principal wings namely, Directorate of Employment and Secretariat Wing.

RESPONSIBILITIES EMPLOYMENT DIRECTORATE

- Plans and formulates programmes for expansion and development of National Employment Service in consultation with State Governments.
- Coordinates the work of Employment Service in States/UTs.
- Conducts training programmes and develops staff training material for the

Employment Service personnel.

- Carries out periodic programme of evaluation of policies, procedures and working practices of Employment Exchanges in the States with a view to assessing and advising the State Governments on the progressive development of the service and to ensure that National Policies, Standards and Procedures are effectively implemented.
- Collects and disseminates Employment Market Information and prescribes uniform reporting procedures for the organized sector and Employment Exchanges.
- Co-ordinates Vocational Guidance and Career Counselling Services rendered through Employment Exchanges and University Employment Information and Guidance Bureaux (UEIGBx), MCCs to the unemployed youth for choosing and planning their career suited to their abilities and skills.
- Evaluates residual capabilities of physically challenged persons and provides them adjustment training in order to facilitate their economic rehabilitation.
- Establishes coordination and consultation with the Ministries of the Government of India whose activities affect the employment situation in the country.
- Provides Vocational Guidance and organizes Confidence Building Programmes for SC/ST job seekers.
- Formulation of National Employment Policy.

STATUTORY PROVISIONS

23.7 The statutory provision enforced by DGE is:-

- Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and Rules made there under. The non-statutory body is functioning under the DGE:-

Non-Statutory Body

23.8 The non-statutory body functioning under DGE is the Working Group on National Employment Service.

INFRASTRUCTURE AVAILABLE FOR EMPLOYMENT SERVICE

WITH STATE GOVERNMENTS;-

- 997 Employment Exchanges [including 42 Special Employment Exchanges for Differently Abled (Handicapped)] throughout India.
- 38 Special Cells for persons with disability are functioning in normal Employment Exchanges in various States.
- The State Directorates of Employment are generally located in the State Capitals.

WITH CENTRAL GOVERNMENT:

- 24 National Career Service Centres for Differently Abled (erstwhile VRCs) out of which one Centre at Vadodara is exclusively for women with disabilities.
- 25 National Career Service Centres for Scheduled Castes/Scheduled Tribes(erstwhile CGCs)
- National Institute for Career Service (NICS) (erstwhile CIRTES) located at NOIDA(U.P.)

- Central Employment Exchange under Directorate of Employment at New Delhi

HIGHLIGHTS

EMPLOYMENT SERVICE

23.9 DGE does not implement any employment generation scheme. Its role is to coordinate and oversee the employment generation taking place in the country through the National Employment Service in India. The network of Employment Service has expanded from 18 Employment Exchanges in 1951 to 997 Employment Exchanges.

23.10 A key role played by the Employment Exchanges is to motivate and guide the unemployed youth for taking up self-employment ventures in view of shrinkage in wage paid jobs. In 22 selected Employment Exchanges, Special Cells for Promotion of Self-Employment have been working.

23.11 There are 409 Vocational Guidance Units in Employment Exchanges and 76 University Employment Information and Guidance Bureaux (UEIGBX) within the University Campuses have been functioning in the country to render Vocational Guidance and Employment Counselling to job-seekers.

NATIONAL EMPLOYMENT SERVICE

INTRODUCTION

23.12 The employment service is the joint concern of the Central and State Government and DGE, Ministry of Labour & Employment is responsible for policies, standards and procedures to be followed by the employment services along with collecting of EMI, providing VG and Employment counselling and placement of persons with disabilities. Policies, standards and procedures for the National Employment service are laid down by the Central Government in consultation with

the State Governments. A Working Group on National Employment Service comprising of representatives of the Central and State Governments facilitates this consultative process. Regular meetings of the Working Group on National Employment Service are held under the Chairmanship of Director General of Employment & Training, Ministry of Labour & Employment. The meetings are attended by the State Labour & Employment Secretaries/State Directors of Employment/ other representatives and officers of DGE. The Working Group considered various issues pertaining to National Employment Service and made necessary recommendations.

23.13 Features of National Employment Service

- National Employment Service covers all the States and Union Territories except the State of Sikkim.
- Day to day administration of the Employment Exchanges is under the control of respective State Governments/ Uts.
- It has a network of 997 Employment Exchanges.
- As a part of administrative functioning, data are collected through Employment Exchange Statistical Returns, each return covering a specific field of activity like registration, placement, etc. with different periodicity.
- As a part of Employment Market Information Programme, data was being collected from the Organised Sector (all public sector establishments and all non-agricultural private sector establishments with 10 or more workers) on employment, vacancies, occupational and educational pattern of employees, etc. in ER-I returns

prescribed under the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and Rules framed there under. The establishments employing 10-24 workers in private sector are covered on voluntary basis. However, The required provisions of EE(CNV) Act, 1959/EE(CNV) Rules 1960 pertaining to compulsory notifications by employers to employment exchanges now form part of Code on Social Security, 2020 and the new rules are under process of notification.

23.14 To convert the National Employment Service into a National Career Service, Ministry of Labour & Employment, constituted a Working Group comprising representatives from State Governments, Employers' Associations and other stake holders during November, 2013. The first meeting of the said working group was held on 3rd December, 2013. After elaborate discussions and careful consideration of various aspects, including improving utility, accessibility and efficiency of the Service, the recommendations were approved by the Govt. for laying the foundation for the NCS. The NCS project has been implemented and the NCS portal is functional.

EMPLOYMENT EXCHANGES (COMPULSORY NOTIFICATION OF VACANCIES) ACT, 1959.

