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अमृत महोत्सव



# Ministry of Labour & Employment (Government of India)



भारत 2023 INDIA

वसुधैव कुटुम्बकम्

ONE EARTH • ONE FAMILY • ONE FUTURE

## ANNUAL REPORT 2022-23

श्रमेव जयते



# **ANNUAL REPORT 2022-23**

**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, promoting 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, 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 of the 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 23.12.2022)**

Name of Code	Name of States/UTs which have pre-published the draft rules
The Code on Wages, 2019	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Mizoram, Odisha, Punjab, Rajasthan, Sikkim, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Andaman & Nicobar Islands, Chandigarh, Jammu & Kashmir, Ladakh, NCT of Delhi and Puducherry (31)

Industrial Relations Code, 2020	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Mizoram, Odisha, Punjab, Sikkim, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Chandigarh, Jammu & Kashmir, Ladakh and Puducherry (28)
Code on Social Security, 2020	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Mizoram, Odisha, Punjab, Sikkim, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Andaman & Nicobar Islands, Chandigarh, Jammu & Kashmir, Ladakh and Puducherry (28)
Occupational Safety, Health & Working Conditions Code, 2020	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Manipur, Odisha, Punjab, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Chandigarh, Jammu & Kashmir, Ladakh and Puducherry (26)

**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 respectively 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](http://www.maandhan.in). As on 31.01.2023 over 49.25 lakh and as on 13.09.2022 around 52.21 thousand beneficiaries have been registered under PM-SYM and NP'S Traders Scheme, respectively.

**1.10** In addition, 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 is first ever national database of unorganized workers including agricultural workers, domestic workers, construction workers, gig and platform workers, etc. eShram captures details of workers such as name, occupation, address, educational qualification, skill type etc. for optimum, realization of their employability and extend the benefits of the social security schemes to them. It is envisaged that the portal will also help in providing portability of the benefits to the migrant and construction workers. It will also provide a comprehensive database to Government for tackling any National crisis situation like COVID-19 in future. As on 31.12.2022 more than 28.5 crore unorganized workers have been registered on e-Shram Portal.

## GOVERNANCE REFORMS THROUGH TECHNOLOGY

### Shram Suvidha Portal:

**1.11** The Ministry of Labour & Employment has developed a unified Web Portal 'ShramSuvidha 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) [CLC(C)]
- Directorate General of Mines Safety [DGMS]
- Employees' Provident Fund Organisation [EPFO]; and
- Employees' State Insurance Corporation [ESIC]

**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 38,95,162 units as on 29.12.2022.

**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.
- Till 30.01.2023 under Labour Inspection Scheme, 7,39,108 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, 2,69,702 online returns have been filed on the ShramSuvidha Portal as on 29.12.2022 in central sphere (sum of CLC and DGMS returns only).

**1.16** Returns under Mines Act, 1952 have been made online on Shram Suvidha Portal. As on 29.12.2022, 24,297 online returns have been filed on the ShramSuvidha Portal.

**1.17** Common Online Annual Return in respect of Haryana Labour Department has also been started on the portal. As on 29.12.2022, 9312 returns have been filed on Shram Suvidha Portal.

## COMMON REGISTRATION

**1.18** Common Registration form for EPFO and ESIC has been made operational. 4,20,196 units

with EPFO & 3,51,769 units with ESIC have been registered as on 29.12.2022.

Further, for new Public & Private Limited Companies and One Person Company, registration for EPFO & ESIC has been made operational at the time of incorporation of the company itself through Spice+ and AGILE-PRO e.forms on MCA portal ([www.mca.gov.in](http://www.mca.gov.in)). Registration for EPFO & ESIC for new Public & Private Limited Companies and One Person Company has been stopped on Shram Suvidha Portal.

**1.19** 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 of Service) Act, 1979 and the Contract Labour (Regulation and Abolition) Act, 1970 is provided online on Shram Suvidha Portal. 18,757 registrations have been issued using this facility as on 29.12.2022.

**1.20** 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. 76,765 licenses have been issued using this facility as on 29.12.2022.

## State Integration

**1.21** Integration of States with Shram Suvidha Portal is under way. So far, 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

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

**1.23** 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 advisories dated 12.01.2016 and 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:

**1.24** 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)

**1.25** 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

**1.26** 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](http://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)

**1.27** The Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) Scheme was launched on 9<sup>th</sup> 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, 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 implemented through EPFO. For more details please refer to **Chapter 6 & 23**.

## STATISTICS (AS ON 31.03.2022)

<b>Total Establishments benefitted</b>	<b>1,52,900</b>
<b>Total Employees benefitted</b>	<b>1,21,69,960</b>
<b>Total Amount Disbursed (Rs.)</b>	<b>9277.17 Cr</b>

## EMPLOYEES STATE INSURANCE CORPORATION (ESIC):

### New Initiatives

For upgrading its infrastructure, ESIC has given in-principle approval for setting up of 76 new ESI hospitals in (Annexure A)

#### 1.28 Medical

- **Annual Preventive Health Check up Program**

For prevention and early detection of diseases among Insured Persons (IPs)/Insured Women (IW)s of more than 40 – year age group, ESIC has launched an Annual Preventive Health Check Up Program in nine states.

- **Screening Camps in Industrial Clusters**

Screening camps for IP/IW of all age groups are organized in industrial clusters of 16 locations spread over in 15 states.

- **Tele-consultation Services through e-Sanjeevani Portal of the Ministry of Health and Family Welfare**

All ESIC hospitals direct run hospitals along with 1950 doctors have been on-boarded on e-Sanjeevani portal of the Ministry of Health & Family Welfare to provide teleconsultation to beneficiaries.

- **Super Specialty Services in ESIC Hospitals**

Out of 51 direct run ESIC hospitals, 24 ESIC hospitals have added various super specialty services in departments of Urology, Nephrology, Medical and Surgical Oncology, Cardiology, Gastroenterology, CTVs etc.

#### 1.29 Non-Medical

- The ESIC has issued instruction on 01.11.2022 to all field offices regarding Special Survey Drive during the period from 01.11.2022 to 31.12.2022 for coverage of uncovered Factories/ Unites / Establishments of newly covered areas/ existing areas.

- During the Covid-19 Pandemic, the ESIC initiated following measures for welfare of employees/IPs and their family members :-
  - The daily rate of relief under Atal Beemit Vyakti Kalyan Yojana (ABVKY), under which a financial relief is provided in case of unemployment of IP for maximum 90 days, was enhanced from 25% to 50% of average earnings of the IP. The eligibility conditions for relief under the scheme were also relaxed.
  - The last date of payment of monthly contribution/filing of return of contribution was extended.

#### 1.30.1 Medical Services – ESI Society

State ESI Society has been operationalized in Chhattisgarh, Maharashtra, Tripura and Himachal Pradesh. Funds are released directly to the respective Society from April, 2019 onwards. Further, in case the states which have operationalised the Society, ESIC bears 100% expenditure upto the specified ceiling, on account of medical services provided by the State Government, instead of the arrangement of states sharing 1/8<sup>th</sup> expenditure. 21 states have consented so far to form the State ESI Society and are in various stages of formation.

#### 1.30.2 New initiatives under health Reforms Agenda ESIC 2.0

- ESI Corporation, in its 188<sup>th</sup> meeting held on 18-19<sup>th</sup> June, 2022 approved massive infrastructure creation. In pursuance to it, 326 new ESIC Branch offices, 44 Dispensary Cum Branch Offices (DCBOs) and 180 ESIS Dispensaries have been sanctioned by ESIC till September, 2022. Convergence with Aayushman Bhawar – PMJAY is also being extended from 157 districts currently to 200 more identified districts and eventually to all districts of the country whereby secondary & tertiary care can be availed by ESI beneficiaries from PMJAY empaneled hospitals on cashless basis.

- As per 2<sup>nd</sup> Generation Reforms ESIC 2.0, the ESI scheme has been extended to 35 states and Union Territories. There has been a massive geographical expansion of ESI scheme since launch of ESIC 2.0 and the scheme stands extended to 601 districts of the country (as on 01.12.2022) which includes 458 fully notified districts and 143 partially notified districts. The scheme is not notified in 143 districts.
- Extending coverage of social security benefits of ESI scheme – As part of extending the social security benefits of ESI Scheme in the entire country, the ESI scheme has been notified in all the states & Union Territories except Lakshadweep Islands. Now it is proposed to extend the coverage of ESI Scheme to all districts of the country in the coming year(s).

#### **Convergence between Employees' State Insurance Corporation (ESIC) and National Health Authority (AB-PMJAY)**

ESIC and NHA (National Health Authority) collaboration has expanded to cover a total 157 districts of the country for providing cashless medical services to ESI beneficiaries through PMJAY empanelled hospitals. Besides 15 ESIC hospitals, detailed in **Annexure B**, have also been selected for providing medical services to PMJAY beneficiaries

#### **NEW INITIATIVES UNDERTAKEN BY EPFO from Jan, 2022 TO December, 2022**

**1.31** EPFO has undertaken various initiatives out of which, major initiatives having a larger impact are as under: Information Services (IS) Division of EPFO has undertaken various initiatives out of which, major initiatives having a larger impact are as under: 1. E-Nomination: Online filing of E-nomination has been provided to subscribers, E-nomination facility enables subscribers to avail facility of online filing of Pension claims, it also facilitates nominee in getting Provident Fund (EPF), Pension (EPS) and Insurance (EDLI) benefits through filing of online claims. 1,27,49,056 nominations for the period 01/04/2022 to 31/12/2022 have been filed.

#### **1.31.2. Development of Centralized IT Enabled Systems around Unified Portal:**

M/s C-DAC Pune has been awarded a project with the approval of the Central Board of Trustee, EPF for development of Centralized IT Enabled Systems around Unified Portal. To meet the end objective of better service delivery, the EPFO desires an integrated system which runs on a centralized database. The main deliverable of this phased development is Managing the life cycle of different type of claims right from receipt to disbursement of payment, Centralized payment file processing and payment disbursement, Reengineered returns filing system, Grant and cancellation of exemption, UAN based accounting, Configurable user and role management engine, MIS reports.

#### **1.31.3. Online compliance monitoring system in respect of contract employees by the Principal Employers:**

There are a large number of big establishments as well as the Government departments/ Organizations that outsource their works to contractors for getting their work done. These contractors hire the contract workers and claim the salary from the principal employers. There are several security agencies, man power suppliers, general contractors who get contracts from the big establishments. Government departments like Railways, PWD etc. regularly outsource their works. In order to facilitate the principal employers to monitor whether the contractors have actually remitted the PF dues in respect of the contract workers, an online facility has been provided so that a principal employer can add his contractor establishment and monitor the remittances for the PF dues in respect of the contract workers. The Government Organizations have been given a facility to register on the basis of their TAN and then monitor the compliance of the contractors from the created login. This monitoring leads to ensure that the contract workers get their due benefits.

**1.31.4. Pension and EDLI Calculator:** Pension and EDLI Calculators has been launched to provide online facility to Pensioner and Family members to calculate the benefits of Pension and Death Linked Insurance Benefit for which they are eligible.



**1.31.5. Pan India Implementation of e-Office:**

Earlier the process of file handling in EPFO was being handled in physical files apart from few offices. In view of Digital India the process of making the official work completely paperless, the process of PAN India e-Office Implementation was commenced for 136 Regional offices of EPFO. On the occasion of Good Governance Day (25.12.2022) some ROs have commenced work on e-Office by moving certain files through e-Office.

**1.31.6. Face authentication for Digital Life Certificate:**

A facility of Face authentication technology for Digital Life Certificate has been launched to help those pensioners who face difficulties in getting their biometrics (Fingerprint & Iris) captured due to old age.

- IT Policy Framework and Audit: The Information Security Policy approved by the Central Board of Trustees (CBT) is under implementation. Data sharing Policy has been formulated which shall be placed before the CBT for adoption. Storage (Hardware) augmentation policy has been approved by the CBT. Audit of all the Applications commenced by the STQC, and the audit of Infrastructure started by CDAC, Hyderabad.
- Augmentation of IT Infra for providing better services to the stakeholders: During the year, 945 TB of storage hard disks were procured and installed to augment the storage. Diagnostic tools to have peep into the operations & performance of the Applications and infra were procured and installed which resulted in better load balancing and management.

**1.31.7 HAR GHAR TIRANGA CAMPAIGN**

Har Ghar Tiranga Campaign was organised from 13.08.2022 to 15.08.2022 in which various activities like posting of creative, uploading of photographs of campaign on Social Media/ website were carried out.

**1.31.8 SPECIAL CAMPAIGN 2.0 & SWACHHTA DRIVE :**

Media Outreach of Special Campaign 2.0 &

Swachhta Drive was conducted from 02nd October to 31st October 2022. Several photographs showing "Before and After" of the cleanliness drive were posted on Social Media every day for the whole duration of the campaign.

**1.31.9 CHINTAN SHIVIR :**

A 'Chintan Shivir' was organized by EPFO on 8th September 2022 at Surajkund, Haryana which was chaired by ShriBhupenderYadav, Hon'ble Union Minister for Labour & Employment and Environment, Forest & Climate Change. ChintanShivir of EPFO themed 'EPFO@AmritKal – BehtarKal', first of its kind in the history of EPFO concluded with landmark discussions and far reaching recommendations for expansion and improvement in Services & Service Delivery Mechanism to its subscribers. It was attended by domain experts, officers of the Ministry of Labour & Employment and the EPFO **Following Five themes were discussed in Chintan Shivir :-**  
i. Mission 10 crore – Growing EPFO scope ii. Ease of Compliance – Service Expansion iii. EPFO Karmayogi – Capable Organization iv. Satisfied Members – Seamless Services v. Preparing for future – Pensioners Our Priority

**1.31.10 LAUNCH OF PRINCIPAL EMPLOYERS' (PE) FUNCTIONALITY 2.0**

The launch of this functionality w.e.f. 12.03.2022 provides for a two – way mechanism for the declaration of PEs by the Contractors, especially those establishments that cater to the manpower needs of PEs such as security services, house-keeping, facility management etc. Such contractor establishments can declare their PEs, whether registered with EPFO or not, in their Login in the following manner:

- PEs that registered with EPFO can be declared by their contractors through their EPF code.
- PEs not registered with EPFO can also be declared by the contractors through their TAN.
- The contractor establishments are also allowed to declare particulars like contract tenure, contract/ work order document and

UANs of the employees deployed. Once such a declaration has been made by the contractor, the PE can view the compliance for the UANs of employees 2022 deployed by the contractor.

The above facility will ensure capturing of contract employee data & compliance record even if the Principal employer is not discharging the duty of reporting the details of contractors & contract employees. The launch of this functionality is a step further towards Ease of Compliance for PEs & Contractors alike.

**DECRIMINALISATION OF LAWS:** An Ad-hoc Committee from amongst members of the CBT, EPF was constituted to give recommendations for enhancing coverage and reducing litigation. The said Committee has recommended a mechanism for Alternate Dispute Resolution for providing avenues for amicable settlement of disputes. In line with the recommendations of the Committee, guidelines have been framed and issued for withdrawal of Prosecution Cases for non-seeding of KYC details with UAN.

### **1.31.11 CONDUCT OF QUASI-JUDICIAL INQUIRIES IN VIRTUAL MODE**

Virtual hearing for almost all inquiries under Sections 7A and 14B of the Act was ensured to make the inquiries more transparent and to fast track dispute resolution and assessment of dues.

### **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 establishments which fail to respond to SMS & message & continue to default for three months or more.

### **1.31.12 COMPLAINT AND OPTIONAL INSPECTION PORTAL**

Each Zonal Office(ZO) of EPFO now functions as an extended arm of Central Analysis and

Inspection Unit (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 ZO are required to scrutiny the cases on the basis of the extant guidelines and grant permissions.

### **Monitoring & Evaluation Unit**

**1.32** Monitoring & Evaluation Unit (MEU) is an integral part of the 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 Social Justice & Empowerment (MoSJE), Ministry of Tribal Affairs (MoTA) and Ministry of Development of North Eastern Region (M/o DONER). This Unit also coordinates in preparation of the Economic Survey material for MoLE and comments on EFC / SFC and Cabinet Notes of the MoSJE, MoTA and M/o DONER. The Unit is also a Nodal Unit of Output-Outcome Monitoring Framework (OOMF), monitoring of Development Action Plan for Scheduled Castes (DAPSC) [erstwhile Scheduled Caste Sub-Plan (SCSP)] / Development Action Plan for Scheduled Tribes (DAPST) [erstwhile Tribal Sub-Plan (TSP) / Scheduled Tribe Component (STC)], monitoring of expenditure of North Eastern Region (NER) component and deputation of Area / Nodal Officers to various States / UTs to monitor the functioning of Field Offices and implementation of schemes of MoLE.

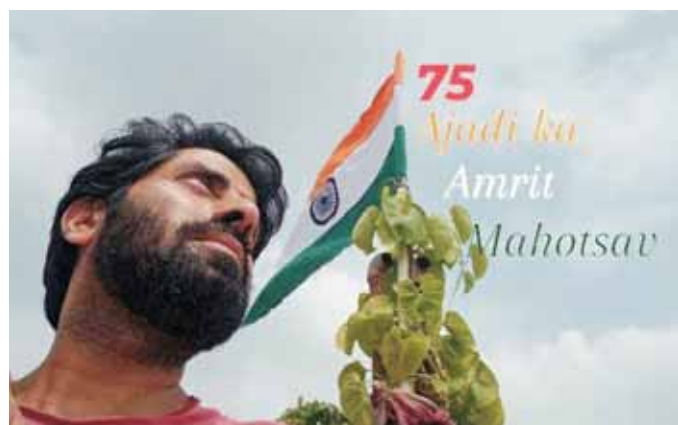
**1.33** The Ministry of Finance provided an outlay of Rs. 16159.00 Crore for the Central Sector (CS) / Centrally Sponsored (CSS) Schemes of the Ministry of Labour & Employment during the Financial Year 2022-23. Ministry has earmarked Rs. 2682.42 (16.60% of total allocation) for DAPSC and Rs. 1389.69 Crore (8.60% of total allocation) for DAPST under CS / CSS schemes during the current fiscal.

**1.34** On the 8th International Day of Yoga (IDY) on 21st June 2022 falling in the year of AzadiKaAmritMahotsav (AKAM), this Ministry was among one of 100 stakeholders for promotion of

Yoga. Under this Ministry of Labour & Employment was allotted 07.05.2022 (Saturday) as a Special Day to Observe One Day Countdown to International Day of yoga (IDY), 2022. The function was held successfully at Deputy Speaker Hall, Constitution Club of India (CCI), Rafi Marg.



**1.35 Azadi Ka Amrit Mahotsav (AKAM)** is an initiative of the Government of India to celebrate and commemorate 75 years of independence and the glorious history of its people, culture and achievements. 'Har Ghar Tiranga' is a campaign under the aegis of AKAM to encourage people to bring the Tiranga home and to hoist it. To make the campaign 'Har Ghar Tiranga' successful, this Ministry distributed 400 National Flags among its Officers/Staff. Instructions were issued to Organizations of the Ministry in this regard.



### Labour Bureau

#### **1.36 Quarterly Employment Survey (QES):-**

The reports of the 2nd quarter (July to September, 2021), 3rd quarter (October to December 2021) &

4th quarter (January to March 2022) of the Quarterly Employment Survey (QES) were released by Ministry of Labour & Employment on 10th January, 2022; 28th April, 2022 & 27th September, 2022, respectively. The 5th & 6th round of QES are being conducted with expanded sample size.



*Shri Bhupender Yadav, Union Minister for Labour & Employment, released report on Fourth Round (January-March, 2022) of Quarterly Employment Survey (QES) part of All India Quarterly Establishment based Employment Survey (AQEES).*

#### **Base Updation of CPI (AL/RL)**

The Technical Advisory Committee (TAC) on Statistics of Prices and Cost of Living has accepted the base revision of CPI-(AL and RL) **from 1986-87 to 2019=100.**

#### **Special Campaign 2.0 for disposal of pending matters from 2<sup>nd</sup> October to 31<sup>st</sup> October 2022.**

With the vision of giving a heartfelt tribute of "A Clean India" to Mahatma Gandhi, a Special Campaign 2.0 was undertaken by Labour Bureau and its Regional Offices from 2nd to 31st October 2022. The "Special Campaign 2.0" was, inter alia, aimed at Record Management, Cleanliness (Indoor and Outdoor) and Office Scrap disposal, freeing of space was also carried out in Shram Bureau Bhawan, Sector-38W, Chandigarh. About 1094 square feet of space was freed. Further, almost more than Rs. 3 lakhs was earned in scrap disposal. More than 2500 files were reviewed and identified for weeding out.



## • ISO Certification:

It was decided to obtain ISO certification of ISO:9001, ISO:14001 and ISO:50001, Standards. Accordingly, Integrated Management System (IMS) manual was successfully prepared. Stage I and Stage II audit by the certification agency, i.e. BIS, were completed by September, 2022. Corrective action w.r.t. the observed non-conformities have been taken and a review Second Stage Audit held in December, 2022. ISO certificate has been given on

## SWACHH BHARAT MISSION

**1.37** Under Swachhta Pakhwada, Special Campaign 2.0 the Ministry has started the campaign to reduce pendency in all work and disposing of waste/scrap. Obsolete items and scrap were disposed of and a sum of Rs. 3.02 lakh was realized through auction



**1.38** The Ministry celebrated 102nd Birth Anniversary of Sh Dattopant Bapurao Thengadi Ji on 10th November 2022 at Vigyan Bhawan, New Delhi..