23.15 The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 provides for compulsory notification of vacancies and submission of employment returns (ER-I) by employers to the Employment Exchanges. It applies to all establishments in the Public Sector and such establishments in the Private Sector engaged in non-agricultural activities and employing 25 or more workers. Enforcement of the Act is the responsibility of the States and Union Territories. Majority of the

States/Union Territories have special enforcement machinery for this purpose. The amendments proposed to the Act were deliberated on by the Parliamentary Standing Committee on Labour and the committee have recommended that the Act be comprehensively amended to make the functioning of Employment Exchanges more relevant to the needs of society and is being examined in the Ministry.

The required provisions of EE(CNV) Act, 1959/EE(CNV) Rules 1960 pertaining to compulsory notifications by employers to employment exchanges now form part of Code on Social Security, 2020. The Code on Social Security (CoSS), 2020 was introduced in the Lok Sabha on 19.09.2020. Thereafter, it was passed by both the Houses of Parliament and assented to by the Hon'ble President of India and notified in the Gazette of India on 29.09.2020 as Act No. 36 of 2020. The new rules are under process of notification.

PERFORMANCE OF NATIONAL EMPLOYMENT SERVICE*

23.16 The details of the network of 997 Employment Exchanges are given in Table 23.18

The main activities of the Employment Exchanges are registration, placement of job seekers, career counselling & vocational guidance and collection of employment market information.

Table- 23.18

➤ Total number of Employment Exchanges includes the following :	997
➤ University Employment Information and Guidance Bureaux (UEIGBx)	76
➤ Professional and Executive Employment Exchanges	14

➤ Special Employment Exchanges for the Physically Handicapped	42
➤ Special Employment Exchange for Plantation Labour	01
➤ Employment Exchanges exclusively for Women	05

23.17 The performance of Employment Exchanges (as on 31-12-2018) is given below:

Table - 23.19 (In Lakh)

Category	No. of Job seekers Registered	No. of job seekers Placed	No. of job seekers on Live Register
Men*	23.9	3.5	265.1
Women*	14.4	0.6	156.1
Total*	38.3	4.05	421.2

Salient features of registration and placement in Employment Exchanges.

23.18 Registration:

Out of total number of 38.3 lakh job seekers registered upto end of December 2018, 23.9 lakh job seekers were men and 14.4 lakh were women. Maximum numbers of job seekers 4.73 lakh were registered in Gujarat followed by Kerala and Maharashtra which were more than 4 lakh in each state.

23.19 Placement:

Out of the 4.05 lakh job seekers that got employment through the employment exchanges, 0.55 lakh were women. The maximum placement made was 3.40 lakh in Gujarat during the same period.

23.20 Live Register:

Out of total number of 421.20 lakh job seekers on Live Register, 265.10 lakh job seekers are men and 156.10 lakh job seekers are women. The highest job seekers were in West Bengal

followed by Tamil Nadu.

23.21 Year-wise registration, placement, vacancies notified, submissions made and Live Register for the period 2008-2018 are given in Table No. 23.23

Table - 23.23

Year	Employment Exchanges, UEIGB x	(In Thousand)				
		Registration	Placement	Vacancies notified	Submission made	Live Register
(1)	(2)	(3)	(4)	(5)	(6)	(7)
2008	968	5315.9	305.0	570.8	3344.0	39112.4
2009	969	5693.7	261.5	419.5	2589.3	38152.2
2010	969	6186.0	505.4	706.9	3747.1	38818.5
2011	966	6206.3	471.5	819.7	5142.9	40171.6
2012	956	9722.2	427.6	682.8	2982.2	44790.1
2013	956	5969.4	348.5	510.7	3002.1	46802.5
2014	978	5957.2	338.5	762.0	4220.4	48261.1
2015	978	6939.4	395.0	810.3	4307.6	43502.7
2016	997	5959.9	405.5	1401.4	3906.4	43376.1
2017	997	3948.9	424.6	813.2	1851.1	42444.9
2018	997	3831.3	404.7	1225.3	2584.64	42122.3

CENTRAL EMPLOYMENT EXCHANGE, DELHI

23.22 The Central Employment Exchange, DGE located at Shram Shakti Bhawan, New Delhi under M/o Labour and Employment is responsible for Advertisement of vacancies of scientific & technical in nature occupying in the central Government Establishments with the pay scale of Rs.1400-2300 (Pre-revised) or above. As per revised procedure laid down by DoPT all the vacancies notified to CEE as per EE (CNV) Act. 1959 are (now presumed as a part of Social Security Code) to be advertised in Employments News by Central Employment Exchange (CEE). In addition to this, such vacancies are also to be placed at National Career Service (NCS) Portal vide instruction issued by DoPT in November, 2016.

EMPLOYMENT MARKET INFORMATION PROGRAMME (EMI) SCOPE, COVERAGE AND LIMITATION

23.23 The Employment data in the organized sector was being collected under the Employment Market Information (EMI) Programme which is provided the statutory base by the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and Rules framed there under. However, The required provisions of EE(CNV) Act, 1959/EE(CNV) Rules 1960 pertaining to compulsory notifications by employers to employment exchanges now form part of Code on Social Security, 2020 and the new rules are under process of notification.

EMPLOYMENT ASSISTANCE TO SPECIAL CATEGORIES

23.24 Employment Service, as in the past, continued making efforts to cater to the special needs of vulnerable sections like Women, Scheduled Castes / Scheduled Tribes, persons with disabilities and differently abled Ex-servicemen job-seekers. Details of programmes on vulnerable section are given in Chapter 24.

National Career Service

23.25 The Ministry is implementing the National Career Service (NCS) Project as a Mission Mode Project for transformation of the National Employment Service to provide a variety of employment related services like job matching, career counselling, vocational guidance, information on skill development courses, apprenticeship, internships etc. The services under NCS are available online and can be accessed directly, through Career Centres, Common Service Centres, post offices, mobile devices, cyber cafes etc. The various stakeholders are available on the NCS platform including job-seekers, industries, employers, employment exchanges (career

centres), training providers, educational institutions and placement organizations. This project consists of three important components namely- (i) NCS Portal (www.ncs.gov.in); (ii) Model Career Centres; and (iii) Interlinking of Employment Exchanges with NCS portal.

23.26 The services under NCS are available online and can be accessed directly, through Career Centres, Common Service Centres, Post Offices, mobile devices, cyber cafes etc. The various stakeholders on the NCS platform include job seekers, industries, employers, employment exchanges (career centres), training providers, educational institutions and placement organizations.

23.27 The NCS Portal (NCSP) has been made functional at the URL (www.ncs.gov.in). The portal was dedicated to the Nation by Hon'ble Prime Minister of India on 20.07.2015. The NCSP is supported by a dedicated helpline (multi-lingual) available from Tuesday to Sunday (8.00 AM to 8.00 PM) on 1800-425-1514 for assisting users. These services are available free of cost. The portal is accessible by all users including jobseekers, employers, skill providers, placement organisations, career counsellors etc. The portal also facilitates organization of job fairs where both employers and job seekers can interact.

The brief Statistics of NCS Portal is as under:

NATIONAL CAREER SERVICE		
Sr. No.	Parameters	Number as on 31 st December 2021
1.	Active Job Seekers Registered	1.35crore
2.	No. of active Employers Registered	175043
3.	Active Vacancies Mobilised	150440
4.	Total Vacancies Mobilized	92.12 Lakh

23.28 With the increased focus of Government on Career Counselling, the Ministry proposes to create a network of Career Counsellors where the Career Centres will become the hub of Career Counselling in their area. Under the process, over 9000 *Career Counsellors* from various States/UTs have got registered at NCS Portal, out of which more than 700 are regularly publishing their schedules on NCS Portal

23.29 The NCS Portal also provides an open architecture for partnering of institution sand organisations for delivery of career and employment related services. The NCS Portal has developed specific pages to help categorize and improve delivery of services in the focus areas or otherwise. The partnering institutions will be provided appropriate space and links on the NCS Portal to improve delivery of services on a non-exclusivity basis and be amenable to the monitoring systems. Ministry has engaged with several institutions and organisations to bring more and more job opportunities to our workforce with some of the leading organisations/ job portals such as Hire me, Times Job, Freshers world, Freshers live, Quess Corp. Limited, TCS ION, Cassius Technologies Pvt. Ltd., First Job, etc. As per DOPT instructions it has been decided that advertisement of vacancies shall now be mandatory placed at the National Career Service Portal(ncs.gov.in) developed by Ministry of Labour and Employment.

23.30 NCS portal has provided the details of non-recommended willing candidates which are published by UPSC under their public disclosure scheme. The employers can access this list on NCS home page as well as employers section and can contact suitable employable candidates to provide employment opportunities to them.

23.31 A series of consultations with State Governments were held on various occasions

for the NCS project. Key Ministries, Academia and Industry have been involved in designing the framework of the National Career Service and Career Centres. Under the NCS, it is proposed to create Knowledge Repository of Career Counselling content, by digitizing the existing Counselling literature and making it amenable for periodic up-dating by stakeholders and made accessible to various users. Multi- stakeholder Expert Groups have been constituted for various aspects under NCS like, network of career counsellors, assessment tools, rural outreach strategies etc. Committees have also been constituted for steering the project.

23.32 The NCS Project also envisaged setting up of Model Career Centres (MCCs), a brick and mortar model of NCS, which have state-of-the-art infrastructure and will act as a hub of career counselling and also provide career related services (such as organising job fairs, mobilise the employers, provide career counselling at local level etc). in collaboration with States and other institutions to the jobseekers and employers through outreach activities. The Government provides financial assistance to the states for establishing model career centres based on the proposals and scheme guidelines. These model career centres can be replicated by the States from their own resources. As of now, Government has approved 207 MCCs (including 07 on non-funded basis). Further, establishment of 200 more MCCs has also been proposed during the 15th Financial Cycle.

23.33 The NCS Project has also been enhanced to interlink 997 Employment Exchanges with NCS Portal and under this scheme, Govt. of India is providing funds to the states for organizing job fairs, up-gradation of IT and refurbishment of infrastructure of employment exchanges. So far, Grant-in-Aid has been provided to 28 States/UT. API

integration for inter-linking state databases with the NCS Portal have been completed with 11 States/UT and 5 States/UT are directly registering on NCS portal. During the Covid-19 pandemic period (till 30th June 21), more than 13 thousand candidates have been shortlisted through 997 Job fairs conducted online. As of now, during 2021 (January 21 to December 21) around 546 online job fairs have been organised under National Career Service (NCS) in which more than 12 thousand job Seekers participated and 3,547 candidates were shortlisted.

23.34 In a parallel exercise, the Ministry has initiated a programme for capacity building of officers of the National Employment Service and Young Professionals being deputed at Model Career Centres under a multi-pronged strategy of orientation, refresher and specialized training in the area of National Career Services. Over, 412 (till 31.12.2021) officers have been trained on various modules of National Career Services like career counselling training, portal management training, SIYB training etc.