Hon'ble Minister, L&E grace the occasion

## The Right to Information Act, 2005

**1.39** 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.

**1.40** 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](http://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.

**1.41** 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 2022-2023 (up to December, 2022), applications (Manually and Electronically) received in Main Secretariat, Ministry of Labour & Employment are as follows:

S. No	Years	RTI Applications Received
1	2021-2022	4642
2	2022-23 (as on 31.12.2022) (Manually and Electronically)	4875

**1.42** During the year from 1<sup>st</sup> January, 2022 to 31<sup>st</sup> December, 2022, 19 applicants have gone to Central Information Commission(CIC) in the form of Second Appeal.

### Legal Cell

**1.43** 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. It is one of the front runners in implementing LIMBS by uploading information of almost all Court cases (around 77,000 court case till 31<sup>st</sup> December, 2022) on LIMBS portal.

### Child Labour

**1.44** Government is following a robust multi-pronged strategy to tackle the issue of child labour. It comprises of statutory and legislative measures, rescue and rehabilitation, universal elementary education along with social protection & poverty alleviation and employment generation schemes.

### Policy on Child Labour

**1.45** The National Policy on Child Labour declared in August, 1987, 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:

- A legislative action plan
- Project based action in areas of high concentration of Child Labour
- Focus on general development programmes for the benefit of the families of Child Labour

### Legislative Action Plan

**1.46** 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 the 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.

### Project Based Action Plan

**1.47** In pursuance of National Child Labour Policy, the National Child Labour Project (NCLP) Scheme was started in 1988 to rehabilitate children rescued from child labour. It 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 Centers, 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 coordination with the SamagraShikshaAbhiyan (SSA).

The NCLP Scheme has now been assimilated with "Samagra Shiksha Abhiyan" Scheme of Ministry of Education, Department of School Education and Literacy in phased manner after 1st April 2021 to avoid the duplication of efforts at the District and

State level. The children rescued / identified as child labour, after completing the necessary formalities, may be admitted to Special Training Centre, operated in the district under SSA Scheme.

**1.48 National Labour Conference of Labour Ministers and Labour Secretaries of States/UTs was held on 25-26 August 2022 at Tirupati, Andhra Pradesh.** Hon'ble Prime Minister virtually addressed the inaugural session of the conference on 25.08.2022. Union Minister of Labour & Employment, Shri Bhupender Yadav and Minister of State for Labour & Employment, Shri Rameswar

Teli, Administrator, UT of Chandigarh, Labour Ministers of States, Senior officers of Union Ministry of Labour & Employment, Labour Secretaries of States/UTs and Government Officials attended the event. The agenda of the National Labour Conference included the following issues:

- Integration of e-Shram Portal
- Improving medical services through ESI Hospitals run by States
- Modalities for implementation of Labour Codes



*Vision Shramev Jayate @2047 and other matters where engagement with State Governments is important*

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**Annexure A**

Sl. No.	State	District	Location
1.	Andhra Pradesh	Guntur	Guntur (ESIC)
2.	Andhra Pradesh	Vizianagaram	Vizianagaram
3.	Andhra Pradesh	East Godawari	Kakinada
4.	Andhra Pradesh	Ananthpur	Penukonda
5.	Andhra Pradesh	Vishakapatnam	Vishakhapatnam (ESIC)
6.	Andhra Pradesh	Sri Potti Sriramulu (Nellore)	Sri City, Nellore
7.	Andhra Pradesh	Sri Potti Sriramulu (Nellore)	Nellore
8.	Andhra Pradesh	Vishakapatnam	Atchyutapuram
9.	Bihar	Muzaffarpur	Muzzafarpur (ESIC)
10.	Chhattisgarh	Durg	Bhillai
11.	Chhattisgarh	Raigarh	Raigarh
12.	Chhattisgarh	Bilaspur	Bilaspur
13.	Delhi	North Delhi	Narela (ESIC)
14.	Goa	North Goa	Mulgaon Goa
15.	Gujarat	Bhavnagar	Alang
16.	Gujarat	Ahmedabad	Sanand
17.	Haryana	Jhajjar	Bahadurgarh
18.	Haryana	Rewari	Bawal
19.	Haryana	Gurgaon	Manesar (ESIC)
20.	Haryana	Hissar	Hissar
21.	Haryana	Sonapat	Sonepat
22.	Haryana	Ambala	Ambala
23.	Haryana	Rohtak	Rohtak
24.	Himachal Pradesh	Sirmaur	Kala Amb
25.	Jammu & Kashmir(UT)	Badgam	Ompura, Srinagar
26.	Jharkhand	Deoghar	Deoghar
27.	Jharkhand	Bokaro	Bokaro (ESIC)
28.	Karnataka	Bangalore Rural	Doddabalapur
29.	Karnataka	Bangalore Rural	Bommsandra
30.	Karnataka	Shimoga	Shivamoga
31.	Karnataka	Kolar	Narsapura
32.	Karnataka	Ramanagar	Haroholli
33.	Karnataka	Bellary	Bellary
34.	Karnataka	Tumkur	Tumkur
35.	Karnataka	Udupi	Udupi
36.	Kerala	Ernakulam	Perambavoor

37.	Leh ( UT)		Leh	Leh (ESIC)
38.	Madhya Pradesh		Dhar	Pithampur
39.	Madhya Pradesh		Jabalpur	Jabalpur
40.	Maharashtra		Nagpur	Butibori, Nagpur
41.	Maharashtra		Palghar	Palghar (ESIC)
42.	Maharashtra		Satara	Satara(ESIC)
43.	Maharashtra		Raigad	Pen (ESIC)
44.	Maharashtra		Jalgaon	Jalgaon(ESIC)
45.	Maharashtra		Pune	Chakan (ESIC)
46.	Maharashtra		Raigad	Panvel (ESIC)
47.	Odisha		Khurdha	ESIC SS hospital, Jagannath Prasad, Bhubaneswar (ESIC)
48.	Odisha		Jajpur	Duburi
49.	Odisha		Jagatsinghpur	Paradeep
50.	Odisha		Jharsuguda	Jharsuguda
51.	Punjab		SAS Nagar (Mohali)	SAS Nagar, Lalru
52.	Rajasthan		Bikaner	Bikaner(ESIC)
53.	Rajasthan		Chittorgarh	Chittorgarh
54.	Sikkim		East Sikkim	Rangpo (ESIC)
55.	Tamil Nadu		Tiruppur	Tirupur
56.	Tamil Nadu		Kanchipuram	Sriperumbudur
57.	Tamil Nadu		Dindigul	Dindigul
58.	Tamil Nadu		Tirupattur	Vaniyamvadi
59.	Tamil Nadu		Thothukudi	Tuticorin
60.	Tamil Nadu		Kanyakumari	Kanyakumari
61.	Tamil Nadu		Chengalpattu	Chengalpattu
62.	Tamil Nadu		Erode	Erode
63.	Telangana		Peddapalli	Ramagundam
64.	Uttar Pradesh		Meerut	Meerut (ESIC)
65.	Uttar Pradesh		Firozabad	Firozabad
66.	Uttar Pradesh		Shahjahanpur	Shahjahanpur (ESIC)
67.	Uttar Pradesh		Amroha	Gajraula (ESIC)
68.	Uttar Pradesh		Moradabad	Moradabad
69.	Uttar Pradesh		Gorakhpur	Gorakhpur
70.	Uttarakhand		Dehradun	Dehradun
71.	Uttarakhand		Udham Singh Nagar	Kashipur
72.	Uttarakhand		Haridwar	Sidkul area Haridwar

73	West Bengal		Darjeeling	Siliguri
74	West Bengal		Purba Medinapore	Haldia
75.	West Bengal		North 24	Garshyamnagar
76.	West Bengal		Paschim	Kharagpur

**Annexure B**

SI No.	State	Name of Hospital
1	Bihar	ESIC Medical College & Hospital, Bihta
2	Karnataka	ESIC Medical College & Hospital, Gulbarga
3	Rajasthan	ESIC Medical College & Hospital, Alwar
4	Gujarat	ESIC Hospital, Naroda
5	Gujarat	ESIC Hospital, Ankleshwar
6	Maharashtra	ESIC Hospital, Andheri
7	Maharashtra	ESIC Hospital, Kolhapur
8	Maharashtra	ESIC Hospital, Bibvewadi, Pune
9	Rajasthan	ESIC Hospital, Bhiwadi
10	Rajasthan	ESIC Hospital, Jaipur
11	Uttar Pradesh	ESIC Hospital, Lucknow
12	Uttar Pradesh	ESIC Hospital, Kanpur
13	Uttar Pradesh	ESIC Hospital, Varanasi
14	Uttar Pradesh	ESIC Hospital, Bareilly
15	Uttar Pradesh	ESIC Hospital, Rudrapur

## 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 reserved for the Centre. **(Table 2.1)**

<b>Table 2.1</b>	
<b>ALLOCATION OF SUBJECTS</b>	
<b>Union List</b>	<b>Concurrent List</b>
Entry No. 55- Regulation of labour and safety in mines and oil fields.	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. 24- 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.



**Ms. Arti Ahuja, IAS (OR:1990)** took over the charge as Secretary (L&E) w.e.f. 16.09.2022 in place of Shri Sunil Barthwal, IAS (BH:1989), Secretary, Department of Commerce.

#### Bureau Heads

Sl No.	Name with Designation	Service
1	Sh. Deepak Goyal, DG (Statistics)	ISS:1986
2	Dr. Shashank Goel, Additional Secretary	IAS (TG:1990)
3	Shri Alok Chandra, SLEA	IES:1992
4	Ms Vibha Bhalla, Joint Secretary	IRS (IT:1991)
5	Ms. Deepika Kachhal, Joint Secretary	InfoS: 1994
6	Ms. Madhumita Das, JS&FA	IPoS:1996
7	Sh. Rupesh Kr. Thakur, Joint Secretary	IAS (UT:2006)
8	Sh. Nagesh Kumar Singh, DDG	ISS:2001

#### Organisations under administrative jurisdiction of Ministry of Labour and Employment

##### (1) Employees' State Insurance corporation (ESIC)

**Shri Rajendra Kumar, DG (IAS:TN:1992)**

##### (2) Employees' Provident Fund Organisation (EPFO)

**Ms. Neelam Shami Rao, Central Provident Fund Commissioner (IAS : MP:1992)**

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

**Shri Remis Tiru, Chief Labour Commissioner (Central) (CLS)**

##### (4) Office of Director General of Employment

(DGE)

**Shri Amit Nirmal, DDG (Employment) (ISS:2001)**

##### (5) Office of Director General of Factory Advice Service & Labour Institutes (DGFASLI)

**Shri Prabhat Kumar, Director General**

##### (6) Office of Director General of Mines Safety (DGMS)

**Shri Prabhat Kumar, Director General**

##### (7) Office of Director General V. V. Giri National Labour Institute (VVGNI)

**Shri Amit Nirmal, DDG (Employment) (ISS:2001)**

##### (8) Office of Director General of Labour Bureau (DGLB)

**Shri. S. Negi, Director General (IES:1992)**

##### (9) Office of Dattopant Thengadi National Board for Workers Education (erstwhile CBWE)

**Shri Rahul Bhagat, Director General (IPS: CG:2005)**

#### ATTACHED OFFICES

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

**2.5** 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 of Employment (DGE)

**2.6** 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.

## **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.

**2.9** 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**

**2.10** 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)**

**2.11** 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**

**2.12** 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)**

**2.13** 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)**

**2.14** 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 (VGNLI)**

**2.15** 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)**

**2.16** 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)**

**2.17** 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**

**2.18** 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.

**2.19** 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**

**2.20** 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: -

- 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)**

**2.21** 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.

**2.22** 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.

**2.23** 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.

**2.24** 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.

**2.25** 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.

### **PARLIAMENT UNIT:**

**2.26** 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

In Year 2022, three Parliamentary Consultative Committee meetings were held on 01<sup>st</sup> April 2022, 3<sup>rd</sup> August 2022 and 22<sup>nd</sup> December 2022. The agenda for these meetings were:-

Sl No.	Agenda of the Meeting	Date	Venue
1	Employees' State Insurance Corporation (ESIC) and Convergence of ESIC with PradhanMantri Jan Arogya Yojana (PMJAY) and AyushmanBhawat Digital Mission (ABDM)	1 <sup>st</sup> April 2022	Parliament House Annexe, New Delhi
2	Coverage, Greivance Redressal System and HR management of Employees Provident Fund organization (EPFO)	3 <sup>rd</sup> August 2022	
3	National Career Services (NCS) Portal	22 <sup>nd</sup> December 2022	

### 2. Parliamentary Assurance:

During the year 2022, status of Parliament Assurances are as under-

No. of pending assurances as on 01 <sup>st</sup> January 2022	Total= 33 (Lok Sabha- 22 & Rajya Sabha- 11)
No. of pending assurances as on 27 <sup>th</sup> December 2022	Total= 17 (Lok Sabha- 06 & Rajya Sabha- 11)

In Year 2022, (Budget, Monsoon & Winter Session 2022) replies to a total 557 Parliament Questions were given, the details of which are as under-

	Starred Questions	Unstarred Questions	Total
Lok Sabha	17	257	274
Rajya Sabha	30	253	283
<b>Total</b>	<b>47</b>	<b>510</b>	<b>557</b>

## FINANCE WING

### Integrated Finance Division

**2.27** Integrated Finance Division is headed by the JS & 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 JS&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.

**2.28** During the period from 01.01.2022 to till

date, following major items of work were done in the Ministry of Labour and Employment in consultation with IFD:-

- The proposal for release of expenditure on e-Shram i.e. National Database for Unorganized Workers Portal (NDUW), Shramik Setu seeded with Aadhaar and releases of GIA to EPFO under Atmanirbhar Bharat Rojgar Yojana were examined and concurred expeditiously.
- Various important proposals viz. "All India Quarterly Establishment based Employment Survey" under Labour & Employment Statistical System (LESS) Scheme, Financial assistance under Labour Welfare Scheme (LWS) in the form of scholarship for education of the wards of Beedi /Cine/Non-Coal Mines Workers, financial assistance under Bonded labour Scheme were examined and concurred.
- Relaxation of ceiling limits on implementation of Central Sector Scheme for creation of "National Database for unorganised workers seeded with Aadhaar within the overall approval ceiling of EFC of said scheme was sought from DoE in a time-bound manner. Revised EFC proposal for NDUW Scheme and creation of NDUW as Special Purpose Vehicle (SPV) were also examined.
- Various proposal on Capital Expenditure of this Ministry as a whole were scrupulously examined and concurred along with frequent monitoring of the same expenditure.
- Procurement proposals regarding goods

and services beyond the delegated powers of HODs of this Ministry were examined and concurred by following GFR, 2017.

- After introduction of new system of funds flow under Central Sector Schemes and Centrally Sponsored Schemes, all financial proposals with regard to schemes are processed, examined and concurred accordingly.
- MoUs under Rule 229(xi) of GFR, 2017 between MoLE and two Autonomous Bodies under the administrative control of MoLE i.e. DTNBWED and VVGNI were finalised/signed for the FY 2022-23.
- Proposals regarding creation/revival of posts received from various offices under MoLE have been examined and approval of DoE on the same was sought in a time bound manner.
- Apart from the above, all expenditure proposals which require specific concurrence/approval of JS & FA beyond the delegated powers 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 JS & FA meets regularly to ensure that most of the procurement are made through GeM portal and to minimize default payments.

### Budget & Accounts Section

**2.29** 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 Joint Secretary & Financial Adviser (JS&FA) in the Ministry. JS (budget) and Director assists the Financial Advisor in all the matter related to the Division.

**2.30** 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 JS & 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 (**Table A indicating status of Audit Paras**).
- 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'



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 JS&FA is the nodal officer.

**During the financial year 2022-23, following major items of work were performed by the B&A Section:-**

- Proposals for Revised Estimates (RE) 2022-23 and Budget Estimates 2023-24 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 29.12.2022.
- ATNs on 26th and 30th Report of the Parliamentary Standing Committee on Labour, Textiles and Skill Development have been forwarded to the Lok Sabha Secretariat.
- 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 2022-23, having implication for MoLE, have been uploaded on DEA's e-Samiksha Portal on monthly basis for online monitoring of the same by the Ministry of Finance.
- Various proposals of Re-appropriation of funds have been examined and approved by following DFPR 1978 done to provide budgetary supports to the divisions of MoLE in case of additional funds are required.
- Regular Monitoring of procurement of Goods and Services done through GeM.
- Pace of expenditure against sanctioned grants is reviewed through holding of weekly meetings by JS&FA to maintain even pace of expenditure so that it conforms to MEP/QEP projections.

**Official Language**

**Progressive use of Hindi**

**2.31** 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.

## Direct Benefit Transfer (DBT) Cell

**2.32** 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 1<sup>st</sup> 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 there to 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](http://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.

**2.33** 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 14 DBT Schemes (12 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 2022-23 is given in **Table B**.

### Action Taken Notes on PAC and C&AG Audit Paras

**Table A**

Sl. No.	Report No. & Year	Paras	Details of the Paras/PA Reports on which ATNs are pending			
			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.	Remarks
No CAG/PAC para is pending against the Ministry of Labour & Employment						

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**List of DBT Schemes of the Ministry of Labour & Employment covered under the  
DBT Program during 2022-23  
(From 1<sup>st</sup> April 2022 upto 30th November 2022)**

Table B

Sl. No.	Name of the Scheme	Number of Beneficiaries during 2022-23	Amount Given to the Beneficiaries during 2022-23 [Rs in Crore.]
<b>Cash Transfer Schemes</b>			
1	Employees Pensions Scheme (EPS) for EPF Members	6,17,12,775	5062.43
2	Employees Pensions Scheme (EPS) for EPF Pensioners	19,10,167	643.33
3	Family Pension-cum-Life Assurance & Deposit Linked Insurance Schemes for the Plantation Workers in Assam	2,05,564	20.00
4	Financial Assistance for Education for the Wards of Beedi, Cine, IOMC, LSDM Workers	1,30,454	24.10
5	Grants to Dattopant Thengdi National Board for Workers' Education & Development (DTNBWED)	70,015	3.16
6	National Pension Scheme for Traders and Self Employed Persons	51,277	0.00
7	Pradhan Mantri Shram Yogi Maan - dhan (PM-SYM)	43,92,223	92.00
8	Rehabilitation Assistance under the Scheme of Rehabilitation of Bonded Labour	0	0
9	Revised Integrated Housing Scheme (RIHS) - 2016 for Beedi, IOMC, LSDM, Cine Workers	2,996	8.69
10	Stipend to Children in Special Schools under National Child Labour Project (NCLP)	6,085	1.57
11	Stipend to Differently Abled Candidates under the Scheme of Vocational Rehabilitation Centres for Handicapped (VRCs)	1,524	1.65
12	Stipend to Trainees under the Scheme of Welfare of SC / ST Job -Seekers through Coaching, Guidance & Vocational Training (CGC)	9,279	3.28
13	Pradhan Mantri Rojgar Protsahan Yojana (PMRPY)	Nil	2964597008*
<b>In-Kind Transfer Scheme</b>			
14	Grants to V.V. Giri National Labour Institute (VVGNI)	2,837	NA
<b>Aadhaar Enabled Service</b>			
15	National Career Service (NCS)	47,15,987	NA



## Chapter-3

# INDUSTRIAL RELATIONS CENTRAL INDUSTRIAL RELATION MACHINERY (CIRM)

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.

### 1. Functions of the organisation:

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,

### 2 Prevention and Settlement of Industrial Disputes

**2.1** 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.

#### 2.1 (a) Industrial Disputes Handled

The details of the industrial disputes handled by the CIRM during the year 2022-2023 (January to December, 2022) are as under:

Head	January to December, 2022
Industrial Disputes Handled	12,746
Industrial Disputes Disposed off	8,773
Strike Averted	318

#### (b) Benefits to Workers due to Intervention by CIRM

YEAR	January to December, 2022
Numbers of Workers Benefited	14,7138
Amount of Relief to the above workers (In Crore)	2285.06
Number of workers Regularised / Re-instated	318

### 3. Enforcement Of Labour Laws:

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.

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 ShramSuvidha 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 un-organised Sector. Prosecutions are launched against persistent defaulters and in respect of major violations. Details of Inspections for the period January to December, 2022 are given as under:-

#### 3.1 Statement Showing No. of Inspections Etc. Under Various Labour Laws For The Period January To December, 2022

Head	January to December, 2022
Inspection Conducted	33,552
No. of irregularities detected	1,62,422
No. of irregularities rectified	50,749
No. of prosecution cases filed	5,051
No. of convictions secured	1501

#### 4. Implementation Of Awards:-

The officers of CIRM implement Awards issued by Central Government Industrial Tribunal-cum-Labour Courts (CGITs). During the period January to December, 2022, 1766 awards were received/brought forward out of these 306 were implemented, implementation of 900 Awards were stayed by Hon'ble High Courts & implementation of 512 awards are under process.