23.35 NCS portal has a job fair module to streamline the process of job fair activity on a single online platform by engaging all stakeholders i.e. career centres, nodal officers, job seekers and employers. It helps capture information about online as well as on-premise job fairs and events which are ongoing, upcoming or past events in the form of a calendar view, the link to which is provided on the home page. The job fairs are searchable by state, district and industry on the calendar. The career centres can create the job-fair and enables employers and jobseekers to participate for the job fair. The portal also facilitates organization of job fairs where both employers and job seekers can interact. DGE has conducted more than 6700 Job Fairs (online and offline) since inception (till 26th

January 2022) out of which 1362 Job Fairs were conducted during 1st January to 31st Dec.2021.

23.36 NCS has partnered with Microsoft India and launched DigiSaksham - a joint digital skills programme to enhance the employability of youth by imparting digital skills that are required in an increasingly technology driven era. This initiative is an extension of the Government's ongoing programs to support the youth from rural and semi-urban areas to acquire digital skills for better career opportunities. The salient features of the programme are: (i) to support government's accelerated efforts to skill youth for employment; (ii) to develop standardized curriculum and content that would be able to meet the continuously evolving demands of the industry; and (iii) to transform 'youth' into a 'workplace ready professional' through knowledge acquisition and skill development. Under this programme, various free of cost courses such as Excel, Azure, Security Fundamentals and HTML are provided to the NCS jobseekers through Self-Paced Learning, Virtual Instructor Led Training Mode and Instructor Led Training Mode. The DigiSaksham Programme gives priority to the jobseekers of semi urban areas belonging to disadvantaged groups of the society, including those who have lost their jobs due to Covid-19 pandemic.

23.37 NCS is publishing newsletter on monthly basis to communicate the updates about NCS scheme to its users. It covers various new services and features which are recently added on NCS portal. It also provides an update on the online and offline job-fairs, events and training which are being organized at various locations in different states. In addition to this, every newsletter captures an in-depth career related information on one of the prominent

sectors also. It also highlights some success stories of the jobseekers and employers. Every month, these newsletters are published in English and Hindi language on the portal and a mail notification with the newsletter is sent to all the registered NCS users at the end of every month.



Pradhan Mantri Rojgar Protsahan Yojana (PMRPY)

23.38 Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) was launched on 9th August, 2016 with the objective to incentivise employers for creation of new employment. Under the scheme, Government of India was paying Employer's full contribution i.e. 12% towards EPF and EPS both (as admissible from time to time) for a period of three years to the new employees through EPFO. The scheme is targeted for employees earning upto Rs. 15,000 per month and also aims to cover a large number of informal workers to the formal workforce. The terminal date for registration of beneficiary through establishment is 31st March, 2019.

Initially, Government of India was paying 8.33% EPS contribution of the employer for all sectors in respect of these new employees. The benefits of the scheme were also extended to the Textile Sector under Pradhan Mantri Paridhan Rojgar Protsahan Yojana (PMRPY) for made-ups and apparels sector where the Government was paying additional 3.67% EPF contribution of the employer in respect of these new employees this bringing the total incentive to 12%. The scope of the scheme was enhanced w.e.f.1.4.2018 with the approval of CCEA to provide the benefit of full 12% employers contribution for all sectors.

This scheme has dual benefit, where, on the one hand, the employer is incentivised for increasing the employment base of workers in the establishment, and on the other hand, these workers will have access to social security benefits of the organized sector. All the beneficiaries under this scheme are Aadhaar Seeded.

Till 31st December, 2021 total benefit of Rs.9255.32 Crore has been given to 1.52 Lakhs Establishments covering 1.21 crores (Details in chapter 6) beneficiaries under (PMRPY).

National Career service Centres for SC/STs

23.39 Twenty Five National Career Service Centers for SC/STs have been set up in 25 States. Confidence Building Programmes are organised and Vocational Guidance is provided to SC/ST job seekers through these centres. Besides, the facilities for practicing Typing and Shorthand are provided to SC/ST job seekers in 14 such Centres. These Centres have also been arranging Pre-Recruitment Training programmes for SC/ST candidates to improve their employability in competitive examinations conducted by Staff Selection Commission and other Recruitment Boards for Group 'C' and equivalent posts. Details on NCSC-SC/STs is given in chapter 24.

National Career Service Centres for Differently Abled

23.40 Twenty Four National Career Service Centers for Differently Abled (NCSC-DA) (Erstwhile VRCs) have been functioning in the country, out of which, one Centre at Vadodara has been set up exclusively for women with disabilities. These Centres evaluate residual capacities of persons with disabilities and provide them adjustment training and skill training with a view to integrate them in the economic mainstream and make them productive citizens of the country. These Centres play pro-active role in creating public awareness and community participation in the rehabilitation of people with disabilities. During the 2020-21 these centres have registered 6999, evaluated 6968 and rehabilitated 2742 persons with disabilities. During 2021 (upto 31.12.2021) these centres have registered 13753, evaluated 13715 and rehabilitated 4389 persons with disabilities. To synergize the link between demand and supply of skilled workforce, the Government has established 5 Model Career Centres for welfare of PWDs in NCSCs for DA. The Centres focus on career counselling as key activities for youth with disabilities to pursue skill enhancement courses that the market drive. The officers of the NCSC-DA are being trained on professional counselling techniques. Outreach counselling sessions and job-fairs are a key activity in these career Centres. **Details on NCSC-DAs is given at Chapter 24.**

23.41 Placement service to the differently abled Ex-servicemen/Border Security Force personnel and their dependents is provided through an Ex-servicemen Cell set up in DGE (Hqrs.). For further details please refer to para 24.14 of chapter 24.

Aatmanirbhar Bharat Rojgar Yojana (ABRY)

23.42 Government has announced Aatmanirbhar Bharat 3.0 package to boost the

economy and increase the employment generation in post Covid recovery phase. One of the measures announced in respect of Ministry of Labour and Employment as part of this package is Aatmanirbhar Bharat Rojgar Yojana under which every establishment registered with EPFO and their new employees will benefit if the establishments take new employees or those who lost jobs between 01.03.2020 to 30.09.2020.

This scheme has been conceptualised to incentivise creation of new employment opportunities during Covid-19 recovery phase. Due to Covid-19 pandemic the demand in the country is affected by uncertainty and due to this uncertainty, there is a tendency to restrict new job creation by the employers. The proposed scheme will incentivize employers for generation of new employment and formalisation of informal employment and will help in decreasing the uncertainty and creating demand in the economy from the spending of new workers.

The ABRY Scheme was approved by the Cabinet in the meeting held 9th December 2020. Under the scheme Government of India will provide subsidy for two years in respect of new employees engaged on or after 1st October, 2020 and upto 31st March 2022 by paying 12% of wages towards employees' share of EFP contribution of Establishment having more than 1000 employees' and 24% of wages towards employers' and employees' share of EFP contribution for establishment having upto 1000 employees' in respect of new employees' drawing salary less than Rs,15,000/- per month.

Till 31st December total benefits of Rs. 3002.85 Crore have been given to 43,11,922 beneficiaries through 1,21,778 establishments. Year-wise details under ABRY are given below:

F.Y.	Unique beneficiaries UANs	Unique beneficiaries establishments	Disbursed Amount (Rs. In Crore)
2020-21	12,97,120	56,225	351.07
2021-22 (01.01.2021-31.12.2021)	43,11,922	1,21,778	2651.78

NATIONAL INSTITUTE FOR CAREER SERVICE

23.43 The National Institute for Career Service (erstwhile Central Institute for Research and Training in Employment Service) was set up in October, 1964 under Directorate General of Employment (DGE), M/o Labour & Employment for imparting Research & Training in Employment Services. The Institute was later expanded in 1970 with additional function of publishing career literature and again in 1987 with added responsibility of occupational research & promotion of self-employment. Now, the Ministry is implementing the Employment Exchange Mission Mode Project under National eGovernment plan (Ne-GP). Under this Project, NICS-NOIDA (erstwhile CIRTES), has been designated as nodal institute for capacity building under NCS project. NICS is responsible for imparting training to all stakeholders of NCS project like Employer, Job Seeker, Training Provider, College Students/ Counsellors/ Placement Organization/Govt. Organization etc. and for Officers of National Employment Services working at Central & State Govt. NICS is also playing major role in implementing the Young Professional Scheme of M/o Labour and Employment and coordinating the activities of Model Career Centers established across country under NCS project.

23.44 NICS as Model Career Centre (MCC) is responsible for organizing various activities like outreach activities, organizing Job Fairs/Job drives, Career Counselling sessions,

registration of Job Seekers, Employers and Local Service Providers etc. During April, 2021 to December, 2021 MCC, NOIDA organized 24 online Job drives.

TRAINING ACTIVITIES AT NICS

- Nineteen (19) Capacity Building Programs / Refresher Training Programs have been organized till December, 2021 for Employment service Personnel's & YPs and 412 trainees attended the above mentioned training programmes.
- Twenty two (22) Orientation programmes have been organized via online mode (webinar) for various stake holders of NICS till December, 2021 and 985 participants have been attended the above mentioned orientation programmes.
- 16 Workshops have been organized for various stake holders of NICS till December, 2021 and 482 persons have been attended the above mentioned workshop programmes.
- Twenty (20) Employability Training Programs for job seekers has been organized till December, 2021 and 1996 trainees attended the said programmes.

23.45 NATIONAL CAREER SERVICE ACTIVITIES AT NICS

- *Being Nodal institute for capacity building, NICS is imparting training to Officers of Employment Service, all stakeholders of NCS project.*
- *Implementation and Monitoring the work of Young Professionals posted at various MCCs under NCS Project.*
- *Publishing Monthly e-new letter of NICS, NOIDA.*
- *National Career Service portal improvement and data analytics.*

Chapter-24

EMPLOYMENT ASSISTANCE TO SPECIAL CATEGORIES

24.1 Employment Service, as in the past, continued making efforts to cater to the special needs of vulnerable sections like Women, Scheduled Castes / Scheduled Tribes, persons with disabilities and differently abled Ex-servicemen job-seekers.

NATIONAL CAREER SERVICE CENTRES FOR SC/STs.

24.2 Coaching-cum-Guidance Centres for SC/ST (now called **NATIONAL CAREER SERVICE CENTRES FOR SC/STs**) were established by Directorate General of Employment & Training (now Directorate General of Employment), Ministry of Labour & Employment, Govt. of India. These Centres provide services to SC/ST job seekers registered with Employment Exchanges for enhancing their employability through coaching, counselling and related training programmes. Some of the programmes organized by these Centres cover confidence building, individual guidance, mock interviews, training in typing, shorthand and computer, etc. The main objectives of the CGCs Scheme are:-

- i) To render vocational guidance and career related information;
- ii) To channelize educated SC/ST job-seekers registered with the Employment Exchanges in appropriate vocations; and
- iii) To increase their employability through coaching/training/guidance.

The scheme was launched in 1969-70 in 4 Centers on a pilot basis. Keeping in view

the success of the scheme, it was extended to another nineteen States in a phased manner.