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 .

#### 5. Quasi Judicial Functions:-

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.

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, 2022
Claim cases received incl brought forward	24,772
Claims cases decided	10,096
Amount Awarded (In Crore)	166.49
Claims cases pending	14676

## 6. Court Cases:-

Head	Hon'ble Supreme Court	Hon'ble High Court and other Courts
No. of Cases	108	3205

## 7. Annual Returns:-

Year	
Number of online Annual Returns Received (for year 2020)	52459

## 8. Verification Of Membership Of Trade Unions Operating In An Establishment To Identify Majority Union Under Code Of Discipline.

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.

The Chief Labour Commissioner (Central) organization during the period from 1<sup>st</sup> January 2022 to 31 December 2022 has conducted the Secret Ballot Election in the following establishments:

1. ONGC Ltd. Western Region Cambay Asset
2. ONGC Ltd. Western Region Mehsana Asset
3. Narora Atomic Power Station Bulandshahar
4. Paradip Port Trust
5. BBMB Power Wing
6. V.O. Chidambaranar
7. Mishra Dhatu Nigam Ltd., Midhani, Kanchanbagh, Hyderabad
8. Rashtriya Ispat Nigam Limited (RINL) Visakhapatnam Steel Plant (VSP)
9. M/s. Security Paper Mill, Hoshangabad
10. Bank Note Press Dewas
11. ALIMCO, Kanpur
12. Bhilai Steel Plant, Bhilai Distt. Durg
13. Steel Authority of India Ltd., Salem Steel Plant

14. Damodar valley Corporation

15. Kerala Minerals and Metals

16. Tarapur Atomic Power Project 3 & 4

In addition to above, verification of membership of Trade Unions through Secret Ballot Election in respect of 16 establishments is under process.

## 9. Statutory Verification of Membership of Unions Operating In Nationalized Banks

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.

## 10 Welfare & Training:-

### 10.1 WELFARE

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.



## 10.2 TRAINING:-

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.

Total 162 CLS Officers/LEOs were imparted training during the year 2022-2023 (January to December, 2022) on various subjects like Wage Policy and Minimum wages, Industrial Relations, Effective Labour Law Enforcement and Labour Codes etc.

## 11 MISCELLANEOUS FUNCTIONS:-

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.

## 12 The R.T.I. Act, 2005

The CLC(C) Organisation is dealing with all the RTI applications at CLC(C) HQ as well as at regional level. There are 53 nos. of CPIOs and 21 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 2234 RTI applications and 219 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
<b>RTI Applications</b>	1798	436	2234
<b>First Appeal</b>	181	38	219

## 13. PUBLIC GRIEVANCES:-

During the Year 2022-2023 (Jan to Dec. 2022) a total number of 10817 (9453 online and 1364 offline) public grievances were received and a total number of 10712 (9482 online and 1230 offline) public grievances have been disposed of, which accounts for 98% of disposal.

**Statement showing Online \Offline Grievances Statues during Year 2022-2023 (Jan to Dec. 2022)**

	B/F	Public Grievances received	Public Grievances disposed off	Pending as on 31.12.2021
Online	233	9453	9482	204
Offline	343	1364	1230	477

#### **14. Major Industrial Relations Events During 1<sup>st</sup> January, 2022 To 31<sup>st</sup> December, 2022 In Which CIRM Played Important Role:-**

The details of the strikes in different establishments from 1<sup>st</sup> January 2022 to 31<sup>st</sup> December, 2022 is as follows:-

##### **14.1. AIR TRANSPORT**

###### **(I) Air India Express Employees Union**

The President, Air India Express Employees Union served notice dated 28.12.2021 to the management of Air India Express Ltd. Cochin proposing to go on indefinite strike from 15.01.2022 to press their demands like reinstate the employment contract of cabin crew for 5 years alike other departments, prompt release of period career progression etc.

ALC(C) Ernakulam intervened into the matter and held conciliation on various dates. Accordingly, the proposed strike was averted by the Union

###### **(ii) Kuwait Airways Staff and Officer's Association**

The Working President, Kuwait Airways Staff and Officer's Association served notice dated 26.2.2022 to the management of Kuwait Airways, Mumbai proposing to go on strike on any day after the expiry of mandatory provisions prescribed under section 22 of the ID Act, 1947.

ALC(C) Mumbai intervened into the matter and held conciliation and the union agreed to defer the proposed strike.

##### **14.2 BANK**

###### **(i) United Forum of We Bankers**

The General Secretary, United Forum of We

Bankers served notice dated 8.12.2021 to the management of Punjab National Bank and DFS proposing to go on strike on 7.01.2022 to press their demands like stop recruitment of peons, opposing ongoing exploitation of part time sweepers, payment of difference of salary to part time workmen in subordinate cadre etc.

RLC(C), Lucknow intervened and seized the matter into conciliation and due to effective efforts of the conciliation officer the union averted the proposed strike.

###### **(ii) Federation of Bank of India Staff Unions**

The General Secretary, Federation of Bank of India Staff Unions served notice dated 15.03.2022 to the management of Bank of India proposing to go on strike on 30.3.2022 to press their demands to press their demands like reversal of decision to outsource perennial work and reversal of the decision to close the branches.

Dy. CLC(C) New Delhi intervened into the matter and held conciliation on 28.3.2022 and due to effective conciliation the union deferred the proposed strike.

###### **(iii) All India Central Bank Employees' Federation (AICBEF) and All India Central Bank Officers' Association (AICBOA)**

The General Secretary, the General Secretary of All India Central Bank Employees' Federation (AICBEF) and All India Central Bank Officers' Association (AICBOA) served notice dated 20.04.2022 proposing to go on all India strike on 4.5.2022 to press their following demands i.e. reconsider and revise the transfer order issued to scale I, II & III Officers by Central Bank of India Central Office and rectify all the postings that in deviation of the existing norms and policies.

Dy. CLC(C) Hyderabad intervened into the matter and the union deferred the proposed strike.

###### **(iv) All Bengal Contract Security Workers Union and Paschimbanga Contractors Security & Maintenance Workers Union**

The General Secretary of All Bengal Contract Security Workers Union and Paschimbanga

Contractors Security & Maintenance Workers Union proposing to go on strike on 23.05.2022 against the employer for not paying the salaries and other statutory compliances like PF, ESI to the contractual workers working as security guards at off site ATMs of IDBI Bank.

Dy. CLC(C), Kolkata intervened and seized the matter into conciliation and the union called off the proposed strike.

**(v) All India Punjab & Sind Bank Staff Organization**

A notice dated 4.5.2022 served by the General Secretary, All India Punjab & Sind Bank Staff Organization addressed to the management of Punjab & Sind Bank and this office proposing to go on strike on 30.05.2022 to press their demands like appointment of permanent part time sweepers, reimbursement of Petrol to award staff, revision and designation of Head Cashier Policy etc.

ALC(C) Jalandhar intervened in the matter and the strike was deferred.

**(vi) United Forum of Central Bank Unions and All India Central Bank Employees Federation**

Notice dated 12.5.2022 and 3.5.2022 served by United Forum of Central Bank Unions and All India Central Bank Employees Federation respectively proposing to go on All India strike on 30th & 31st May 2022 to press their various demands like stop privatization of the Bank, stop proposed closure of 600 branches, reversal of unlawful transfer orders issued to employees from one station to another etc.

Dy. CLC(C), Mumbai intervened into the matter and held conciliation proceedings. Further, on 24.05.2022, it is informed by the unions that after conciliation meeting, understanding has been reached and the union deferred the proposed strike.

**(vii). AIBOBECC, AIBOBEF, AICOBOBEA, BOBES**

The General Secretary of AIBOBECC, AIBOBEF, AICOBOBEA, BOBES jointly served a notice dated

11.5.2022 to management of Bank of Baroda, Mumbai proposing to go on strike on 30.05.2022 to press their demands.

Dy. CLC(C), Mumbai seized the matter into conciliation and the strike was deferred.

**(viii) State Bank of India SC/ST Backward Classes Employees' Welfare Association**

A notice dated 8.5.2022 served by the State Bank of India SC/ST Backward Classes Employees' Welfare Association Maharashtra and Goa Circle to the management of SBI, Nagpur proposing to go on strike within 14 days of the notice to press their demands.

Dy. CLC(C), Nagpur intervened in the matter held joint discussion on 19.05.2022 and the union deferred the proposed strike.

**(ix) United Forum of Bank Unions addressed and All India Nationalized Banks Officers' Federation**

A notice dated 10.06.2022 & 11.6.2022 served by Convenor, United Forum of Bank Unions addressed and Convenor, All India Nationalized Banks Officers' Federation respectively to the management of IBA and CLC(C) proposing to go on All India strike on 27th June 2022 to press their demands.

The matter was seized into conciliation by CLC(C)/C.O. on 23.06.2022 and also asserted upon the parties to come forward for bilateral discussion in order to amicably resolve the issues and in the best interest of the Banking Industry.

The IBA agreed to discuss the agenda points listed by the Unions/Federations in detail for reaching an amicable settlement and also appealed to Unions/Federations to defer the proposed strike. The offer of IBA was accepted by the Unions/Federations however they requested CLC(C)/Conciliation Officer to not close the conciliation and monitor the progress in their dialogue with the IBA so that fruitful results can be ensured.

In view of the above, the unions/federations agreed to defer their proposed strike on 27.06.2022.

**(x) Federal Bank Officers' Association**

The General Secretary, Federal Bank Officers' Association has served a notice dated 25.07.2022 to the management of Federal Bank Ltd. proposing to go on strike on 12.08.2022 to press their demands like recruit sufficient officers in order to meet the critical workforce deficiency in the branches and offices, settle internal charter of demands without further delay withdraw inconvenient midyear transfer orders etc.

RLC(C), Cochin intervened into the matter and held conciliation proceedings. It is also informed that the Management has filed a WP No. 25547/2022 against the Federal Bank Officers' Association in the matter of strike declared for 12.08.2022 and the Hon'ble Court in IA 1/2022 filed by the association in WP(C) 25547/2022 has directed the first respondent association to restrain from going on strike and dismissed IA.

**(xi) NABARD**

The General Secretary, All India NABARD Employees' Association served notice dated 12.08.2022 to the management of NABARD, Mumbai proposing to go on strike on 30.08.2022 against the inordinate delay in signing and operationalization of the final settlement on wage revision and other issues like strengthening of DFI status of NABARD.

Dy. CLC(C), Mumbai intervened and seized the matter into conciliation on 29.08.2022 and the union deferred the proposed strike.

**(xii) All India Punjab National Bank Officers' Association**

The General Secretary, All India Punjab National Bank Officers' Association has served a notice dated 8.09.2022 to the management of Punjab National Bank, Corporate HO, Dwarka, New Delhi, proposing to go on strike on 28.09.2022 to 30.09.2022 to press their demands.

Dy. CLC(C), Jabalpur has been intervene and seized the matter in conciliation.

**(xiii) The United Forum of Central Bank Union**

The United Forum of Central Bank Union had

served a strike notice on 25.08.2022 along with charter of demands.

Dy. CLC(C), Mumbai intervened and seized the matter into conciliation on 01.09.2022, 17.09.2022 and lastly on 18.09.2022 but due to adamant approach of both parties, the strike could not be averted.

**(xiv) Regional Rural Banks Association**

All India Regional Rural Employees Association had served a strike notice on 29.06.2022 with the charter of demands.

Dy. CLC(C), New Delhi intervened and seized the matter into conciliation and conciliation meetings were held on 26.08.2022, 05.09.2022 and lastly on 20.09.2022 but the conciliation proceeding failed and strike could not be averted.

**(xv) AIGBWO and AIGBOO**

The General Secretary, of AIGBWO and AIGBOO has served a notice dated 16.08.2022 to the Secretary (Financial Sector) Govt. of India, M/o Finance and the Chairman, NABARD, proposing to go on one day Nationwide Strike on 21st October, 2022 in 43 Regional Rural Banks, to press the demand alleged move of Union Government to privatize RRBs and for various pay and service related demands.

Dy. CLC(C), New Delhi intervened and seized the matter into conciliation on 13.10.2022 and the strike was deferred.

**14.3 COAL & NON-COAL**

**(I) VISP Contract Workers Union**

The President, VISP Contract Workers Union, Bhadravati served notice to the management of Vishweshwariah Iron & Steel Plant, Bhadravati proposing to go on strike on 5.1.2022 to press their demand like wage revision of the workers of SAIL including contract workers which is overdue since 1.1.2017 as per the guidelines of CITU.

ALC(C) Bangalore intervened and seized the matter into conciliation on 4.1.2022. After prolonged discussion the union has agreed to avert the proposed strike.



**(ii) Rashtriya Mazdoor Manch, Tumsur**

The General Secretary, Rashtriya Mazdoor Manch, Tumsur served notice dated 27.02.2022 to the management of Mangnese Mine Owner, Balaghat proposing to go on strike on 13.03.2022 to press their demands.

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

**(iii) Rashtriya Colliery Mazdoor Sangh**

The General Secretary, Rashtriya Colliery Mazdoor Sangh served notice dated 6.5.2022 to the management of BCCL proposing to go on strike on and from 23.05.2022 to press their demands like regularization of Security guards, employees working as clerks should be regularized as clerk etc.

Dy. CLC(C), Dhanbad informed that the union has called off the proposed strike as intimated by GM(IR) of Bharat Coking Coal Ltd.

**(iv) Indian National Mines Worker Federation**

The Vice President, Indian National Mines Worker Federation served notice dated 06.06.2022 to the management of ECL, West Bengal proposing to go on strike on 20.07.2022 in all establishment/ unit of M/s Eastern Coalfield Ltd. to press their demands.

ALC(C), Asansol has informed that reportedly no strike was held in Eastern Coalfield Ltd. on 20.07.2022 as proposed by the Indian National Mines Workers Federation.

**(v) Janta Shramik Sangh**

The General Secretary, Janta Shramik Sangh has served notice dated 22.7.2022 to the Executive Director (Collieries Division), SAIL, Jharkhand proposing to go on strike on 11.08.2022 at the Collieries Division, Chasnalla, SAIL to press their demands.

ALC(C), Dhanbad intervened and seized the matter into conciliation and due to effective conciliation the union deferred the proposed strike.

**(vi) Koyal Mazdoor Sabha (HMS)**

The Regional General Secretary, The Koyala Mazdoor Sabha (HMS), Hasdev area proposing to go on Strike on dated 19.09.2022 in whole Hasdev area of M/s South Eastern Coalfield Limited along with the charter of demands.

Dy. CLC(C), Jabalpur intervened and seized the matter into conciliation on 15.09.2022 and the strike was averted.

**(vii) Joint Action Committee consisting of AITUC, CITU, IFTU, INTUC, BMS and HMS Unions**

The First strike notice was given by Joint Action Committee on 31.12.2021 and the matter was seized in conciliation proceeding by the Dy. CLC(C), Hyderabad, the Joint Action Committee again sent the 2nd Strike notice on 08.08.2022. The matter was again seized in conciliation by the Dy. CLC(C), Hyderabad. During the pendency of dispute the contract workers went on strike from 09.09.2022 to 26.09.2022.

Further due to the intervention and efforts made by Dy. CLC(C), Hyderabad on 26.09.2022, the Management and Union agreed for amicable settlement of dispute and called off the strike on 26.09.2022.

**(viii) Workers of Uranium Corporation of India Limited**

Notice of Strike served by Sanyukta Sangharsh Morcha against the management of UCIL, Jaduguda Mines, Singhbhum(E), Jharkhand.

Dy. CLC(C), Dhanbad intervened but the strike could not defer.

**14.4 DEFENCE****India Naval Employees Union**

The General Secretary, Indian Naval Employees Union served notice dated 7.2.2022 to the management of Western Naval Command proposing to go on one day hunger strike on 25.02.2022 against the autocratic approach, harassment and victimization of the union members and elected works committee members.

Dy. CLC(C), Mumbai intervened into the matter and held conciliation, however the union proceeded on one day hunger strike on 25.2.2022.

#### **14.5 Miscellaneous**

##### **(i) All India General Strike**

Central Trade Union Organizations had given a call for two days nation-wide strike to protest the Government's labour and economic policies including disinvestment and privatization of public sector entities.

Total 230 strike notices from different Unions were received by the Chief Labour Commissioner (C) Organization. Conciliation under Industrial Disputes Act, 1947 were held and during the conciliation 31 unions agreed to withdraw the proposed strike.

As per the information received on 28th March, 2022 from the field offices of Chief Labour Commissioner(C) Organization reported that banking, insurance, mining and power sectors were partially affected. The overall percentage of absenteeism in the industries was approximately 15% on 28.3.2022 and 12% on 29.03.2022.

##### **(ii) PGI Contract Security Guards Working Union**

The General Secretary, PGI Contract Security Guards Working Union, Chandigarh served notice dated 26.02.2022 to the management of PGI of Medical Education and Research, Chandigarh proposing to go on one day strike on 8.3.2022 for implementation of various awards/ decisions / Judgements on Hon'ble High court and GOI notifications.

ALC(C), Chandigarh intervened and held conciliation proceedings and the union deferred the proposed strike.

##### **(iii) All India Station Masters' Association**

The Secretary General, All India Station Masters' Association served a notice dated 10.05.2022 addressed to the Chairman, Railway Board proposing to go on a Mass Casual Leave on 31.05.2022 to press their demands like filling up of vacancy in Station Master Cadre, night duty

allowance to all station masters and other railway men, Cadre re-structure with change of designation etc.

Dy. CLC(C), New Delhi intervened and seized the matter into conciliation on 23.05.2022 and 30.05.2022 where in the union decided to defer the proposed strike on the assurance of the railway administration.

##### **(iv) ESIC Medical college & Hospital Contract Nursing Orderly Mazdoor Sangh**

The General Secretary, ESIC Medical college & Hospital Contract Nursing Orderly Mazdoor Sangh served notice dated 15.06.2022 to the Dean, ESIC Medical College & Hospital, Bangalore proposing to go on strike on 30.06.2022 to press their demands.

ALC(C), Bangalore intervened and seized the matter into conciliation and due to effective conciliation the union deferred the proposed strike.

##### **(v) Joint Forum of AI Engineering Services Ltd. Unions/Guilds/Associations.**

A Strike Notice served by the Joint Forum of Unions/ Associations/ Guilds upon the management of M/s AI Engineering Services Ltd.

RLC(C), Mumbai intervened and seized the matter into conciliation on 29.09.2022 and the union deferred the proposed strike.

##### **(vi) Contract Workers of National Aluminium Company/NALCO**

Contract Workers of National Aluminium Company/NALCO, under 'NALCO Thika Mazdoor Coordination Committee', proposed to hold an indefinite dharna at NALCO Corporate Office, Bhubaneswar on 13th September, 2022.

Dy. CLC(C), Bhubaneswar intervened and seized the matter into conciliation on 14.09.2022 and the union deferred the proposed strike.

##### **a) In Deharadun Region**

(i) Call of strike by Jt. forum of Prathama UP Gramin Bank Officers Association and UP Gramin Employees Union on 19.03.2022 in

favour of their 15 points charter of demands was averted with the intervention of ALC(C), Bareilly and approx 20000 man hours was saved.

- (ii) Major Strike call by CITU in the 5 contractor establishment in Rail Vikas Nigam Ltd. (A project of national importance Rishikesh Karanprayag Rail Project) where approx. 5000 workers are working was successfully negotiated for settlement by RLC(C), Dehradun.
- (iii) Major strike/dharna by civilian employees of IMA, Dehradun was averted with intervention of Dy. CLC(C), Dehradun by negotiating the issues with IMA Mgt. who ensured redressal of all the grievance.

#### **b) In Chandigarh Region**

Call of Strike by FCI Shramik Union against the management of FCI was averted by ALC(C), Jhalandhar.

#### **c) In Dhanbad Region**

Strike called by Janta Mazdoor Sabha against the management of SAIL, Bokaro Steel Plant on 18.03.2022. Due to effective conciliation on 17.03.2022 the strike was averted.

Strike called by Rashtriya Colliery Mazdoor Sangh against the management of BCCL on 28.03.2022. Due to effective conciliation on 28.03.2022 the strike was averted.

Strike called by BKS, BSWU, IMM, AICCTU, AITUC, BKP, BSCWU against the management of SAIL, Bokaro Steel Plant on 28.03.2022 and 29.03.2022. Due to effective conciliation on 25.03.2022 the strike was averted.

Strike called by BCKU against the management of Mugma Area, ECL on 28.03.2022. Due to effective conciliation on 28.03.2022 the strike was averted.

### **14.6. OIL**

#### **(i) OFEA, Mumbai**

The President, OFEA, Mumbai served notice dated 23.2.2022 to the management of ONGC

proposing to go on fast unto death any time from 24.02.2022 to their demands.

Dy. CLC(C) Mumbai has forwarded the report received from the management of ONGC wherein it is stated that the hunger fast strike began on 24.2.2022 by OFEA and the strike ended on 26.2.2022 after the meeting where the unions were informed that the file pertaining to their demands was forwarded to Head Quarters for necessary action.

#### **(ii) Gujarat Petroleum Employees Union**

The General Secretary, Gujarat Petroleum Employees Union served notice dated 23.02.2022 to the Management of ONGC proposing to go on strike from 18.03.2022 to press their demands.