At present, twenty five National Career Service Centres for SC/STs are functioning in twenty five States/Union Territories one each at Delhi, Jabalpur, Kanpur, Chennai, Hyderabad, Thiruvananthapuram, Kolkata, Jaipur, Ranchi, Surat, Aizawl, Bangalore, Imphal, Hissar, Nagpur, Bhubaneshwar, Guwahati, Mandi, Kohima, Jowai, Jammu, Jalandhar, Naharlagun, Puducherry & Vishakhapatnam. The NCSCs at Jowai & Vishakhapatnam are in the process of being made functional.

In addition, fourteen of these Centres provide facilities for training in Shorthand and Typing. The physical achievements of various National Career Service Centres from January, 2021 to December, 2021 and estimate from January, 2022 to March, 2022 are given below:

ACTIVITY	NO. OF CANDIDATES COVERED (Jan 2021 to Dec.21)	NO. OF CANDIDATES estimated (Jan 2022 to March 22)
Registration on NCS	13471	3550
Individual Guidance/Career Information	25275	2915
Confidence Building Programme	26324	2475
Training in Typing and shorthand	18859	1740
Pre-Recruitment Training (PRT)	2229	625

These Centres:

- Provide employment related coaching-cum-guidance to SC/ST applicants.
- Provide information on job requirements and the type of tests/interviews they are likely to face when called by the employers.
- Take up appropriate follow up action with the employers to ascertain the results of submission against reserved vacancies.
- Undertake job development work besides providing occupational information/vocational guidance & counselling and organising Confidence Building Programmes for job-seekers.
- The applicants registered with employment exchanges are provided guidance at the time of their registration and also when they are sponsored against notified vacancies. The Centre also follows up with the employers for placement against vacancies reserved for the Scheduled Caste and Scheduled Tribe candidates belongs to SC/ST.
- Provide facilities to SC/ST job-seekers for practicing shorthand and typing at the above Centres except National Career Service Centres located at Aizawl, Hissar, Bhubaneshwar, Guwahati, Mandi, Kohima, Jowai, Jammu, Jalandhar, Naharlagun & Vishakhapatnam.
- Arrange from time to time, Pre Recruitment Training Programme for SC/ST candidates to improve their employability through competitive examinations conducted by the Staff Selection Commission, etc. for group 'C' posts in collaboration with various

employing authorities and recruiting agencies.

24.3 SALIENT FEATURES OF SPECIAL COACHING SCHEME FOR SC/STs

- A Special Coaching Scheme to prepare SC/ST candidates for competitive examinations/selection tests for Group 'C' posts is being operated through NCSC for SC/STs.
- The coaching is of 11 months duration and the trainees are paid stipend besides free course books and limited stationery. The coaching institutes are paid professional charges for imparting coaching to SC/ST candidates.
- This scheme was launched in 1973 on a pilot basis at Delhi.
- Guided by the benefits derived from the above Special Coaching Scheme, the scheme has been extended to twenty more places at Kanpur, Kolkata, Bangalore, Hyderabad, Ranchi, Surat, Guwahati, Imphal, Hisar, Jabalpur, Chennai, Thiruvananthapuram, Jaipur, Bhubaneshwar, Mandi, Nagpur, Delhi, Jammu. Jalandhar Kohima & Naharlagun.
- Till December 2021, 22289 SC/ST candidates have successfully completed the Special Coaching.

SCHEME FOR PROVIDING COMPUTER TRAINING TO SC/ST JOB SEEKERS REGISTERED WITH EMPLOYMENT EXCHANGES

24.4 This scheme was launched from February 2004, with a view to provide Computer Training to SC/ST educated job seekers registered with the Employment Exchanges through outsourcing of training facilities. The training of six months duration

was arranged at Bangalore, Bhubaneswar, Chennai, Delhi, Guwahati, Hissar, Hyderabad, Jaipur, Jabalpur, Kolkata, Nagpur, Surat, Kanpur, Thiruvananthapuram, Ranchi & Mandi was coordinated by respective National Career Service Centre for SC/STs under DGE located at these places. It was observed that six month Computer Training Course was not of much help to the candidates to provide employability in view of changing demands in the Labour Market. From the year 2009-10 it was therefore, decided to impart one year 'O' Level Computer Training to 1000 SC/ST candidates through DOEACC Society under the Department of Information Technology which has been started w.e.f 03.08.2009. In addition to the above said places, the training is also being imparted at Jammu, Jalandhar, Imphal & Kohima w.e.f 03.08.2009. 24260 SC/ST candidates were admitted & provided training under the 'O' level one year computer training (software) through National Institute of Electronics & Information Technology (NIELIT) till July, 2021.

24.5 The one year 'O' level Computer Hardware Maintenance Training was started w.e.f 01.08.2012. 9500 SC/ST candidates were admitted & provided training till August, 2021

24.6 Allocation of Rs.19.90 crore has been made during 2021-22 for the scheme namely "Welfare of SC/ST jobseekers through coaching, Guidance and Vocational Training and Introduction of new courses in existing National Career Service Centers (NCSCs) for

SC/STs and Establishment of new NCSC in the States not covered so far".

Benefits provided to SC/ST trainees through Direct Benefit Transfer (DBT) (Scheme "0586")

'Welfare of SC/ST jobseekers through Coaching-cum-Guidance Centres(CGC).