RCLC(C), Ahmedabad intervened and seized the matter into conciliation and the union agreed to defer the proposed strike.

#### **(iii) The RAVVA Contract Employees Union**

The General Secretary, The RAVVA Contract Employees Union served notice dated 06.09.2022 proposing to go on strike on 27.09.2022 to press their demands like all the contract workers should be regularized, wages of the contract workers shall be enhanced to 25% on the basis of CTC, an amount of ₹10,000/- p.m. should be paid towards HRA, conveyance allowance, gratuity should be paid to the families of deceased employees etc.

Dy. CLC(C), Hyderabad intervened and seized the matter into conciliation on 19.09.2022 and the union averted the proposed strike.

### **14.7. POST & TELEGRAPH or TELECOM**

#### **(I) Bihar Rajya Mobile Tower Karmchari Union**

The General Secretary, Bihar Rajya Mobile Tower Karmchari Union served notice dated 15.12.2021 to the management of M/s Indus Tower Ltd and M/s Applied Solar Technology India Pvt. Ltd proposing to go on indefinite strike from 6.1.2022 against the unfair labour practice.

ALC(C) Pakur intervened and held conciliation

proceedings in the matter and by active intervention of the conciliation office the union agreed to defer the proposed strike.

**(ii) Sanchar Nigam Executives Association**

The General Secretary, Sanchar Nigam Executives Association served notice dated 4.2.2022 served by the General Secretary, to the management of BSNL, New Delhi proposing to go on indefinite hunger fast from 21.02.2022 to press demands like promotion to the BSNL executives through the BSNL Board approved time bound promotion policy w.e.f. 1.7.2018, standard pay scale of E2 and E3 from 1.1.2007 etc.

It is informed by the management of BSNL that the indefinite fast and relay fast were held on 21.02.2022 by the union. Further, Dy. CLC(C), New Delhi intervened into the matter and the proceedings in the matter are going on.

**(iii) Postal Joint council of Action (PJCA)**

The strike notice dated 18.07.2022 served by Postal Joint council of Action (PJCA) (comprising and NFPE/FNPO & their GDS Union) proposing to go on one day nationwide strike on 10.08.2022 to press their demands like corporatization move of the Government in Postal Deptt, Scrap New Pension Scheme and restore old pension scheme implementation of cadre restructuring in all left out cadres etc. Dy. CLC(C) New Delhi intervened and seized the matter into conciliation on 9.8.2022 where both the parties attended the proceedings. The conciliation officer/ Dy. CLC(C) New Delhi appealed both to defer the proposed strike to continue the postal services uninterrupted in view of the ongoing Har Ghar Tiranga Drive as part of Azadi ka Amrit Mahotsav being undertaken by the Post Offices all Over the Country.

Further, due to effective conciliation, two federations, All India Saving Bank Control Employees Union, Federation of National Postal Organization have agreed to defer the

proposed strike.

However, based on the feedback received from the field offices, the overall strike position in the country on 10.08.2022 has been observed as to be average 26%.

**14.8. PORT**

**(i) Minjur Paguthi General Workers Union**

A notice dated 17.12.2021 was served by Shri G. Vinayagamoorthy, Secretary, MinjurPaguthi General Workers Union to the management of JSW Coal Terminal Pvt Ltd., Kamarajar Port, Chennai proposing to go on strike from 4.1.2022 to press their demands .

Dy. CLC(C), Chennai has informed that the matter was seized into conciliation and both the parties were advised to initiate bilateral talks and settle the issue amicably. Accordingly, the union averted the proposed strike.

**(ii) National Coordination committee of five federations of Port & Dock workers**

The strike notice served by the various unions/associations of National Coordination committee of five federations of Port & Dock workers of major Ports proposing to go on one day Token strike on 5.4.2022 to press their demands like immediate action may be taken to discuss the rules of the Major Port Authorities Act, 2021 with the recognized Federations as assured by the management, PLR 2020-21 shall be paid, the VDA as per the settlement dated 30.8.2018 should be refunded etc.

The concerned regional heads were requested to intervene into the matter and it is informed by the regional heads that the National Co-ordination committee comprising of 5 federations has decided to postpone the strike till 29.4.2022. Further, the strike has been deferred.

**(iii) Cochin Port Employees' Organization**

The Secretary, Cochin Port Employees'



Organization served notice dated 11.06.2022 to the management of Cochin Port Trust proposing to go for indefinite strike in Marine Department from any day on or after 28.6.2022 to press their demands like engage or appoint necessary minimum workers required for Marine operation, ensure dredging ground for GHD Nehru Shathabdi etc.

RLC(C), Cochin intervened and seized the matter into conciliation and the union averted the proposed strike.

**(iv) Transport & Dock Workers' Union, Mumbai**

The Secretary, Transport & Dock Workers' Union, Mumbai served notice dated 07.09.2022 to the management of Mumbai Port Authority proposing to go on strike in from 22.09.2022 to press their demands to withdraw its action in making the Mumbai Port Authority Employees' (Conduct) Regulations, 2022 and action to seek approval of the Central Govt. under the guise of Section 72 of the Major Port Authorities Act, 2021.

Dy. CLC(C), Mumbai intervened and seized the matter into conciliation on 20.09.2022 and the union deferred the proposed strike.

**(v) The Madras Port Trust Employees' Union**

The General Secretary, The Madras Port Trust Employees' Union served notice dated 12.09.2022 proposing to go on strike from 27.09.2022 to press their demands.

ALC(C), Chennai intervened and seized the matter into conciliation on 26.09.2022 and the union deferred the proposed strike.

**14.9. POWER/ELECTRICALS**

**(I) Anaithu Oppantha Thozhilalar Sangam**

A notice dated 11.1.2022 was served by Shri A Velu, President, Anaithu Oppantha Thozhilalar Sangam to the management of BHEL, Ranipet proposing to go on indefinite strike on 27.1.2022 to press their demands like equal wage for equal work, to provide wage slip, statutory bonus, works committee

membership etc.

The matter was seized into conciliation by Dy. CLC(C) Chennai. However, the union proceeded on strike.

**(ii) HPBP/BHEL**

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.

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.

**(iii) BAP EGTU/INTUC, BAP Employees Union, BAP Staff Union & AWU/ATP Bharat Heavy Electricals Ltd.**

The General Secretary of BAP EGTU/INTUC, BAP Employees Union, BAP Staff Union and Secretary of AWU/ATP served strike notice dated 29.09.2022 proposing to go on strike from 13.10.2022 against the Management of M/s BHEL (BAP), Ranipet to press their demands.

Dy. CLC(C), Chennai intervened and seized the matter into conciliation on 11.10.2022 and the next conciliation proceedings are adjourned to 14.11.2022 and the strike was averted.

**14.10. CEMENT**

**(i) Cement & Khadan Shramik Union "AITUC"**

The General Secretary, Cement & Khadan Shramik Union "AITUC" served notice dated 27.12.2021 to the management of NU Vista Limited, Chhattisgarh proposing to go on strike from 12.3.2022 to press their demands like harassment of workers, benefit of PF and ESI scheme etc.



Dy. CLC(C) Raipur intervened into the matter and held conciliation on various dates. The union deferred the proposed strike.

**(ii) Lakheri Cement Kamgar Sangh**

The General Secretary, Lakheri Cement KamgarSangh has served a notice to the management of ACC Lakheri Cement Works, Rajasthan proposing to go on indefinite strike from 20.07.2022 to press their demands.

ALC(C), Kota intervened and seized the matter into conciliation, and due to effective conciliation the union deferred the proposed strike.

**14.11. Food Corporation of India**

**(i) Food Corporation of India Workers' Union**

The General Secretary, Food Corporation of India Workers' Union served notices dated 23.06.2022 to the management of FCI, New Delhi proposing to go on all India strike on any day after expiry of 14 days from the date of notice to press their demands like treating Mandal as Handling Labour, modification of settlement dated 3.8.2012, non-inclusion of incentive in wages for computation of CPF and Gratuity etc.

RLC(C), Kolkata intervened into the matter and held joint discussions and the union agreed to defer the strike and the joint discussion was adjourned to 25.08.2022.

**(ii) Food Corporation of India Handling Workers' Union**

The General Secretary, Food Corporation of India Handling Workers' Union served notice dated 04.07.2022 to the management of FCI, New Delhi proposing to go on strike from 18.07.2022 against the decisions of the management of FCI like to change the service conditions in respect of treating Mandal as handling labour, to change the service conditions by withdrawing the inclusion of incentives in basic wages, etc.

RLC(C), New Delhi intervened and seized the

matter into conciliation and due to effective conciliation the union deferred the proposed strike

**14.12. SIGNIFICANT MEMORANDUM OF SETTLEMENT DURING 1<sup>ST</sup> JANUARY, 2022 TO 31<sup>ST</sup> DECEMBER, 2022 IN WHICH CIRM PLAYED IMPORTANT ROLE:-**

**Office of Chief Labour Commissioner(C), New Delhi Major Settlements arrived at during the period from January 2022 to December 2022**

- (i) A memorandum of settlement arrived at on 04.11.2022 before the Dy. CLC(C), Chennai between the management of DBS Bank India Ltd. and Lakshmi Vilas Bank Employees Union over wage revision. As a result of this settlement **1078 employees are benefited to the tune of Rs.50,33,00,000/-**.
- (ii) A memorandum of settlement arrived on 10.08.2022 before the ALC(C), Chennai between the management of M/s Chennai Container Terminal Private Ltd and Chennai Port Container Terminal Employees Welfare Union over the issue of revision of wages and improvement of welfare/service conditions, Productivity Linked Individual Incentive Scheme and productivity linked Bonus review consequent upon the expiry of the subsisting settlement dated 27.08.2018. As a result of this settlement 52 workmen are benefited and the amount involved is approximately Rs.5,09,18,400/-.
- (iii) A Memorandum of settlement was signed between Shri A. Savariapitchai Contractor & BPCL and Bharat Petroleum Workers Union over Wage revision of online internal movement workers on 29.06.2022. Through this settlement 15 workers will get financial benefit of Rs.37,80,000/-.
- (iv) A Memorandum of settlement was signed between Shri A. Savariapitchai Contractor & BPCL and Bharat Petroleum Workers Union over Wage revision of online internal

movement workers on 29.06.2022. Through this settlement 22 workers will get financial benefit of Rs.47,52,000/-.

- (v) A Memorandum of settlement was signed between Management of Dalmia Cement (Bharat) Ltd. and Dalmia Cement National Workers Union over Payment of bonus for the year 2021-22 on 29.06.2022. Through this settlement 317 workers will get financial benefit of Rs.3,17,00,000/-.
- (vi) A Memorandum of settlement was signed between Management of Nuclear Power Corporation of India Ltd. – Kudankulam Nuclear Power Project and Kudankulam Nuclear Power Employees Union over NPCIL Performance Linked Incentive Scheme for Operating Stations 2021 on 04.08.2022. Through this settlement 735 workers will get financial benefit of Rs. 86,96,16,000/-.
- (vii) A Memorandum of settlement was signed between Management of M/s. Sri Sai Enterprises, Chittampatti Toll Plaza, Madurai and Melur Vatta Pothdu Thozhilalar Sangam / 107 over Over Higher Bonus on 14.10.2022. Through this settlement 107 workers will get financial benefit of ₹ 20 lakh/-.
- (viii) A Memorandum of settlement was signed between Management of Untratech cements limited and its contractors and Ultra tech cements workers union over Bonus 2020-2021 on 6.01.2022. Through this settlement 207 workers will get financial benefit of Rs.30,74,140/-.
- (ix) A Memorandum of settlement was signed between Management of Madras atomic power station and Madras atomic power employees union over Tripartite settlement– performance linked incentive scheme on 29.07.2022. Through this settlement 497 workers will get financial benefit of Rs. 49,70,00,000/-.
- (x) A Memorandum of settlement was signed

between Management of Chennai container terminal port limited and Chennai port container terminal employees union over Revision of wages and implementation of production linked incentive scheme, production linked bonus etc on 10.08.2022. Through this settlement 60 workers will get financial benefit of Rs. 5,87,52,000/-.

- (xi) A Memorandum of settlement was signed between Management of Balmerlawrie limited and Balmerlawrie employees union over Long term wage settlement on 01.12.2022. Through this settlement 90 workers will get financial benefit of Rs. 5,26,50,000/-.
- (xii) A Memorandum of settlement was signed between Management of Ultra tech cements limited and its contractors and Ultra tech cement worker progressive union over Long term wage settlement on 01.12.2022. Through this settlement 205 workers will get financial benefit of ₹ 3,99,75,000/-.
- (xiii) A Memorandum of settlement was signed between Management of Ultratech Cement Limited, Reddipalayam and Ultratech Cement Dhesiya Thozhilalar Sangam, Pattali Thozhilalar Sangam, Reddipalayam, Ariyalur on 07.04.2022. Through this settlement 113 workers will get financial benefit of Rs. 3,75,65,000/-.
- (xiv) A Memorandum of settlement was signed between Management of Trichy Padalur TollwaysPvt. Ltd., Samayapuram and Tamilandu General Workers Union, Chennai over Increase in Wages, Leave , ESI, Bonus, Grade Selection payment etc. on 11.12.2022. Through this settlement 65 workers will get financial benefit of Rs.40,00,000/-.
- (xv) A Memorandum of settlement was signed between Management of CPCL/ Global Enviro Systems and Tamilnadu Petroleum & Gas Wks Union over Revision of wages

on 18.02.2022. Through this settlement 372 workers will get financial benefit of Rs.10,92,000/-.

(xvi) A Memorandum of settlement was signed between Management of Indian Oil Petronas Pvt Ltd and IOCL Employees union over Revision of wages on 13.09.2022. Through this settlement 49 workers will get financial benefit of Rs. 11,46,600/-.

(xvii) A Memorandum of settlement was signed between Management of Hindustan Petroleum Corporation Ltd and Tamilnadu Petroleum & Gas Workers Union over Revision of wages on 09.11.2022. Through this settlement 49 workers will get financial benefit of Rs. 9,37,800/-.

(xviii) A Memorandum of settlement was signed between Management of Dalmia Magnesite Corporation and Tirumalai over Revision of wages on 22.11.2022. Through this settlement 32 workers will get financial benefit of ₹ 27,53,400/-.

(xix) A Memorandum of settlement was signed between Management of Dalmia Magnesite Corporation and Dalmia Magnesite Labour Progressive Front over Revision of wages on 22.11.2022. Through this settlement 41 workers will get financial benefit of Rs.35,27,800/-.

(xx) A Memorandum of settlement was signed between Management of Dalmia Magnesite Corporation and Dalmia Magnesite Labour Union over Revision of wages on 22.11.2022. Through this settlement 18 workers will get financial benefit of Rs. 15,48,800/-.

(xxi) A Memorandum of settlement was signed between Management of Kamarajar Port Ltd/JSW Coal Terminal Pvt Ltd and Minjur Paghuti Podhu Thozilalar Sangam over Revision of wages on 07.12.2022. Through this settlement 180 workers will get financial benefit of Rs.30,00,000/-.

(xxii) A memorandum of settlement between the management of Department of Finance, NABARD, 12 Sponsors Bank and 43 Regional Rural Bank and Joint Forum of Gramin Bank Unions, was signed before the Dy. Chief Labour Commissioner(C), New Delhi on 18th November 2022. Total approximately 76,000 officers and workmen will get financial benefit amounting to approx. Rs.286.55 Crore towards arrear payment of four allowances.

(xxiii) A memorandum of settlement between the management Railway Board and All India Station Masters' Association was signed before the Dy. Chief Labour Commissioner(C), New Delhi on 22nd November 2022. Through this settlement approximately 30,000 station Master will get monitory benefit amounting to Rs. 7.20 Crore monthly and arrear payment of Rs.21 Crore of night duty allowances w.e.f 04.07.2022 in addition to benefit of additional avenue of up-gradation of the post, recruitment of 6868 Station Masters through Railway Recruitment Board by end of December, 2022.

(xxiv) A Memorandum of settlement arrived on 28.2.2022 before the Dy. CLC(C), Patna between the Management of SAIL and NMDC Mines workers Union (AITUC), PalamauPramandal Khan MazdoorSangh (HMS) and Bokaro Steel Workers' Union (INTUC) over the issues of Non-payment of terminal dues. Total 745 workers will get financial benefit amounting Rs..19.93 crores.

(xxv) A Memorandum of settlement arrived on 28.10.2022 before the Dy. CLC(C), Patna between the Management of Coal Mining and Contract workers of M/s Rajmahal Coal Mining Ltd. Through this settlement 35 workers will get benefit to Rs..27,20,219/-.

(xxvi) A Memorandum of settlement between the

management of M/s Ascend Telecom Infrastructure Pvt. Ltd., M/s SH Infranet Solutions and M/s R B Telecom Solutions and Bhartheeya Private Telecom Mazdoor Sangh(BMS) was signed before the Dy. CLC(C), Cochin on 28.02.2022. Due to this settlement 20 workers will get financial benefit of Rs.54,00,000/- .

(xxvii) A Memorandum of settlement between the management of M/s Intex Logistics India Pvt. Ltd. and Kerala Samsthana Mobile Phone Tower Employees Union (CITU), Kannur on 10.03.2022. This settlement should be for a period of 3 years w.e.f. 01.08.2021 to 31.07.2024. Due to this settlement 36 workers/officers will get financial benefit of Rs.60,66,000/-.

(xxviii) A Memorandum of settlement was signed between the management of M/s O Acompserve Pvt. Ltd. and Bhartiya Private Telecom Mazdoor Sangh (BMS) on 31.03.2022 before the Dy. CLC(C), Cochin. Through this settlement 17 workers will get financial benefit of ₹8,16,00,000/-.

(xxix) A Memorandum of settlement was signed between the management of M/s AA Associates, HPCL Handling Contractor engaged by M/s Hindustan Petroleum Corporation Ltd. LPG Bottling Plant, Kanjikode, Palakkad and Kerala Petroleum & Gas Workers Union (CITU) on 22.03.2022 before the Dy. CLC(C), Cochin. Due to this settlement 24 workers will get financial benefit of Rs.18,72,000/-.

(xxx) A Memorandum of settlement was signed between the management of M/s Fertilizers and Chemicals Travancore Ltd., Cochin Division, Ambalamedu and General & Construction Workers Union (CITU), FACT – CD General Workers Union (INTUC) & Ernakulam District General & Construction Workers Union (AITUC) FACT –CD Ambalamedu over the issue of wage revision and other consequential benefits on 11.04.2022 before the Dy.

CLC(C), Cochin. Total approximately 240 officers and workmen will get financial benefit amounting to approx. Rs.70,00,000/-.

(xxxi) A Memorandum of settlement was signed between the management of M/s Royal Command Protection Group, contractor engaged by M/s Tower Vision India Pvt. Ltd. and Bhartheeya Private Telecom Mazdoor Sangh (BMS) on 04.04.2022 before the Dy. CLC(C), Cochin. Through this settlement 46 workers/officers will get financial benefit of Rs.4,83,43,018/-.

(xxxii) A Memorandum of settlement was signed between the management of M/s Intelux Electronics Pvt. Ltd. Ernakulam and Kerala Samsthana Mobile Phone Tower Employees Union (CITU), Kannur on 29.04.2022 before the Dy. CLC(C), Cochin. Due to this settlement 18 workers will get financial benefit of Rs.17,28,200/-.

(xxxiii) A Memorandum of settlement was signed between the management of M/s Sreelakshmi Enterprises & M/s Ravenbeck Telecommunications India Pvt. Ltd., the IME of M/s ATC Tower, Ernakulam and Bhartiya Private Telecom Mazdoor Sangh (BMS) & Kerala Samsthana Mobile Phone Tower Employees Union (CITU) on 04.05.2022 before the Dy. CLC(C), Cochin. Through this settlement 180 workers will get financial benefit of Rs.4,68,00,000/-.

(xxxiv) A Memorandum of settlement was signed between the management of M/s Enkay Associates Contractor engaged by M/s IOCL Botting Plant, Chelari and Swathanthra Thozhilali Union (STU), Kerala Petroleum & Gas Workers Mazdoor Sangh (BMS), Kerala Petroleum & Gas Workers Union (CITU), INTUC on 26.05.2022 over the issue of wage revision. Through this settlement 36 workers will get financial benefit of Rs.52,00,000/-.



- (xxxv) A Memorandum of settlement was signed between the management of M/s Electromech Solutions Pvt. Ltd., contractor engaged by M/s Ravenbeck Telecommunications India Pvt. Ltd. and Kerala Samsthana Mobile Phone Tower Employees Union (CITU) on 11.05.2022. Through this settlement 18 workers will get financial benefit of ₹ 72,57,600/-.
- (xxxvi) A Memorandum of settlement was signed between the management of Shri K. Manoharan Cylinder Handling works contractor engaged by M/s Hindustan Petroleum Corporation Ltd., LPG Bottling Plant and Kerala Petroleum & Gas Workers Union (CITU) on 22.06.2022. Through this settlement 24 workers will get financial benefit of Rs.31,68,000/-.
- (xxxvii) A Memorandum of settlement was signed between the management of Bitumen Transporters Association, Ambalamugal and Loading & Unloading Workers Union (CITU), Ambalamugal on 11.07.2022. Through this settlement 50 workers will get financial benefit of Rs.31,50,000/-.
- (xxxviii) A Memorandum of settlement was signed between the management of M/s EFS Facilities Services Ltd., contractor engaged by M/s Bharti Airtel Ltd. and Bharatheeya Private Telecom Mazdoor Sangh (BMS) on 12.08.2022. Through this settlement 28 workers will get financial benefit of Rs.55,44,000/-.
- (xxxix) A Memorandum of settlement was signed between All Transporters/Dealer Contractors engaged at M/s BPCL, LPG Bottling Plant, Ambalamugal and Kerala Petroleum & Gas Workers Union (CITU) on 29.08.2022. Through this settlement 60 workers will get financial benefit of ₹9,00,00,000/-.
- (xl) A Memorandum of settlement was signed between the management of M/s Planet PCI InfoTech Ltd., contractor engaged by M/s BhartiAirtel, Ernakulam and Bharatheeya Private Telecom Mazdoor Sangh (BMS) on 30.09.2022. Through this settlement 83 workers will get financial benefit of ₹4,93,02,000/-.
- (xli) A Memorandum of settlement was signed between the management of M/s Prompt Personnel, contractor engaged by M/s TCTS and Bharatiya Private Telecom Mazdoor Sangh (BPTMS - BMS), Ernakulam on 07.10.2022. Through this settlement 43 workers will get financial benefit of ₹18,52,852/-.
- (xlii) A Memorandum of settlement was signed between the management of HLL Lifecare Ltd., Thiruvananthapuram and HLL Employees Congress (INTUC), HLL Employees Union (CITU), HL Employees Organisation, HL Labours Union (AITUC) at Peroorkkada and Akkulam Factories over wage revision on 30.03.2022. Through this settlement 630 workers will get financial benefit of ₹ 1,11,37,120/-.
- (xliii) A Memorandum of settlement was signed between the management of Rajiv Gandhi combined Cycle Power Plant, Kayamkulam, Alappuzha Distt., Kerala and Construction & General Mazdoor Sangh, Kerala Construction Workers Union, Kerala Construction Labour Union (UTUC), Kayamkulam Thermal Power Project Workers over wage revision on 10.06.2022. Through this settlement 106 workers will get financial benefit of ₹ 8,16,351/-.
- (xliv) A Memorandum of settlement was signed between the management of ONGC Ahmedabad and Glorious Petroleum Mazdoor Sangh over Reinstatement in Job on 23.11.2022.
- (xlv) A Memorandum of settlement was signed between the management of ONGC Ahmedabad and Glorious Petroleum Mazdoor Sangh over Reinstatement in Job on 2.11.2022.
- (xlvi) A Memorandum of settlement was signed



between the management of ONCL Ltd Ankleshwar District- Bharuch and ONGC, MazdoorSangh, Hazira, Surat on 30.06.2022.

(xlvii) A Memorandum of settlement was signed between the management of NPCIL, Kakrapar Gujarat Site, Tapi District-Tapi and Kakraparumathak Karmachari Sangathan (KAKS), Tapi over Revision of incentive scheme for non-executive employees of NPCIL on 28.07.2022. Through this settlement 900 workers will get financial benefit of Rs. 12,00,00,000/- PerAnnum.

(xlviii) A Memorandum of settlement was signed between the management of D.R.M. Western Railway & Contractor M/s Service Master Clean Ltd. Ahmedabad and Western Railway Contractors employees Union on 22.09.2022. Through this settlement 135 workers will get financial benefit of Rs.12,97,726/-.

(xlix) A Memorandum of settlement was signed between the management of Silvassa Resources Pvt Ltd Contractor of M/s Balmer Lawrie & Co Ltd and Akhil D & NH Kamdar Sangh, Silvassa over Upgradation in fixation of salary on 04.11.2022. Through this settlement 16 workers will get financial benefit of Rs. 50,000/- PerAnnum.

(l) A Memorandum of settlement was signed between the management of M/s. AEGIS, Kandla and Shri Dilawar Dodiya, Gir-Somnath on 13.01.2022. Through this settlement 1 workers will get financial benefit of Rs.26,340/-.

(li) A Memorandum of settlement was signed between the management of Deendayal Port Authority and Transport & Dock Workers Union on 25.02.2022.

(lii) A Memorandum of settlement was signed between the management of Bank of Baroda, Bhuj and Gujarat Bank Workers Union on 21.03.2022.

(liii) A Memorandum of settlement was signed between the management of Deendayal Port Authority Kandla (Kutch) and Kandla Port Karmachari Sangh on 14.03.2022. 21 workers will get benefitted through this settlement.

(liv) A Memorandum of settlement was signed between the management of Deendayal Port Authority Kandla (Kutch) and Transport & Dock Workers Union on 21.03.2022. 62 workers will get benefitted through this settlement.

(lv) A Memorandum of settlement was signed between the management of Deendayal Port Authority Kandla (Kutch) and Transport & Dock Workers Union on 21.03.2022. 1 workers will get benefitted through this settlement.

(lvi) A Memorandum of settlement was signed between the management of M/s. Chemei-Tech MCC, Mundra District-Kutch and 7 Workmen of Chemietech DMCC on 10.10.2022. Through this settlement 7 workers will get financial benefit of Rs. 28,40,446/-.

(lvii) A Memorandum of settlement was signed between the management of Deendayal Port Authority Kandla (Kutch) and Kandla Port KarmachariSangh on 12.10.2022.

(lviii) A memorandum of settlement between the Contractors, Assam Petroleum Workers Union and 5 others and the management of RCE, Oil India Ltd, Duliajan was signed before the Dy. CLC(C), Guwahati on 09.11.2022. Through this settlement 2100 workers will get financial benefit of Rs.116.50 crores.

(lix) A memorandum of settlement was signed between the management of RCE, Oil India Ltd, Duliajan and Motors Workers Union & Oil Transport Owners Association on 22.07.2022. Through this settlement 2400 workers will get financial benefit of Rs.6 crores.

- (Ix) A memorandum of settlement was signed between the management of RCE, Oil India Ltd, Duliajan and Shramik Nyaik Dabi Parishad (SNDP) & Oil India Mazdoor Sangh (OIMS) on 26.08.2022. Through this settlement 2364 workers will get financial benefit of Rs.9 crores.
- (Ixi) A memorandum of settlement was signed between the management of GM, NTPC, Salakati and SalakatiShramki Union, NTPC, Salakati on 31.10.2022. Through this settlement 2000 workers will get financial benefit of Rs.5.5 crores.
- (Ixi) A memorandum of settlement was signed between the management of GM, IOCL, BGR, Dhaligaon and BGR United Workers Union Co-ordination Committee on 05.08.2022. Through this settlement 2500 workers will get financial benefit of ₹25 crores.
- (Ixi) A memorandum of settlement was signed between the management of M/s Ultratech Cement Ltd (Unit-Dankuni Cement Workers) and Ultratech Cement Ltd Contractors workmen Union on 24.05.2022. Through this settlement 362 workers will get financial benefit of Rs.75,00,000/-.
- (Ixiv) A memorandum of settlement was signed between the management of Punjab National Bank and Punjab National Bank Staff Union (Eastern Circle) on 27.05.2022. Through this settlement 300 workers will get financial benefit of Rs.1.20 crore.
- (Ixi) A memorandum of settlement was signed between the management of Life Corporation of India and Life Corporation of India Contractor Workers Union on 25.05.2022. Through this settlement 315 workers will get financial benefit of Rs.23,38,560/-.
- (Ixi) A memorandum of settlement was signed between the management of FCI and All Bengal Contract Security Workers Union on 13.05.2022. Through this settlement 29 workers will get financial benefit of Rs.17,18,602/-.
- (Ixi) A memorandum of settlement was signed between the management of Farakka Ambuja Cement Ltd. and Farakka Ambuja Cement Contractors Shramik Union on 10.05.2022. Through this settlement 290 workers will get financial benefit of Rs.20,00,000/-.
- (Ixi) A memorandum of settlement was signed between the management of Dhanlaxmi Bank Ltd. and Security and Allied Workers Union on 21.06.2022. Through this settlement 07 workers will get financial benefit of Rs.8,00,000/- per annum.
- (Ixi) A memorandum of settlement was signed between the management of Castrol Ltd. and The Castrol Ltd Employees and Workers Union on 29.06.2022. Through this settlement 28 workers will get financial benefit of Rs.45 lakhs per annum.
- (Ixi) A memorandum of settlement was signed between the management of Balmer Lawrie & Co. Ltd. and Balmer Lawrie & Co. Ltd. Workmens Union on 03.08.2022. Through this settlement 228 workers will get financial benefit of Rs.2.70 crores.
- (Ixi) A memorandum of settlement was signed between the management of Indian Oil Corporation Ltd. (Budge Budge LPG Unit) and Indian Oil Corporation Ltd Contract Labour Union on 28.07.2022. Through this settlement 72 workers will get financial benefit of Rs.48 lakhs.
- (Ixi) A memorandum of settlement was signed between the management of ASI, Cooch Behar and Security and Allied Workers Union, West Bengal on 20.09.2022. Through this settlement 22 workers will get financial benefit of Rs.3,71,956/-.
- (Ixi) A memorandum of settlement was signed between the management of Nuclear Power Corporation of India Limited, Anushakti Rawatbhata Distt. Chittorgarh (Raj.) and Rajasthan Atomic Power Sharmik Sangh (BMS), on 06.09.2022. Through this settlement workers will get financial benefit of Rs.26 crore in RR site

Rawatbhata.

- (lxxiv) A memorandum of settlement was signed between the management of M/S A.S.I. Limited and Rashtriya Mazdoor Sangh INTUC Ramganjmandi on 18.10.2022. Through this settlement workers will get financial benefit of Rs.25657000/-.
- (lxxv) A memorandum of settlement was signed between the management of Gem Granites, Ilkal and Ex-workers in month of May, June and August. Through this settlement 156 workers will get financial benefit of Rs.7.10 crore.
- (lxxvi) A memorandum of settlement was signed between the management of NPCIL, Kaiga and Kaiga Project Employees Union over wage revision on 21.07.2022. Through this settlement 994 workers will get financial benefit of Rs.2.5 crore.
- (lxxvii) A memorandum of settlement was signed between the management of Vedanta Ltd and Vedanta Ltd. Employees Union over wage revision on 4.11.2022. Through this settlement 202 workers will get financial benefit of Rs.4.62 crores.
- (lxxviii) A memorandum of settlement was signed between the management of State Bank of India and Smt. Anita Rani on 16.02.2022.
- (lxxix) A memorandum of settlement was signed between the management of Ambuja Cement Ltd and Shri Meher Chand on 1.11.2022. Through this settlement 1 workers will get financial benefit of Rs.17,301/-.
- (lxxx) A memorandum of settlement was signed between the management of State Bank of India and Smt. Bimla Devi on 2.11.2022.
- (lxxxii) A memorandum of settlement was signed between the management of ACC Galgal Cement works and Shri Jairnal Singh & 51 others on February, 2022. Through this settlement 52 workers will get financial benefit of Rs.33,17,211/-.
- (lxxxiii) A memorandum of settlement was signed between the management of ACC Galgal Cement works and Shri Sukhbir Singh on February, 2022. Through this settlement 1 workers will get financial benefit of Rs.25,000/-.
- (lxxxiv) A memorandum of settlement was signed between the management of Offshore Infrastructure Ltd and Shri Tek Ram and 10 others on 14.03.2022. Through this settlement 11 workers will get financial benefit of Rs.3,54,000/-.
- (lxxxv) A memorandum of settlement was signed between the management of Model Dairy Plant and Shri Malkit Singh on 21.02.2022. Through this settlement 1 worker will get financial benefit of Rs.80,000/-.
- (lxxxvi) A memorandum of settlement was signed between the management of RC Kuntal and Shri Kuldeep on 2.06.2022. Through this settlement 1 worker will get financial benefit of Rs.30,000/-.
- (lxxxvii) A memorandum of settlement was signed between the management of NHAI and Mrs. Sunaina Hans on 2.06.2022. Through this settlement 1 worker will get financial benefit of Rs.1,20,000/-.
- (lxxxviii) A memorandum of settlement was signed between the management of ShilpiEngr and Shri Suba Singh and 30 others on 26.07.2022. Through this settlement 31 workers will get financial benefit of Rs.41,496/-.
- (lxxxix) A memorandum of settlement was signed between the management of Big Charter Pvt Ltd and Santosh Gajakosh on 08.08.2022. Through this settlement workers will get financial benefit of Rs.5,06,000/-.

- (xc) A memorandum of settlement was signed between the management of Indus Tower Ltd and Pawan Kumar on 01.11.2022. Through this settlement 1 worker will get financial benefit of Rs.22,000/-.
- (xci) A memorandum of settlement was signed between the management of State Bank of India and Chander Pal on 01.11.2022. Through this settlement 1 worker will get financial benefit of Rs.4,00,000/-.
- (xcii) A memorandum of settlement was signed between the management of Rajrappa Area CCL and Rashtriya Koyla Mazdoor Union on 09.09.2022. Through this settlement 802 workers will get financial benefit of Rs.49,72,354/-.
- (xciii) A memorandum of settlement was signed between the management of Mugma Area, ECL and Rashtriya Mazdoor Union on 15.09.2022. Through this settlement 802 workers will get financial benefit of Rs.5,50,000/-.
- (xciv) Memorandum of Settlement arrived at between the management of ASDC, contactor of WCL and Vijaykranti Kantrati Kamgar Sangathana, before the Conciliation Officer and ALC(C), Chandarpur. As a result of this settlement 57 workers were benefitted to the tune of Rs.15,19,232.00 towards terminal benefits.
- (xcv) Memorandum of Settlement arrived at between the management of Earth Coal Pvt. Ltd. (contractor of Belgaon Coal Mines of SISCO Limited) and General Labour Union Vidarbha Region (CITU) over wage revision and other issues before the Conciliation Officer and ALC(C), Chandarpur.

### 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 <b>30 days</b> by <ol style="list-style-type: none"> <li>i. Continuous engagement with employers &amp; Trade unions.</li> <li>ii. Strengthening grievance handling machinery at establishment level.</li> </ol>	1.	Disposal of Industrial Disputes in conciliation in <b>40 days</b> by <ol style="list-style-type: none"> <li>i. Continuous engagement with employers &amp; Trade unions.</li> <li>ii. Strengthening grievance handling machinery at establishment level.</li> </ol>
2.	Securing full compliance in r/o 10 Labour Laws by <ol style="list-style-type: none"> <li>i. Real time tracking of default and violations through IT -enabled systems.</li> <li>ii. Taking corrective action within <b>2-3 days</b>.</li> </ol>	2.	Securing full compliance in r/o 10 Labour Laws by <ol style="list-style-type: none"> <li>i. Continuous tracking of default and violations through field level intelligence and IT -enabled systems.</li> <li>ii. Taking corrective action within <b>7 days</b>.</li> </ol>
3.	Disposal of claim applications under MW Act, PW Act, and ER Act within <b>2 months</b> by <ol style="list-style-type: none"> <li>i. On-line filling of claims.</li> <li>ii. Disposal on the basis of on-line records.</li> </ol>	3.	Disposal of claim applications under MW Act, PW Act, and ER Act within <b>3 months</b> by <ol style="list-style-type: none"> <li>i. On-line filling of claims.</li> <li>ii. Disposal on the basis of available records.</li> <li>iii.</li> </ol>



4.	Passing of order under Payment of Gratuity Act within <b>2 months</b> 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 <b>3 months</b> 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 <b>20 days</b> .	5.	Disposal of appeals under Payment of Gratuity Act within <b>30 days</b> .
6.	Issue of Registration/License under CL(R&A) Act, BOCW Act and ISMW Act within <b>3 days</b> .	6.	Issue of Registration/License under CL(R&A) Act, BOC W Act and ISMW Act within <b>5 days</b> .
7.	Disposal of appeals under CL(R&A) Act, BOCW Act and ISMW Act within <b>15 days</b> .	7.	Disposal of appeals under CL(R&A) Act, BOCW Act and ISMW Act within <b>30 days</b> .

#### 14.13. Monitoring of Industrial Relations

- (i) 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.
- (ii) 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)	35	6	41	984,186
2022 (P) (Jan. to Sept)	38	5	43	349,353

**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)

- (iii) 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.
- (iv) 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.

#### 14.14. Closure

- (i) Closures of units and workers affected (both in Central and State spheres) during 2017-2022

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)	7	709
2022 (P) (Jan to Sept)	2	43

**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)



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

#### 14.15. Lay-Off

- (i) 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.
- (ii) The number of units effecting lay-off and the number of workers affected due to such lay-off during 2017-2022 were as follows:
- (iii) 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)	15	2967
2022 (Jan to Sep)	4	672

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)

#### 14.16. Retrenchment

- (i) 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.

- (ii) The number of units effecting retrenchment and workers retrenched therein during the period 2017-2022 are as follows:

Retrenchment and workers affected during 2017-2022 (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)	7	66

(P) = Provisional and based on the returns/clarifications received in the Bureau till 22nd November, 2022.

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

#### 14.17. The Trade Unions Act, 1926

- (i) 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.

- (ii) 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.
- (iii) The Trade Unions Act, 1926 has been merged in the Industrial Relations Code, 2020.

### 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/>)**

**15** 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.

**16** 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.

**17** SAMADHAN, the web portal, was launched by Secretary (Labour & Employment) on 6<sup>th</sup> February, 2019 in the 5 pilot regions i.e. Ajmer, Bengaluru, Bhubaneswar, Delhi and Raipur, and in May 2019 in the 6<sup>th</sup> region too i.e. Jabalpur. Thereafter, in order to ensure timely delivery of justice to all the workmen throughout the country, on 17<sup>th</sup> September, 2020, the Portal was launched on Pan India basis.

**18** 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.

**19** 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.

**20** 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. Besides Industrial Disputes, now workers, trade union and other stakeholders can also file claims under (a) the Minimum Wages Act, 1948 (b) The Payment Wages Act, 1936 (c) The equal remuneration Act, 1976 (d) The Payment of Gratuity Act, 1972 (e) The maternity Benefit Act, 1961 and can raise grievances not covered under any of the aforementioned Acts. A module integrating the aforementioned provisions have been developed and launched on 3.10.2022 for workers.

### **21 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 strengthen the monitoring system.

### Monitoring of Industrial Relations

**22** 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.

**23** The total number of strikes and lockouts and man-days lost during the period 2018-2022 are as follows:

No. of Strikes and Lockouts and Man-days lost during 2018-2022(P)

Year	Strikes	Lockouts	Total	Man-days lost
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)	35	6	41	984,186
2022 (P) (Jan to Sep)	38	5	43	349,353

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 22<sup>nd</sup> November, 2022.**

**24** 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.

**25** 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

**26** 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
2018(P)	12	2143
2019(P)	6	1631
2020(P)	15	1753
2021	7	709
2022 (P) (Jan to Sep)	2	43

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 22<sup>nd</sup> November, 2022.**

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

### Lay-Off

**28** 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.

**29** The number of units effecting lay-off and the number of workers affected due to such lay-off during 2018-2022 were as follows:

**30** Layoffs and workers affected during 2018 – 2022 (both in Central and State spheres)

year	Lay-offs	Workers affected
2018(P)	31	6561
2019(P)	43	6443
2020(P)	38	6140
2021(P)	15	2967
2022(P)	4	672

*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 22nd November, 2022.**

### Retrenchment

**31** 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.

**32** 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)

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2019(P)	2	98
2020(P)	11	481
2021(P)	7	66

*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 22<sup>nd</sup> November, 2022**

### **33** The Industrial Disputes Act, 1947.

(i) 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 employers, 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.

(ii) 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.

- (iii) 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.
- (iv) 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.
- (v) The Industrial Disputes Act, 1947 has been merged in the Industrial Relations Code, 2020.

#### **34. The Plantations Labour Act, 1951**

- (i) 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.

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

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

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

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

4. 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.

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

### **36. The Motor Transport Workers Act, 1961:**

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

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## 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:

- Shram Bhushan Awards which carry a cash prize of Rs.1,00,000/- each
- Shram Vir/Shram Veerangana Awards which carry a cash prize of Rs. 60,000/- each
- 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:

- 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.
- 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.
- 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
<b>Total</b>		<b>28</b>	<b>96</b>

**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 1<sup>st</sup> April and 1<sup>st</sup> 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. 01.10.2022 are at **Table 5.1**.