24.7 At present 25 NCSC for SC/STs (erstwhile CGC for SC/ST) are being run to enhance the employability of educated SC/ST job-seekers registered with the employment Exchanges through Coaching/Training/ Counseling etc. 22 NCSC-SC/STs are covered under DBT Scheme covering 6,550 beneficiaries in three sub-schemes i.e., (1) Special Coaching Scheme (1350 Beneficiaries), (2) Computer 'O' Level Training Software Course (4200 Beneficiaries) and (3) Computer 'O' Level Computer Hardware Maintenance Training (1000 Beneficiaries). The stipend is paid @Rs.1,000/- per trainee per month through DBT w.e.f. 01-07-2017 subject to minimum 80% attendance during a particular month. In calendar year 2021 a total stipend of Rs.4.62 Cr was given to the beneficiaries under DBT.

SCHEDULED CASTES/ SCHEDULED TRIBES

24.8 Performance of Employment Exchanges in respect of Scheduled Caste/Scheduled Tribe and Other Backward Class job-seekers during 2012 onwards is indicated in **Table 24.1** below.

Table 24.1

(in lakh)

Category	Activity	2013	2014	2015	2016	2017*
SCHEDULED CASTE	Registration	10.25	7.66	8.00	6.16	4.37
	Placement	0.32	0.22	0.27	0.29	0.31
	Live Register	72.92	76.44	70.48	71.35	71.05

SCHEDULED TRIBE	Registration	3.44	3.48	3.75	2.70	2.48
	Placement	0.21	0.24	0.28	0.27	0.33
	Live Register	24.87	24.17	25.22	25.69	26.08
OTHER BACKWARD CLASS	Registration	18.33	14.85	15.88	11.01	7.98
	Placement	0.23	0.10	0.11	0.09	0.05
	Live Register	114.14	121.34	113.99	116.5	118.21

* Provisional

NATIONAL CAREER SERVICE CENTERS FOR DIFFERENTLY ABLED (NCSC for DA)

24.9 The Ministry of Labour & Employment is committed to the implementation of the provisions of the Rights of Persons with Disabilities Act, 2016. The Directorate General of Employment (DGE) has been regularly co-ordinating and supporting Ministry of Social Justice & Empowerment (Ministry of SJE), which is the Nodal Ministry for the welfare of people with disabilities.

- Twenty –four National Career Service Centers for Differently Abled (NCSC-DA) (Erstwhile Vocational Rehabilitation Centre) have been functioning in the country, out of which, one Centre at Vadodara has been set up exclusively for women with disabilities. Three new Centres at Dimapur (Nagaland), Shillong (Meghalaya) and Dehradun (Uttarakhand) have been created during F.Y.2019-20. These centres are in the process of being operational.
- These centres evaluate the residual capacities of People with Disabilities and provide them non formal skill training with a view to integrate them in the economic mainstream and make them productive citizens of the country.
- These centres play pro-active role in creating public awareness and community participation in the

rehabilitation of persons with disabilities.

- During 2020-21 these Centres have registered 6999, evaluated 6968, and rehabilitated 2742, Persons with Disabilities.
- During 2021, these Centres have registered 13743, evaluated 13705 and rehabilitated 4305 Persons with Disabilities.
- To synergize the link between demand and supply of skilled workforce, the Government has established 5 Model Career Centres at NCSC-DAs. The Centres will focus on career counselling as a key activity for youth with disabilities to pursue skill enhancement courses that are market-driven. Outreach counselling sessions and job fairs will be a key activity in these Career Centres.

Benefits provided to Differently Abled trainees through DBT (Scheme “3468”)

“Stipend to Candidates under Scheme of Vocational Rehabilitation Centre for Handicapped (VRCs)”

24.10 At present, there are 21 NCSC for Differently-abled (erstwhile VRC for Handicapped) in the country, which evaluate the residual capacities of the handicapped (referred to as persons with disabilities also) in the categories of Locomotors, Visual & Hearing

impaired, Mild Mental Retardation and Leprosy Cured and provide them adjustment training, to facilitate their early economic rehabilitation. No formal job oriented skill training is provided at these centres, however, a stipend @ Rs. 2500/- per trainee per month is paid to the beneficiary undergoing training subject to minimum 80% of the attendance in a particular month. Further rehabilitation services are also extended to the persons with disabilities living in the rural areas through the mobile camps. In Calendar Year 2021 a total stipend of Rs. 10.95 Lakh was given to the beneficiaries under DBT.

ASSISTANCE TO DIFFERENTLY ABLED EX-SERVICEMEN AND DEPENDANTS

24.11 In order to provide placement services to the Differently Abled Ex-Servicemen/ Border Security Force Personnel and the dependants of Defence Service Personnel/ Border Security Force personnel killed or severely differently abled in action, against the vacancies reserved for ex-servicemen and earmarked for priority categories, an Ex-Servicemen Cell was set up in the Directorate General of Employment & Training in July, 1972. Subsequently, the scope of the special service was also extended for the benefit of Ex-Servicemen differently abled during peace time as well as dependants of the Defence Service Personnel killed or severely differently abled in peace time provided that the death or differently abled was attributable to military service, with effect from Feb, 1981. During the year 2021 (Jan to Nov.) 18 differently abled Ex-Servicemen and dependents were registered for Employment Assistance.

SERVICES TO PERSONS WITH DISABILITIES THROUGH EMPLOYMENT EXCHANGES:

24.12 The Employment Service has been making special efforts to cater to the special needs of Differently Abled job-seekers,

performance of which for the last five years is given as under ;-

Performance of Employment Exchanges in respect of Differently Abled Job-Seekers

(In thousands)

Year	Registration	Placements	Live Register
2012	54.1	2.1	715.2
2013	30.5	1.9	717.3
2014	28.4	1.7	698.2
2015	42.1	2.8	689.0
2016	41.3	2.6	681.5
2017	32.1	2.2	700.6

SPECIAL EMPLOYMENT EXCHANGES FOR DEFFERNTLY ABLED:

24.13 Although, Employment Exchanges under the National Employment Service are generally responsible for the placement of differently abled, Special Employment Exchanges were also set-up for their selective placement. These exchanges attempt at securing for the differently abled the most satisfying form of employment suitable to their residual physical and mental potentialities. As reported by the States/UTs, there are 42 Special Employment Exchanges for differently abled and 38 were Special Cells dealing with differently abled job-seekers.