**Table 5.1**  
**Area wise Rates of Minimum Wages for Scheduled Employments in the Central Sphere.**  
**As on 01.10.2022**

Name of Scheduled Employment	Category of Workers	Rates of Wages including V.D.A per day (in Rs.)		
		Area A	Area B	Area C
Agriculture	Unskilled	454	414	409
	Semi-skilled/Unskilled Supervisory	495	456	419
	Skilled/Clerical	539	495	455
	Highly-skilled	596	554	495
Sweeping and Cleaning+	Unskilled	711	595	477
Watch and Ward	Without Arms ( Upgraded to skilled with training)	866	788	671
	With Arms( Upgraded to highly skilled for supervision)	940	866	788
Loading & Unloading`	Unskilled	711	595	477
Construction^	Unskilled	711	595	477
	Semi-skilled/Unskilled Supervisory	788	671	557
	Skilled/Clerical	866	788	671
	Highly-skilled	940	866	788
Workers engaged in Stone Mines for Stone Breaking and Stone Crushing	1.Excavation & removal of over burden with 50 meters lead/1.5 meters lift:*			
	(a) Soft Soil	481		
	(b) Soft Soil with Rock	722		
	(c) Rock	956		
	2. Removal and Staking of rejected stones with 50 metres lead/1.5 metres lift*	386		
	3. Stone breaking or Stone Crushing for the stone size of category**			
	(a) 1.0 inch to 1.5 inches	2938		
	(b) Above 1.5 Inches to 3.0 Inches	2513		
	(c) Above 3.0 Inches to 5 Inches	1475		
	(d) Above 5.0 Inches	1212		
Non - Coal Mines\$		Above Ground {Rates of Wages including V.D.A per day (in Rs.)}	Below Ground {Rates of Wages including V.D.A per day (in Rs.)}	
	Unskilled	477	595	
	Semi-skilled/Unskilled Supervisory	595	711	
	Skilled/Clerical	711	829	
	Highly-skilled	829	926	

\*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)

Bhubaneswar	(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)
<b>Area 'C'</b> will comprise all areas not mentioned in this list.					
<b>NB:</b> 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	Telengana	
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 27<sup>th</sup> 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 29<sup>th</sup> 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 29<sup>th</sup> 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.

#### **The Working Journalist and Other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955.**

**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** 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 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 24.01.2022 & 27.01.2022 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. 27 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 is 30.82%. Uttarakhand (100%), Puducherry (100%), A&N Island (100%), Tamil Nadu (99.01%), Andhra Pradesh (83.67%) and Rajasthan

(82.81%) are the leading States in implementing the Majithia Wage Board recommendations.

### **The Payment of Bonus Act, 1965**

**5.23** 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.

### **THE PAYMENT OF BONUS ACT, 1965**

**5.24** 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.

**5.25** 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 Amend ment	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.

## 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 31.03.2022 a total of 3.10 crore Insured persons and 12.04 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 222 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 64 field offices, 24 Regional Offices, 40 Sub-Regional Offices. Besides, there are 598 Branch Offices, 89 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' to the State Government' for providing Medical care to ESI beneficiaries. At

present the prescribed ceiling is Rs 3,000/-per Insured Persons family unit per Annum. The expenditure on medical care benefit is shared between ESI Corporation and State Government in the ratio of 7:1 within the ceiling. Formation of State ESI under section 58(5) of ESI Act has been initiated where additional incentive of bearing 100% expenditure up to the ceiling is proposed. Further, all capital expenditure on construction of ESI Hospital and other building including their maintenance is borne exclusively by ESIC. The expenditure on tertiary care is also borne entirely by the 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, 2022 the total investment of Fund stands at Rs.1,29,812.49 crore including Special Deposit account (SDA).

### 6.8 Arrears of ESI Dues

A sum of Rs. 4459.69 Crore is due as arrears as on 31.3.2021 on account of default/dues by the employers of covered factories/establishments. An amount of Rs.2163.49 Crore was immediate not 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.2296.20 Crores, represents immediate 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 Employee's State insurance Act-1948 and under Penal Code for recovery of ESI dues.

## 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 Persons 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, Insurance Medical Practitioners (IMP) clinics, and Employees Utilisation Dispensaries (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. The list of ESIC/ESIS Scheme (ESIS) hospitals are at **Annexure I**.

## 6.10 Medical Education

ESI Corporation (ESIC) has established Medical Education Institutions, across the country which includes Medical Colleges, Dental Colleges, Nursing Colleges and Paramedical College. To improve the quality of services, the Employees' State Insurance Scheme, THE EMPLOYEES' STATE INSURANCE ACT, 1948 was amended in 2010, and section 59-B inserted, relating to 'Medical and Para-medical education', which enabled the Corporation to establish Medical Colleges, Nursing Colleges and Training institutes for its para-medical staff and other employees.

**Rationale of Medical Education:** Medical Education in ESIC fulfils the objectives of (1)

Augmentation of scarce qualified medical manpower to serve beneficiaries (2) Carry out research especially in occupational diseases and training to medics and para-medics and (3) Promotes inclusivity as specified seats in medical colleges are earmarked for the wards of Insured Persons / workers (**Annexure 2**).

Initially, each of the medical colleges began functioning with 100 MBBS seats. In 2020, the number of seats for all the six medical colleges were increased to 125 each, with the approval of National Medical Commission.

In the year 2021, two new ESIC Medical Colleges have been established, viz., ESIC Medical College & Hospital, Alwar and ESIC Medical College & Hospital, Bihta with initial permission of 100 seats by the National Medical Commission which will be gradually increased to higher number of seats.



**Annual intake of MBBS candidates in Medical Colleges:** The existing six medical colleges have 750 seats (125 X 6) and two additional Medical Colleges have been initially allotted 200 seats (100 X 2). Therefore, currently, the total annual intake of ESIC Medical Colleges is 950 MBBS seats which is set to increase to 1200 by the year 2027.

**Earmarked seats for wards of Insured Persons:** There are 343 MBBS seats each year earmarked for wards of IPs in eight ESIC Medical Colleges. The seats for wards of IPs at each of the Medical College at Faridabad and Hyderabad (43 each), Joka (65), Gulbarga and Bengaluru (56 each), Chennai (25), Bihta (35) and Alwar (20). Further, Dental College Gulbarga has 28 BDS seats for Wards of Ips.

The Medical Colleges at (i) Coimbatore, Tamil Nadu; (ii) Paripally, Kerala and (iii) Mandi,



Himachal Pradesh have been transferred to respective State Government who have started MBBS courses at their location. These colleges contribute seats to the ESIC pool' for 'Seats allocated for wards of insured persons (IPs) namely, Government Medical College, Coimbatore, Tamil Nadu (20), Government Medical College, Kollam, Paripally (38/39), Shri Lal Bahadur Shastri Medical College, Ner Chowk, Mandi, Himachal Pradesh (36). Thus making the total number of wards of IPs MBBS seats 437/438.

In the academic year 2021-22, Post-graduate seats (MD/MS) and DNB seats in ESIC Medical Institutions have been increased from 123 to 251 and from 21 to 70 respectively.

All efforts are being made to develop the educational institutions as tertiary care centres to provide state of art facilities to ESI beneficiaries. Various super speciality services in the field of cardiology, neurology, oncology and transplant services have been developed in ESIC Medical College Hospitals



Cath lab at ESIC Medical College Hospital, Fbd.

### 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 1<sup>st</sup> 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 16<sup>th</sup> 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. 1<sup>st</sup> August, 1976) *Insurance Scheme is a deposit linked Scheme that provides for benefits up to Rs. 7,00,000/- without any 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 01.01.2022 to 31.12.2022:

i.	Total No. of Establishments covered	2,73,870
ii.	New joined EPF Membership (Exempted)	3,67,157
iii.	New joined EPF Membership (Unexempted)	1,19,47,203
iv.	Total Contributing members	6,31,13,491
v.	Total Contributing establishments	7,10,058
vi.	Total Claims settled	3,97,62,910

#### 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-

31.03.2022	18,64,136.00	31.03.2022
30.11.2022	19,95,408.44 *(Provisional and Un-Audited)	30.11.2022
31.03.2023	20,83,466.13 **(Estimated)	31.03.2023

#### 6.15 RATE OF INTEREST

The rate of Interest declared on the deposits of members to the Employees' Provident Fund was 8.10% (on monthly running balance) for 2021-22.

#### 6.16 EMPLOYEES' PENSION SCHEME 1995

The Employees' Pension Scheme, 1995 has been introduced with effect from 16.11.1995. 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.

#### 6.17 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

**6.18** 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 01.01.2022 to 31.12.2022	Projections for period Jan –Mar 2023
* Monthly Pension Benefits	2,95,794	73,949
Other than Monthly Pension **	31,16,561	7,79,140
Total	34,12,355	8,53,089

\*Form 10 D settled

\*\* 10C claims settled including Scheme Certificate

#### 6.19 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

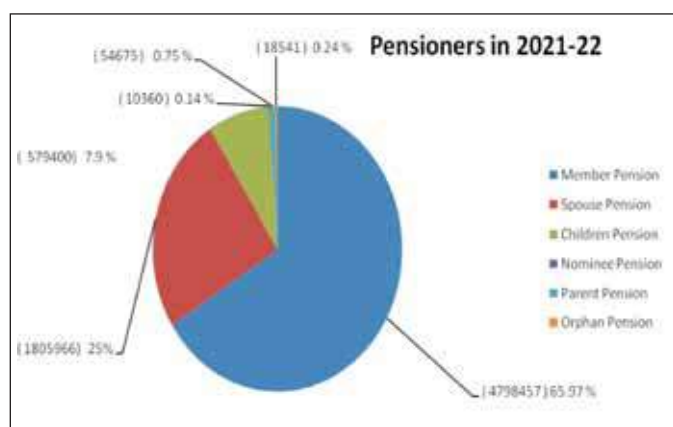
the number of pensioners in the last five years is given in the table and the graph below:-

Distribution of Pension Categories under the Employees' Pension Scheme, 1995							
Year	Member Pension	Spouse Pension	Children Pension	Nominee Pension	Parent Pension	Orphan Pension	Total Pensioners
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
2021-22	4798457	1805966	579400	10360	54675	18541	7273898*
<b>01.01.2022 to 31.12.2022</b>	4939581	1901423	593526	10290	58785	18199	7521804
<b>Projections for Jan-Mar 2023</b>	4985138	1944100	599830	10279	60226	18105	7617678

\*The above Total for FY 2021-22 does not include ROC pensioners which are 6499 in nos. Taking them into account, total pensioners for FY 2021-22 are 72,73,898.

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.

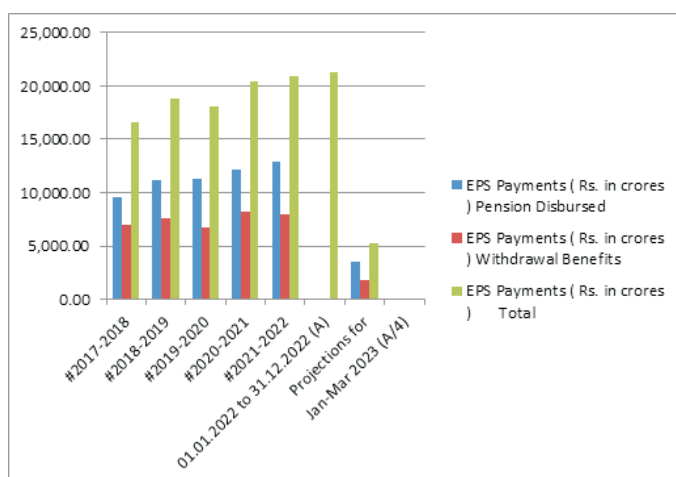
**6.20** The distribution of pensioners in the year 2021-22 is shown in the figure below:-



## 6.21 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
2021-2022	12,933.12	7,989.01	20,922.14
<b>01.01.2022 to 31.12.2022 (A)</b>	14,061.05	7,167.16	21,228.21
<b>Projections for Jan-Mar 2023 (A/4)</b>	3,515.26	1,791.79	5,307.05



**6.22** 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
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	51,953.13	39,042.05	5,30,846.39
2020-21	44,009.53	6,552.48	50,562.01	41,472.14	6,02,319.81
2021-22	49,719.98	7,806.20	57,526.18	50,613.95	6,89,210.72

\*It included the amount received for minimum pension as well.  
 2019-20 - 1400.00 Crore  
 2020-21 - 1491.40 Crore  
 2021-22 - 1119.13 Crore

**6.23** The accumulated corpus of the EPS has grown steadily and since the year 2017-18, the corpus has increased by almost 75.10%.

## 6.24 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
2021-22	20,44,136	1,421.57	2,348.31	926.74
01.01.2022 to 31.12.2022	20,47,337	1,448.35	2,406.67	958.32
Projections for Jan-Mar 2023	20,66,418	362.09	601.67	239.58

**6.25** 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.

### **6.26 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 Valuer 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 for the said valuation has been approved by the Government. The Valuer for 24th, 25th & 26th valuation for the year 2019-20, 2020-21 & 2021-22 has been appointed.

### **6.27 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.

**6.28** 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.

### **6.29 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.

### **6.30 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.

### **6.31 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. The family will get an amount equal to the average balance in Provident Fund account during preceding 12 months or during the period of his membership, whichever is less; except where the average balance exceeds rupees fifty thousand, the amount payable shall be rupees fifty thousand plus 40% of the amount in excess of rupees fifty thousand subject to a ceiling of rupees one lakh. The benefit will be further increased by twenty percent..
- ii. Where the deceased member was in 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 Provident Fund account of the deceased during the preceding twelve months subject to a ceiling of one lakh and seventy five thousand rupees.

Provided that where the member has rendered continuous service of one year, the assurance benefit shall not be less than two lakh and fifty thousand rupees and shall not exceed seven lakh

rupees.

### 6.32 CENTRAL ANALYSIS AND INTELLIGENCE UNIT

#### 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 there of
- 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.

### 6.33 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.

**6.34** 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.

### 6.35 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

### 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



**6.36** 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.

### **6.37 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.

### **6.38 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](http://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.

### **6.39 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
(01.01.2022 to 31.12.2022)	124044	121903	98.27	9

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

S. No.	Grievance Source	Total Receipt	Disposed	Disposal Percentage
1.	DPG	3953	3852	97.44
2.	DARPG	2139	2109	98.59
3.	Local/Internet	105109	103407	98.38
4.	President Secretariat	285	283	99.29
5.	Pension	3736	3666	98.12
6.	PMO	8822	8584	97.3

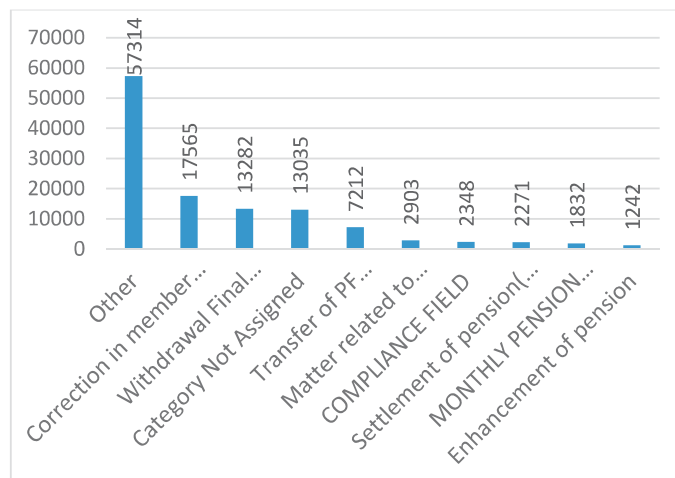
#### 6.40 REGULAR REVIEW MEETINGS:

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 31.12.2022:

S. No.	Grievance Category	Brought forward	Received during	Total receipts
1	Other	1303	57314	58617
2	Correction in member details KYC updation	740	17565	18305
3	Withdrawal Final settlement of 19 20 10C 31	474	13282	13756
4	Category Not Assigned	16	13035	13051
5	Transfer of PF Accumulations(F-13)	351	7212	7563
6	Matter related to COVID-19	60	2903	2963
7	COMPLIANCE FIELD	23	2348	2371
8	Settlement of pension ( 10 -D )	215	2271	2486
9	MONTHLY PENSION /AREAR NOT RELEASED	52	1832	1884
10	Enhancement of pension	47	1242	1289

### CPGRAMS Category wise Grievance Received during 01.01.2021 to 31.12.2022 EMPLOYEE'S



#### 6.41 PROVIDENT FUND ONLINE GRIEVANCE MANAGEMENT SYSTEM (EPFIGMS)

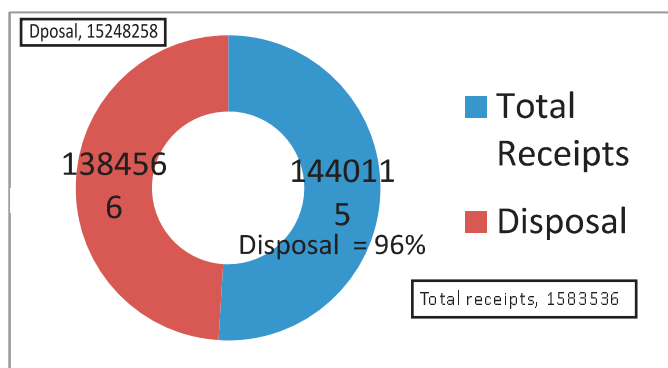
EPFO introduced many new online services to its stakeholders like ECR, UAN, Passbook, PMPRY, Online Transfer, Online Claim processing etc. With the extension of service areas of EPFO, the earlier EPFiGMS launched in 2010 was not meeting the challenges and new issues faced by the members necessitating 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.

**6.42** 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 01.01.2022 to 31.12.2022

Year	No. of Grievances	Disposed	% of Disposal
(01.01.2022 to 31.12.2022)	14,40,115	13,84,566	96.14

**6.43** During the period 01.01.2022 to 31.12.2022, within 30 days, 93.42% of grievances were redressed. 10.38% redressed within 3 Days, 34.56% between 4 to 7 Days, 31.45% between 8 to 15 Days and 17% redressed between 16 to 30 Days. Further, the top management reviews the grievance redressal mechanism periodically.

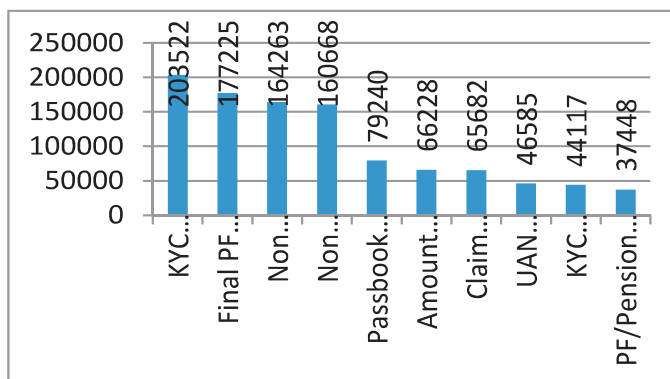
#### 6.44 COVID-19 grievances of EPFiGMS

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

- Covid-19 Advance related
- PMGKY related
- Claims rejected more than once

During the period 01.01.2022 to 31.12.2022, Covid-19 Pandemic Period, 88,819 grievances related to COVID-19 advances were received and 88,299 were disposed with 99.41% of disposal.

#### 6.45 Qualitative analysis of grievances in EPFiGMS during the period 01-01-2022 to 31.12.2022. Top 10 Categories of Grievances



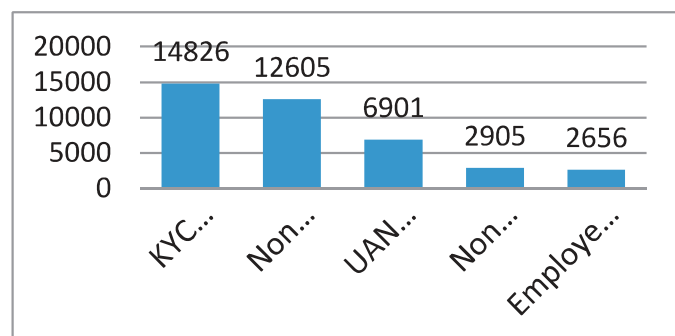
Category Analysis is being done regularly as it is a tool to assist Management in improving the system so as to minimize the grievances

## 6.46 EPFiGMS in UMANG APP

EPFiGMS has been on-boarded in UMANG app and the data has been obtained from UMANG app 01.01.2022 to 31.12.2022

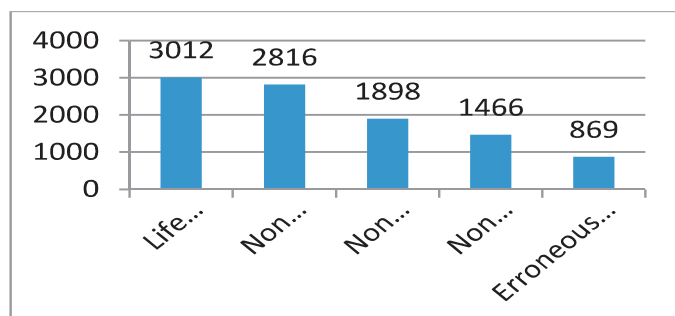
Period	Grievance Registered	Grievance Registered through UMANG	Percentage
Jan'22	1,17,594	10,272	8.74
Feb'22	1,18,622	7,048	5.94
Mar'22	1,23,896	12,273	9.91
Apr'22	1,18,456	10,288	8.69
May'22	1,09,046	1,416	1.30
Jun'22	1,04,651	639	0.61
Jul'22	1,13,633	561	0.49
Aug'22	1,01,423	375	0.37
Sep'22	1,26,189	468	0.37
Oct'22	1,06,130	2,067	1.95
Nov'22	1,08,159	11,693	10.81
Dec'22	1,33,623	15,491	11.59

### Top 5 Category Analysis of Employer Grievances registered in EPFiGMS for the period 01.01.2022 to 31.12.2022



Note : Total No. of Employer Grievance are 44051

### Top 5 Category Analysis of Pensioner Grievances in EPFiGMS For the period 01.01.2022 to 31.12.2022



Note : Total No. of Pensioner Grievances are 12,238

## 6.47 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 14,40,115 Total grievance receipt during 2022, 13,84,566 grievances have been disposed i.e. (96.14%). As per EPFiGMS portal as of 01.01.2022 to 31.12.2022 out of 13,84,566 grievance disposal, EPFO received 2,80,420 feedback from the stakeholders i.e. (20.25%). Further, out of that 2,80,420 feedback, 64251 (22.91%) feedbacks are 5 Star. Further 1,30,004 (46.36%) feedbacks are 3 star and above. Hence, it is presumed that more than 46% 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 01.01.2022 to 31.12.2022, 81% feedbacks are 3 star and above with respect to performance of the EPFiGMS portal.

## 6.48 Grievance Appeals:

Ministry of Labour & Employment forwarded 20790 Appeal Cases as on 31.12.2022. Out of that 19432 have been disposed and 1358 were pending on 31.12.2022.

## 6.49 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
(01.01.2022 to 31.12.2022)	5,611	5,611

## 6.50 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 2022,

32,67,488 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

**6.51** The capacity of the revamped call centre has increased by almost 100%. Now approximately 9336 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.

#### 6.52 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, Karnataka	Karnataka & Goa	Kannada
8	Zonal ACC Office, Guwahati	NER	Assamese

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.

#### 6.53 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.
- 15.12.2022, 3,85,060 Grievances/ Queries through WhatsApp Helpline were received of which 3,78,554 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.

#### 6.54 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.

#### 6.55 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 01.01.2022 to 31.12.2022, 1689 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
29	1660	1689	1689

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 on Facebook page and Twitter handle of EPFO from 01.01.2022 to 31.12.2022 is as under:-

	No. of queries received	No. of queries replied	Pendency	Disposal %
Face Book	44,344	44,344	0	100%
Twitter	11,041	11,041	0	100%

#### 6.56 FAQs:

- A total of 375 FAQs have been updated by various Head Office Divisions.
- These FAQs are available in both English and Hindi version of the EPFO website.
- 375 FAQs are uploaded on Quora platform of EPFO.
- FAQs have been translated in 13 Regional Languages so far, for the benefit of Stakeholders.
- In ABRY, FAQs in 19 languages including English and Hindi has been translated so far.

#### 6.57 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.

#### 6.58 WOMEN'S EMPOWERMENT DESKS:

On the occasion of International Women's day (8th March 2022), the Hon'ble Minister virtually launched a Women Empowerment Desk to cater to all women stakeholder interactions with EPFO under which 25 helpdesks have been setup for facilitation of Women stake holders of EPFO

#### 6.59 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.

## 6.60 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, 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.

Press releases were issued from time to time for bringing developments in EPFO for citizens. 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.

### 6.61 New Initiatives Undertaken by EPFO from Jan, 2022 to December, 2022

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

#### Azadi ka Amrit Mahotsav (AKAM)

As a part of celebration of Azadi ka Amrit Mahotsav to spread the awareness among the stakeholders about e-nomination, creative's, videos and GIF are being regularly posted on the social media. C&PR during the month of March 2022 successfully led celebrations of ICONIC Week with 2 star events at New Delhi and Guwahati. At New Delhi in a special programme it celebrated Women's day on 8<sup>th</sup> March 2022. A function was jointly organized by EPFO, ESIC & DGMS on the theme “value and empower the women workforce” in New Delhi graced by Shri Bhupender Yadav, Hon'ble Union Minister for

Labour & Employment & Chairman, CBT (EPF). The Hon'ble Union Minister for Labour & Employment had virtually launched a “Women's Empowerment Desks” to cater specifically to all women stakeholders interactions with EPFO.

At Guwahati on 12<sup>th</sup> March in a public function, Shri Bhupender Yadav, Hon'ble Union Minister for Labour & Employment & Chairman, CBT (EPF) in the presence of Shri Himanta Biswa Sarma, Hon'ble Chief Minister of Assam had launched/ inaugurated the following:-

- (i) PE Portal 2.0: Through this upgraded portal the Contractors can now declare their Principal Employers (PEs) and particulars like contract tenure, contract/work order and UANs of the employees deployed. It is a step towards ease of compliance for PEs and the Contractors.
- (ii) Virtually launched e-Office at Regional office Guwahati. This facility is a step towards e-governance enhancing the productivity of offices while maintaining transparency in functioning. An additional benefit of this step is accrual of carbon credit to EPFO contributing to the mission of environmental protection.
- (iii) Inaugurated the 8<sup>th</sup> Zonal Call Centre at Zonal Office Guwahati: With this launch, EPFO call center attends call in Seven (7) local vernacular languages viz Bengali, Marathi, Gujarati, Tamil, Telugu, Kannada and Assamese in addition to Hindi and English.
- (iv) Released a compilation of 75 success stories of the functioning of field offices of EPFO
- (v) Released a digital version of the compilation of relevant circulars of EPFO in the form of an e-Compendium of circulars for easy search and access of relevant circulars by all.
- (vi) The Chairman CBT gave away awards to the best performing offices in e-nomination, Swachhta and ISO certification.

(vii) Virtually inaugurated office building of Chikmagalur & Shimoga Regional Offices

(viii) Virtually laid foundation stone for the construction of an office building in Naroda (Ahmedabad)

Further weekly activities were chosen and carried out by field offices. It was concluded with Har Ghar Tiranga Campaign which was from 13.08.2022 to 15.08.2022 in which various activities like posting of creative, uploading of photographs of campaign on Social Media/website were carried out.

### **Special Campaign 2.0 & Swachhta Drive :**



A glance at the visit by Shri Bhupender Yadav, Minister of Labour & Employment, Govt. of India at EPFO Head Office accompanied by Ms. Arti Ahuja, Secretary, Ministry of Labour & Employment, Govt. of India regarding the inspection of #Specialcampaign2.0.

Media Outreach of Special Campaign 2.0 & Swachhta Drive was conducted from 02<sup>nd</sup> October to 31<sup>st</sup> October 2022. Several photographs showing "Before and After" of the cleanliness drive were posted on Social Media everyday for the whole duration of the campaign.

### **Chintan Shivir**

A Chintan Shivir' was organized by EPFO on 8<sup>th</sup> September 2022 at Surajkund, Haryana which was chaired by Shri Bhupender Yadav Union Minister for Labour & Employment, Environment, Forest & Climate Change. Chintan Shivir of EPFO themed 'EPFO@AmritKal – BehtarKal', first of its kind in the history of EPFO concluded with landmark discussions and far reaching recommendations for expansion and

improvement in Services & Service Delivery Mechanism to it's subscribers. It was attended by domain experts, officers of Ministry of Labour & Employment and EPFO.

Following Five themes were discussed in Chintan Shivir :-

- Mission 10 crore – Growing EPFO scope
- Ease of Compliance – Service Expansion
- EPFO Karmayogi – Capable Organization
- Satisfied Members – Seamless Services
- Preparing for future – Pensioners Our Priority

### **70<sup>th</sup> Foundation Day Function**



On the juncture of the 70th EPFO Foundation Day, Shri Bhupender Yadav, Minister of Labour & Employment, Govt. of India unveiled "EPFO @ 70 The Journey Exhibition" and emphasized the role of EPFO in nation-building.

EPFO celebrated its 70th Foundation Day on 01st November 2022 which was held at Dr. Ambedkar International Centre, New Delhi. Union Minister for Labour & Employment, Environment, Forest & Climate Change, Shri Bhupender Yadav inaugurated the 70th Foundation Day. He congratulated everyone on the occasion and emphasized the role of EPFO in nation-building and being an important part of nationwide Amrit Mahotsav celebrations. Hon'ble Minister also inaugurated an exhibition named "EPFO @70 – The journey ", displaying the 70 years of EPFO history. A documentary film on the 70 years of existence of the organization titled EPFO @70 was also played on the occasion highlighting the



organization's achievements over the decades. A special cover commemorating 70 years of organization was released by Hon'ble Minister in collaboration with the Department of Post. On this occasion, Hon'ble Minister launched the document EPFO Vision @ 2047, Welcome Kit for Employers and Employees and a booklet on the ChintanShivir. Hon'ble Minister also laid the foundation stone of the Regional Office building, Pune in virtual mode.. He also inaugurated the Regional Office building in Ranchi in virtual mode.

### **Social Media Activities**

C&PR Division educated the stakeholders & created awareness through social media by posting of creative's, cartoons, GIF and videos on Facebook, Twitter, Public App, Koo, Instagram and Youtube. Koo & Instagram accounts were opened in the month of April 2022. As on 31<sup>st</sup> December-2022, EPFO had 2,20,468 followers in Twitter, 3,07,595 in Facebook, 5,51,000 in Public App, 25,488 in Youtube, 5,772 in Instagram and 3,260 followers in Koo. The key areas of information dissemination and popularization by C&PR division during the year 2022 were: - What is SSA, Provisions under SSA, How to apply for Certificate of Coverage, Services on Pensioners Portal, Encouraging to file nomination, Annexure-K, Online facility to avail Annexure- k, Pension Adalat, JeevanPramaan Submission through Face Recognition, Pension & EDLI Calculator, Documents needed in case of death of member, Facilities to Pensioners, Salient Features of EPS, Principal Employer Functionality. In addition to this, creative's are being shared in Regional languages also.

### **Webinars**

Webinars are being conducted by Field Offices for creating awareness and educating the stakeholders. From January to December 2022, total numbers of webinars organized were 30,043 with 1,58,457 stakeholders participating.

### **PRADHAN MANTRI ROJGAR PROTSHAN YOJNA (PMRPY)**

**6.62** The Pradhan Mantri Rojgar Protsahan Yojana (**PMRPY**) was launched on 9<sup>th</sup>

August, 2016. 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.

**6.63** 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 (**PMRPY**).

**6.64** 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 & PMRPY 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. However, the beneficiaries registered up to 31.03.2019 were

eligible to continue to receive the benefits for 3 years from their date of registration under the scheme.

**6.65** 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. 927717 Crore. The year wise details are given as under:

#### PMRPY

Financial Year	New unique beneficiaries	Employers 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	NIL	72735	296.46

#### PMRPY

**6.66** 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 15<sup>th</sup> of the subsequent month.

#### PMRPY

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

**6.67** 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 member 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.

**6.68** 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 RPFCs with a request to either confirm their authenticity or block those cases permanently.

**6.69** 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	269.78 crores
Damages	30.99 crores
Interest	15.57 crores.
Total	316.34 crores



**6.70** 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.

#### **6.71 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.

#### **6.72 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

#### **6.73 Deposit Linked Insurance Scheme**

The Deposit Linked Insurance Scheme introduced in the year 1984. Deposit Linked Insurance Scheme provides assurance benefit to the family of a deceased member of the Fund who dies while in service. The quantum of the DLI Benefit admissible to the family of the deceased member is Rs. 1,00,000/- (minimum) to Rs. 2,00,000/- (maximum) from April, 2020. 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. Government of India

had released a sum of Rs.10.37 crore for the year 2021-2022 under the Deposit Linked Insurance Scheme for the Plantation workers in Assam. Further, a sum of Rs. 9.28 crore has been released during the year 2022-2023 (upto 31.01.2023) under the said scheme. 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 provides family pension to the family of a deceased member of the Scheme who dies while in Service. The quantum of the Family Pension admissible to the family of the deceased member is Rs.1000/- (minimum) to Rs.1500/- (maximum). The Central Government pays contribution towards Family Pension Scheme @ 1.16% of the wages of the PF members. The Central Government is also paying Administrative Cost towards the Scheme fully. Government of India had released a sum of Rs. 39.63 crore for the year 2021- 22 under the Family Pension cum Life Assurance Scheme for the Plantation workers in Assam. Further, a sum of Rs. 35.72 crore has been released during the year 2022-2023 (upto 16.01.2023) under the said scheme

#### **Major Achievements:-**

- a. Around 20,000 new P.F. Members has been enrolled under ATEPFO during 2021-22
- b. 30 Nos. of Tea Estate/Tea Factory has been brought under ATEPFO during 2021-22.
- c. Online deposit of P.F. and other allied dues under ATE

#### **6.74 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.

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

**6.76** 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

**6.77** 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

#### 6.78 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.

#### 6.79 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.

#### 6.80 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.

### 6.81 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/-.

### 6.82 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.

**6.83** 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.

**6.84** 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 3<sup>rd</sup> April, 1997.

**6.85** 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.

Sr. No.		Name of State	Location of ESIS hospital
1	I	Andhra Pradesh	Visakhapatnam
	II		Rajamahendravaram
	III		Tirupati
	IV		Vijayawada
2	I	Goa	Margao
3	I	Gujarat	Vadodara (General Hospital)
	II		Bhavnagar
	III		Jamnagar
	IV		Kalol
	V		Rajkot
	VI		Rajpur,Hirpur
	VII		Surat

4	I	Haryana	Ballabgarh (Faridabad)
	II		Bhivani
	III		Jagadhari
	IV		Panipat
5	I	Himachal Pradesh	Parwanoo
6	I	Jharkhand	Maithan
7	I	Karnataka	Indira Nagar
	II		Mysuru
	III		Mangalore
	IV		Davanagere
	V		Hubli
	VI		Belgaum
	VII		Dandeli
8	I	Kerala	Alleppy
	II		Ernakulam
	III		feroke
	IV		Mulamkunnathukavu
	V		Olarikkara
	VI		Palakkad
	VII		Peroorkada
	VIII		Thottada
	IX		Vedavathoor
9	I	Madhya Pradesh	Bhopal
	II		Dewas
	III		Gwalior
	IV		Indore (TB)
	V		Nagda
	VI		Ujjain
10	I	Maharashtra	Aurangabad
	II		Chinchwad
	III		Kandivali
	IV		MGM
	V		Mulund
	VI		Nagpur
	VII		Nasik
	VIII		Sholapur
	IX		Thane
	X		Ulhasnagar
	XI		Washi
	XII		Worli

11	I	Odisha	Kansbahal
	II		Bhubaneswar
	III		Choudwar
	IV		Jaykapur
12	I	Puducherry	Gorimedu Hospital
13	I	Punjab	Amritsar
	II		Hoshiarpur
	III		Jalandhar
	IV		Mandigobindhgarh
	V		Mohali
	VI		Phagwara
14	I	Rajasthan	Bhilwara
	II		Jodhpur
	III		Kota
	IV		Pali
15	I	Tamilnadu	Ayanavaram, Chennai
	II		Hosure
	III		Madurai
	IV		Salem
	V		Sivakasi
	VI		Tirucharapally
	VII		Vellore
	VIII		Coimbatore (Govt. Medical College)
16	I	Telangana	Nacharam
	II		R.C. Puram
	III		Sirpurkagarnagar
	IV		Warangal
17	I	Uttar Pradesh	Sarwodyanagar
	II		Pandunagar
	III		Kidwai Nagar
	IV		Azadnagar
	V		Agra
	VI		Prayagraj
	VII		Modinagar
	VIII		Aligarh
	IX		Saharanpur
	X		Pipri



18	I	West Bengal	Asansol
	II		Baltikuri
	III		Bandel
	IV		Bellur Belly
	V		Budge-Budge
	VI		Durgapur
	VII		Gourhati
	VIII		Kalyani
	IX		Kamarhati
	X		Manicktola
	XI		Sealdah
	XII		Serampore
	XIII		Uluberia

**List of non-functional ESIS Hospitals**

Sr. No.	State	Location of ESIS Hospitals	
1	Bihar		
	(a)	Dalmia Nagar (72 beds)	
	(b)	Munger (30 beds)	
2	Gujarat		
	(a)	Vadodara (Chest Disease Hospital)	
3	Karnataka		
	(a)	Shahbad (25 beds)	
4	Odisha		
	(a)	Brajrajnagar (50 beds)	
	(b)	Barbil (6 beds)	

Sr.	State	Name of ESIC Hospital
1	Assam	Beltola, Guwahati
2	Assam	Tinsukia
3	Bihar	Bihta
4	Bihar	Phuwarisharif, Patna
5	Chandigarh	Ramdarbar, Chandigarh
6	Chhatisgarh	Korba
7	Chhatisgarh	Raipur
8	Delhi	Basaidarapur
9	Delhi	Jhilmil
10	Delhi	Okhla
11	Delhi	Rohini

<b>12</b>	Gujrat	Ankleswar
<b>13</b>	Gujrat	Bapunagar
<b>14</b>	Gujrat	Naroda
<b>15</b>	Gujrat	Vapi
<b>16</b>	Haryana	Faridabad Hospital & MC
<b>17</b>	Haryana	Gurgaon
<b>18</b>	Haryana	Manesar
<b>19</b>	Himachal Pradesh	Baddi
<b>20</b>	Jammu & Kashmir	Bari Brahmana
<b>21</b>	Jharkhand	Adityapur
<b>22</b>	Jharkhand	Namkum, Ranchi
<b>23</b>	Karnataka	Gulbarga
<b>24</b>	Karnataka	Peenya
<b>25</b>	Karnataka	Rajajinagar, Bangalore
<b>26</b>	Kerala	Asramam, Kollam
<b>27</b>	Kerala	Ezhukone
<b>28</b>	Kerala	Udyogamandal
<b>29</b>	Madhya Pradesh	Indore
<b>30</b>	Maharashtra	Andheri
<b>31</b>	Maharashtra	Bibvewadi
<b>32</b>	Maharashtra	Kolhapur
<b>33</b>	Odisha	Angul
<b>34</b>	Odisha	Rourkela
<b>35</b>	Punjab	Ludhiana
<b>36</b>	Rajasthan	Alwar
<b>37</b>	Rajasthan	Bhiwadi
<b>38</b>	Rajasthan	Jaipur
<b>39</b>	Rajasthan	Udaipur
<b>40</b>	Tamilnadu	Tirunelveli
<b>41</b>	Tamilnadu	K.K Nagar, Chennai
<b>42</b>	Telangana	S.S.Sanathnagar
<b>43</b>	Telangana	Sanathnagar MC
<b>44</b>	Uttar Pradesh	Bareilly
<b>45</b>	Uttar Pradesh	Jajmau, Kanpur
<b>46</b>	Uttar Pradesh	Noida
<b>47</b>	Uttar Pradesh	Sahibabad
<b>48</b>	Uttar Pradesh	Sarojinagar, Lucknow
<b>49</b>	Uttar Pradesh	Varanasi
<b>50</b>	Uttrakhand	Rudrapur
<b>51</b>	West Bengal	Joka

## Annexure 2

	<b>LIST OF INSTITUTIONS</b>
<b>A</b>	<b>Medical Colleges (year of setting up)</b>
1	ESIC Medical College & Hospital, Rajajinagar, Bangalore (2012)
2	ESIC Medical College & Hospital, KK Nagar, Chennai (2013)
3	ESIC Medical College & Hospital, Joka, Kolkata (2013)
4	ESIC Medical College & Hospital, Gulbarga, Karnataka (2013)
5	ESIC Medical College & Hospital, Faridabad, Haryana (2015)
6	ESIC Medical College & Hospital, Sanathnagar, Hyderabad (2016)
7	ESIC Medical College & Hospital, Alwar, Rajasthan (2021)
8	ESIC Medical College & Hospital, Bihta - Patna, Bihar (2021)
<b>B</b>	<b>Post – Graduate Institutes</b>
1	ESI-PGIMSR Basaidarapur Delhi (2011)
2	ESI-PGIMSR Andheri, Mumbai (2011)
3	ESI-PGIMSR Maniktala, Kolkata (2013)
<b>C</b>	<b>Dental Colleges</b>
1	ESIC Dental College, Rohini, Delhi (2010)
2	ESIC Dental College, Gulbarga, Karnataka (2017)
<b>D</b>	<b>Nursing Colleges</b>
1	College of Nursing, Indiranagar, Bangalore (2013)
2	College of Nursing, Gulbarga, Karnataka (2015)
<b>E</b>	<b>Para-Medical Institute</b>
1	ESIC Paramedical Institution, Gulbarga, Karnataka (2019)

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## 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 **277** 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 277 Dispensaries located across the country.	<div>Reimbursement of expenditure for specialized treatment taken under Government recognized Hospitals in case of critical disease.</div> <table><tr><td>Cancer</td><td>Re-imbursement of expenditure up to Rs. 7,50,000/ - on treatment, medicines and diet charges incurred by workers and their dependents.</td></tr></table>	Cancer	Re-imbursement of expenditure up to Rs. 7,50,000/ - on treatment, medicines and diet charges incurred by workers and their dependents.
Cancer	Re-imbursement of expenditure up to Rs. 7,50,000/ - on treatment, medicines and diet charges incurred by workers and their dependents.			

	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.