24.14 Thirty Eight Special Cells for the differently abled with a Special Placement Officer attached to the normal Employment Exchanges and funded by the Central Government have so far been set up by the Ministry of Social Justice & Empowerment. These are in addition to the Special Cells/Units opened for the differently abled applicants at the Employment Exchanges by various State Governments.

24.15 The performance of the Special Employment Exchanges for differently abled

job-seekers is given in the following table:

Year	2013	2014	2015	2016	2017
Registration	5653	3251	4434	3783	2798
Placement	249	61	147	125	71
Live Register	94657	96251	93197	93224	93295

WOMEN

24.16 Year-wise performance of Employment Exchanges in respect of women job-seekers is given below (**Table 24.2**):

Table 24.2

(In Thousands)

Year	Registration	Placement	Live Register Of Women	Total Live Register	% Of Live Register Of Women To Total Live Register
2007	1835.5	46.5	12001.5	39974.0	30.0
2008	1756.1	51.9	12328.2	39114.9	31.5
2009	1989.9	53.4	12404.7	38152.2	32.5
2010	2005.4	107.1	12924.1	38818.5	33.3
2011	2122.6	85.7	13694.8	40171.6	34.1
2012	3511.0	67.8	15645.8	44790.1	34.9
2013	2233.2	58.7	16549.1	46802.5	35.4
2014	2189.4	60.8	17078.3	48261.1	35.4
2015	2532.7	59.9	15540.0	43502.7	35.7
2016	2256.8	59.7	15731.4	43376.1	36.3
2017	635.5	49.8	15649.5	42809.1	36.6
2018	1437.0	58.2	15611.0	42122.3	37.1

MINORITIES

24.17 In order to have full integration of minorities in all aspects of national life, the State Governments have been advised to ensure that no discrimination is made against minority communities in matters of registration and in sponsoring names by Employment Exchanges. The State Governments have also been advised to create monitoring cells to watch the progress of minorities in the matter of their registration

and placement and to instruct the Employment Exchanges to organize mobile Employment Exchange Registration Camps in minority concentration areas.

In all there were 59 lakh job-seekers on the Live Registers of Employment Exchanges belonging to the minority communities at the end of December 2017. These account for 13.9% of total job-seekers on the Live Register.

24.18. The details of the Budget Estimates of the Schemes of Employment Directorate for Financial Year 2021-22 are given in Table-24.17 below:

Table-24.17

S.No.	Schemes under Employment Directorate	Financial year 2021-22	
		Budget Estimates (Cr.)	Expenditure (till December 2021)in Cr.
1	“Welfare of SC/ST jobseekers through coaching, Guidance and Vocational Training and Introduction of new courses in existing National Career Service Centres (NCSCs) for SC/STs and Establishment of new NCSCs in the states not covered so far”.	19.90	12.86
2	National Career Service (NCS) Project	57.00	12.58
3	Pradhan Mantri Rojgar Protsahan Yojana	900.00	250.00
4	Aatmanirbhar Bharat Rojgar Yojana	3130.00	2396.00

Chapter-25

GENDER BUDGETING

25.1 The Gender Budget Cell is headed by Chief Controller of Accounts (CCA) who is assisted by Deputy Controller of Accounts (Dy. CA) and Under Secretary (Budget & Accounts). Chief Controller of Accounts has also initiated the process of updating the Gender Budget-Annual Action Plan for 2021-22. The Gender Budget Cell prepares the comprehensive Annual Action Plan so that true picture of the Ministry's Gender-wise utilization of funds is reflected in the various Union Budget related statements and documents.

25.2 A Broad Based Committee for Gender Analysis and Budgeting has been constituted under the Chairpersonship of Secretary, Ministry of Women and Child Development (MoW&CD) with Government and private stakeholders to evaluate and suggest action

plan for moving forward towards addressing the gender concerns and reviewing the action taken by the Ministries/Departments for advancing Gender Budgeting. Chief Controller of Accounts, Ministry of Labour & Employment has been nominated as a member in the committee and Director (B &A) as Nodal Officer to represent Ministry of Labour & Employment.

WELFARE OF SC/ST

25.3 The Scheme includes National Career Service Centers for SC/ST to provide confidence building, training programmes and vocational guidance for candidates belonging to that category. These National Career Service Centres have been involved in Pre-Recruitment Training Courses for various Nationalized Banks and agencies

(Rs. in crore)

Programme	Expected Outcome/objective	Gender Component of programme /Sub Programme	Total Public Expenditure for financial year (2020-21)	Total Public Expenditure on Woman/ for financial year (2020-21)	Gender Disaggregated Beneficiaries (extent of benefits to women) (2020-21)/ Targets and Performance number of female beneficiaries/ Physical financial other
1	2	3	4	5	6
“Welfare of SC/ST jobseekers through coaching, Guidance and Vocational Training and Introduction of new courses in existing National Career Service Centres (NCSCs) for SC/STs and Establishment of new NCSCs in the States not covered so far”	To enhance the employability of SC/ST job seekers through coaching, Guidance & Vocational Training	The programme is both for men & women unemployed educated job seekers	10.75	4.95	53189 (46%)



Ministry of Labour & Employment
(Government of India)

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