### 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.	Lucknow	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.	Thiruvananthapuram	Kerala	40276
11.	Nagpur	Maharashtra	155089
12.	Patna	Bihar	296972
13.	Raipur	Chhattisgarh	3893
14.	Tirunelveli	Tamil Nadu	603076
15.	Ranchi	Jharkhand	136519
	<b>Total</b>		<b>49,82,294</b>

**7.8** The Labour Welfare Organization is headed by a Director General (Labour Welfare). He is assisted by eighteen (18) 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	Lucknow	Uttar Pradesh
02	Ahmedabad	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,
17	Thiruvananthapuram	Kerala, Lakshadweep
18	Srinagar	UT of Jammu and Kashmir & UT of Laddakh

### 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

#### Revised Integrated Housing Scheme, 2016

**7.12** 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).

**7.13** 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 2022-23 under the Revised Integrated Housing Scheme (RIHS) are as under:

01.04.2022 to 31.12.2022		1.1.2023 to 31.3.2023 (Estimates)	
Expenditure	Beneficiary	Expenditure	Beneficiary
8.85(Crore)	3593	135.46 Crore	32009

### 7.14 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 1<sup>st</sup> instalment under RIHS

and send pending applications to the concerned Blocks /ULBs for sanction under PMAY. The Sunset for Housing Scheme is 31.03.2023

### Scholarship

**7.15** Financial Assistance is given to the wards of Beedi/Iron Ore Mines, Manganese Ore & Chrome Ore Mines (IOMC)/Limestone Mines, Dolomite Mines (LSDM)/Mica Mines and Cine Workers, varying from Rs. 250/- to Rs. 15,000/- per student per year. SFC has approved the revision of rate of scholarship and now w.e.f AY 2022-23, the revised rate are ranging from Rs. 1000/- to Rs.25000/- per student per annum. The benefits under the scheme are being transferred through DBT system and the applications under this scheme are invited and processed through the National Scholarship Portal (NSP). Every year more than one Lakh applications are received in the NSP portal for the above mentioned scholarship.

### Revised rate of scholarship from the year 2022-23

Scholarship			
	Old Benefits (Amount in Rs. Per annum)		Scholarship rate w.e.f. 2022-23 (Amount in Rs. Per annum per student)
Class	Girls	Boys	Both girls and boys
I to IV (for purchase of dress/books etc.)	250	250	1000
V to VIII	940	500	1500
IX	1140	700	2000
X	1840	1400	
Class XI & XII	2440	2000	3000
ITI	10,000	10,000	6000
Polytechnic	N.A.	N.A.	6000
Degree Course (Including B.Sc.-Agri)	3000	3000	6000
Professional Courses(BE/MBBS/MBA)	15000	15000	25000

\*Students promoted to the next class is eligible to apply for the scholarship.

01.04.2022-31.12.2022		1.1.2023-31.3.2023(Estimates)	
Expenditure	Beneficiary	Expenditure	Beneficiary
9.01 (Crore)	58,329	23.15 (Crore)	1,00,832

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## Chapter-8

## UNORGANIZED WORKERS

**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 is yet to be come into force. For the first time, provisions have been made to register all the unorganized workers on a National Portal. Accordingly, the e-shram portal was launched on 26.8.2021 for creation of a comprehensive 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 31.12.2022, more than 28.5crores 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 Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM):**

**Pradhan Mantri Shram Yogi Maan-dhan (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 15<sup>th</sup> February, 2019 and was formally launched by the Hon'ble Prime Minister on the 5<sup>th</sup> March, 2019. As on 31.12.2022, over 49.19 Lakhs beneficiaries have been registered under the scheme.

**8.9** 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.

**8.10** 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](http://www.maandhan.in). Life Insurance Corporation of India (LIC) is the Pension Fund Manager and shall be responsible for pension pay-out.

**8.11** 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.

**8.12 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 13.09.2022 more than 51 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](http://www.maandhan.in). Life Insurance Corporation of India (LIC) is the Pension Fund Manager and shall be responsible for pension pay-out.

**8.13** 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](http://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**

**8.14** 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;

**8.15** 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.

**8.16** 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%).

**8.17** 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.

**8.18** 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.

**8.19** 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.

**8.20** 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.

**8.21** 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 – PradhanMantri Jan ArogyaYojana (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.

**8.22** 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 extraordinary 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.

**8.23** 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.

**8.24** All the concerned of States/UTs were apprised about the Notification of Section 142 of Code on Social Security, 2020 vide Order u/s 60 of BOCW(RE&CS) Act, 1996 that the provisions of

Section 142 of the Code ensure the benefit of welfare schemes is given to the genuine beneficiary by establishing his identity through Bio-metric authentication of Aadhaar. The State/UT BOCW Welfare Boards were, therefore, directed to take cognizance of the Section 142 of the Code while providing benefits of social security and welfare schemes to the BOC workers.

### **Migrant Workers & Inter-State Migrant Workers**

**8.25** 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.

**8.26** 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.

**8.27** 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).

**8.28** 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.

**8.29** 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.

**8.30** 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.

**8.31** 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.

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## 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, 2021**

**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 North Eastern States, 100% central assistance if they expressed their inability to provide their share.

**9.4** Subsequently the scheme was modified from time to time. In 2016, the scheme was revamped and known as 'Central Sector Scheme for Rehabilitation of Bonded Labourer - 2016. Further, the scheme was modified in January 2022 and came into effect from 27.01.2022. The salient features of the Scheme are as under:

- Financial assistance for rehabilitation of a rescued bonded labourer is Rs. 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 for conducting survey of bonded labourers once in every three years per sensitive district, Rs. 1.50 Lakh for Evaluatory studies (maximum of five Evaluatory Studies per year) and Rs. 10 Lakhs per annum for awareness generation per state.
- The release of rehabilitation assistance is linked with conviction of the accused. However, immediate cash assistance up-to Rs.30,000/- 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 3,15,302 bonded labourers have been released till date and Rs. 10367.10 Lakhs has been released/ reimbursed to the State/UT Governments under Scheme for rehabilitation of bonded labourers till 31.12.2022. Further, Rs. 1127.94 lakh has also been provided to State /UT Govt towards conducting Survey, Awareness Generation and Evaluatory Studies till 31.12.2022.

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## 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 last Central Advisory Contract Labour Board has been re-constituted on 29th May 2019 and tenure of the Board has expired on 28th May 2022. Constitution of New Central Advisory Contract Labour Board is under process. Till 28th May, 2022, 101 meetings of the Central Advisory Contract Labour Board have been held.

**10.6** So far, 95 notification has been issued u/s 10 of the Act abolishing employment of contract labour in specified establishments in consultation with the Central advisory Contract labour Board.

**10.7** 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. So far, 33 notifications have been issued u/s 31 of the Act granting exemption to establishment from the purview of the Act.

**10.8** 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.

**10.9** 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.

**10.10** 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.

**10.11** 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.

**10.12** 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.

# 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 2020-21, 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 31.4% at all India level and it was 35.8% rural areas as compared to 21.2% 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 32.5% at all India level, and it was 36.5% in rural areas as compared to 23.2% 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 3.5% at all India level, and it was 2.1% in rural areas as compared to 8.6% 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, nature that she may work from home, the employer may allow her to do so after availing of the maternity benefit for such period and on such conditions as the employer and the woman may mutually agree.

### 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 constituted.

### 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 December, 2022) 1,91,628 women participated in Board's various training Programmes. Of these 1,91,628 total women workers, 52,057 were from SC category and 26,370 were 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 31.12.2022, 282 such special programmes for women 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 (VVGNI), which is the training, research and policy institute of the Ministry of Labour & Employment, conducts various customized training programmes on labour and employment issues for women workers on regular basis. Training for gender parity and women's empowerment is a vital component of VVGNI's Commitment to promote gender equality for creating gender inclusive societies. Considering training as a transformative process aiming to provide knowledge, skills, attitudinal and behavioural change, the Institute conducts training programmes on various dimensions of gender. Thirteen training programmes conducted exclusively on various issues related to gender, gender budgeting & mainstreaming and women empowerment in which 341 women participated are as follows:

1. Gender and Labour Issues – July 04-08, 2022
2. Online Facilitating Gender Sensitive Environment : A Behavioural Approach – July 11-15, 2022
3. Online Gender Responsive Budgeting – August 01-05, 2022
4. Training Programme on Gender, Poverty and Employment – August 08-12, 2022
5. Emerging Perspectives on Gender, Labour Codes and International Labour Standards – August 30- September 02, 2022
6. Gender, Decent Work and Social Protection – September 19-23, 2022



7. Research Methods on Gender, Poverty and Informal Economy – Oct. 17-21, 2022
8. Research Methods on Gender Issues in Labour – November 14-25, 2022
9. Gender Issues in Labour : A Behavioral Approach – Nov. 28 – Dec. 02, 2022
10. Gender Equality and Climate Change s (BMS) – December 12-16, 2022
11. Online Training of Trainers Programme on Gender and Social Security – December 19-23, 2022
12. Training of Trainers Programme on Gender and Social Security – December 19-23, 2022
13. Emerging Perspectives on Gender, Labour Codes and International Labour Standards (SLI, Odisha) – December 27-29, 2022

**11.13** The proposed training programmes to be organized from January, 2023 to March, 2023

1. International Labour Standards and Promotion of Gender Equality at the Workplace - January 16-February 03, 2023
2. Gender, Work and Social Protection - January 16-20, 2023
3. Gender Unpaid Work and Care in India: Changes and Policy - February 17, 2023

4. Mainstreaming Gender Issues in the Employment - March 20-24, 2023
5. Gender and Labour Issues (GIDR, Gujarat) - March 20-22, 2023

## ASSISTANCE TO WOMEN JOB SEEKERS

### NCS Features for Women

**11.14** 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.

**11.15** The Employment Exchanges take special care to cater to the job needs of women registered with them. During the year 2020, total 45.8 thousand women, and during 2021 total 81.1 thousand women were placed through various employments.

**11.16** 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
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
2019	1375.2	55.2	15709.8	42405.1	37.0
2020	748.8	45.8	15873.2	42829.2	37.1
2021	1327.5	81.1	15829.7	44071.7	35.9

**Table 11.1****EMPLOYMENT OF WOMEN – PROTECTIVE LEGAL PROVISIONS**

<b>Name of the Enactment</b>	<b>Protective Provisions</b>
1. The Beedi & Cigar Workers(Conditions of Employment) Act,1966	<p><b>14. Creches:-</b></p> <p>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 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>

<p>2. The Plantation Labour Act, 1951</p>	<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• 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.</li> </ul>
<p>3. The Contract Labour (Regulation &amp; Abolition) Act, 1970</p>	<ul style="list-style-type: none"> <li>• Provision of separate rest rooms or alternative accommodations for women employees in every place wherein contract labour is required to halt at night.</li> <li>• Provision of separate reserved portion of dining hall and service counter.</li> <li>• Provision of separate washing places and latrines for women to secure privacy.</li> <li>• Provision of crèches where twenty or more women are ordinarily employed as contract labour.</li> </ul>
<p>4. The Inter State Migrant Workmen (Regulation of Employment &amp; Conditions of Service) Act, 1979</p>	<p><b>Section 44</b> <b>Creche</b></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 within fifteen days of the commencement of the employment of not less</p>

	<p>than twenty women as migrant workmen in new establishment.</p> <ol style="list-style-type: none"> <li>2. One of such rooms shall be used as playroom for the children and the other as bedroom for tile children.</li> <li>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.</li> <li>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.</li> <li>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.</li> <li>6. The crèche shall be at a convenient distance from the establishment and shall have</li> <li>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</li> </ol>
5. The Factories Act, 1948	<ul style="list-style-type: none"> <li>• Provision of crèches in every factory wherein more than thirty women workers are ordinarily employed.</li> <li>• 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, the State Government may, by notification, vary the limits, but no such variation shall authorize the employment of any woman between the hours of 10.00 p.m. and 5.00 a.m.</li> <li>• Employment of women is also prohibited/restricted in certain factories involving dangerous operations.</li> <li>• No women shall be allowed to clean, lubricate or adjust any part of prime mover while it is in motion.</li> <li>• No women shall be employed in any part of a factory for pressing cotton in which a cotton</li> </ul>

	opener is at work.
6. The Mines Act, 1952	<ul style="list-style-type: none"> <li>• 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 Mines Act, 1952, in any mine between the hours of 7.00 pm 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.</li> <li>• Regarding providing adequate facilities, DGMS have advised mine management to frame Standard Operating Procedure (SOP) for deployment of women during night hours.</li> <li>• DGMS issued Guidelines for framing Standard Operating Procedure (SOP) for adoption by the mine owner / mine management during employment of women in their respective mines vide DGMS(Legis)/Circular No.02 dated 24.05.2019.</li> </ul>
7. The Maternity Benefit Act, 1961	<p>Following benefits are available under the Maternity Benefit Act 1961:-</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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).</li> <li>• Two nursing breaks of 15 minutes until the child attains the age of 15 months.</li> <li>• Medical Bonus of Rs.3500/- if no prenatal confinement and post-natal care is provided by the employer free of charge.</li> <li>• Light works for 10 weeks.</li> <li>• Immunity from dismissal during absence of pregnancy.</li> </ul>



	<ul style="list-style-type: none"> <li>No deduction of wages of woman entitled to maternity benefit.</li> <li>Facility of work from home'</li> <li>Facility of crèche if 50 or more employees are working in the establishment with daily four visits.</li> </ul>
8. The Equal Remuneration Act, 1976	<ul style="list-style-type: none"> <li>Payment of equal remuneration to men and women workers for same or similar nature of work protected under the Act.</li> <li>No discrimination is permissible in recruitment and service conditions except where employment of women is prohibited or restricted by or under any law.</li> </ul>
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"> <li>Medical Benefit</li> <li>Sickness and extended sickness benefit</li> <li>Maternity benefit</li> </ul> <p>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/-</p> <ul style="list-style-type: none"> <li>Disablement benefits</li> <li>Dependent benefits</li> <li>Funeral benefits.</li> </ul>
10 The Beedi Workers Welfare Fund Act, 1976	<ul style="list-style-type: none"> <li>Appointment of women member in the Advisory and Central Advisory Committee is mandatory under the Acts at Sl. No.10-13</li> </ul>
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><b>Section 35</b>  <b>Creches</b></p> <ol style="list-style-type: none"> <li>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,</li> <li>Such rooms shall- <ol style="list-style-type: none"> <li>provide adequate accommodation;</li> </ol> </li> </ol>

	<ul style="list-style-type: none"> <li>b. be adequately lighted and ventilated;</li> <li>c. be maintained in a clean and sanitary condition</li> <li>d. be under the charge of women trained in the care of children and infants</li> </ul>
15. The Occupational Safety, Health and Working Conditions Code, 2020.	<p><b>Section 24(3) - Welfare facilities in the establishment, etc.</b></p> <p>The Central Government may make rules to provide for the facility of crèche having suitable room or rooms for the use of children under the age of six years of the employees at suitable location and distance either separately or along with common facilities in establishments wherein more than fifty workers are ordinarily employed.</p> <p><b>Section 43 - Employment of women.</b></p> <p>Women shall be entitled to be employed in all establishments for all types of work under this Code and they may also be employed, with their consent before 6 a.m. and beyond 7 p.m. subject to such conditions relating to safety, holidays and working hours or any other condition to be observed by the employer as may be prescribed by the appropriate Government.</p> <p><b>Section 44 -Adequate safety of employment of women in dangerous operation.</b></p> <p>Where the appropriate Government considers that the employment of women is dangerous for their health and safety, in an establishment or class of establishments or in any particular hazardous or dangerous processes in such establishment or class of establishments, due to the operation carried out therein, such Government may in the prescribed manner, require the employer to provide adequate safeguards prior to the employment of women for such operation.</p> <p><b>Section 82 - Dangerous Operations-</b> The appropriate Government may by rules make the provisions relating to any operations. factory or class or description of factories in which manufacturing process or operation is carried on which exposes any of the persons employed in it to a serious risk of bodily injury, poisoning or disease, for —</p> <p>(b) prohibiting or restricting the employment of pregnant women in the manufacturing process or</p>

	<p>operations;</p> <p><b>Section 93(2) Safety</b> - The State Government may prescribe for special safeguards for employment of women or adolescents in using or handling hazardous chemicals.</p> <p><b>Section 135 - Power of State Government to make rules-</b></p> <p>(1) The State Government may, subject to the condition of previous publication and by notification, make rules for the carrying out the provisions of this Code.</p> <p>(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely: —</p> <p>(u) for prohibiting or, restricting employment of women or adolescents under sub-section (2) of section 93</p> <p><b>Section 18 (2)(f) of the OSH &amp; WC code, 2020</b></p> <p>Second schedule laid down under Section 18(2)(f) of the Occupational Safety, Health and Working Conditions Code, 2020 provides the following protection for women workers-</p> <p>Sl. No. 7-prohibition of employment of women, children and adolescent near cotton openers.</p>
15. The Industrial Employment (Standing Orders) Act, 1946	<ul style="list-style-type: none"> <li>• Provision regarding safeguards against sexual harassment of women workers at their work places.</li> </ul>

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# 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.

**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 Centers, 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 coordination with the Samagra Shiksha Abhiyan (SSA).

The NCLP Scheme has now been assimilated with "Samagra Shiksha Abhiyan" Scheme of Ministry of Education, Department of School Education and Literacy in phased manner after 01st April 2021 to avoid the duplication of efforts at the District and State level. The children rescued / identified as child labour, after completing the necessary formalities, may be admitted to Special Training Centre, operated in the district under SSA Scheme.

**12.11** The year-wise budget allocation and expenditure incurred under the scheme during last four years are as under:

(in crore)

Year	Budget Allocation (Final Grant)	Expenditure
<b>2017-18</b>	95.17	94.03
<b>2018-19</b>	89.99	89.99
<b>2019-20</b>	78	77.47
<b>2020-21</b>	49	41.20
<b>2021-22</b>	20	18.45
<b>2022-23</b>	20	15.40 (Upto 21 Dec 2022)



## 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.

## COVERAGE 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 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 PM POSHAN (POshan SHAKti Nirman) 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, electro-plating, 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, fluorine, 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.

## 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;

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. Aport 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;
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."

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## 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 31.12.2022 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	8	7	24	10	14	18	12	6	57	30	27
CLI, Mumbai	22	18	4	6	5	1	79	46	33	107	69	38
RLI, Chennai	9	6	3	2	1	1	27	11	16	38	18	20
RLI, Faridabad	8	5	3	2	1	1	10	6	4	20	12	8
RLI, Kanpur	9	4	5	2	1	1	29	12	17	40	17	23
RLI, Kolkata	9	7	2	2	1	1	27	9	18	38	17	21
Inspectorates of Dock Safety	14	6	8	11	7	4	31	8	23	56	21	35
<b>Total</b>	<b>86</b>	<b>54</b>	<b>32</b>	<b>49</b>	<b>26</b>	<b>23</b>	<b>221</b>	<b>104</b>	<b>117</b>	<b>356</b>	<b>184</b>	<b>172</b>

**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 consultation of the State Governments by convening annually a Conference of Chief Inspectors of Factories (CIF) of the States and UTs. The Conference discusses matters relating to the administration of the Act as well as proposed amendments. Besides, the Conference also serves as a forum for discussion on the latest development in the field of Occupational Safety and Health.

### II Inspectorate of Dock Safety

**13.10** The Dock Workers (Safety, Health and Welfare) Act, 1986 came into force on 14<sup>th</sup> 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

**13.15** DGFASLI regularly conducts a number of training programmes of varying duration for the

awareness and effective compliance of standards/measures to ensure Safety and Health at workplace. Through its Central/Regional Labour Institutes, the DGFASLI conducts the following programmes:

- Advance Diploma in Industrial Safety (ADIS), one-year diploma courses are held at CLI Mumbai, RLI Chennai, RLI Faridabad, RLI Kanpur and RLI Kolkata, wherein candidates from various private and government organisations participate to become qualified Safety Officers as required under section 40(B) of the Factories Act, 1948 and Rules made there under.
- Associate Fellow of Industrial Health (AFIH), three-months certificate course for qualified medical practitioners to be engaged as Factory Medical Officers in Occupational Health Centres in the Factories.
- 4-weeks Specialized Certificate Course for Supervisors employed in Hazardous Process industries under section 41C (b) of the Factories Act, 1948.
- 10-days Basic Course for newly recruited Inspectors of factories.
- 5-days Refresher Course for Senior Inspectors of factories.
- 15-days full time certificate course on Safety in Working at Height & Scaffolding.
- 15-days full time certificate course on Safety in Excavation and Tunneling.
- 15-days full time certificate course on Safety in Material Handling and Lifting Operations
- 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, Talks, etc. for industry personnel.

#### IV. STUDIES AND SURVEYS

**13.16** 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

**13.17** 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:

**13.18** 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:

**13.19** 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

**13.20** 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 1<sup>st</sup> January, 2022 to 31<sup>st</sup> December, 2022

##### 1. Occupation Safety and Health (OSH) Legislation Occupational Safety, Health & Working Conditions Code, 2020

The Government of India has enacted the Occupational Safety, Health and Working Conditions Code, 2020 and the same has been assented by the Hon'ble President of India. The said code consolidates and amends the laws regulating the Occupational safety, health and working conditions of the persons employed in establishments. The Code replaces 13 central labour laws including the Factories Act, 1948.

Further, the Government of India has constituted four Expert Committees for the purpose of framing standards and rules relating to Safety, Health and Welfare as under Section 18, Section 23 and Section 24 of the Occupational Safety, Health and Working Conditions Code, 2020 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 Expert Committees have framed and submitted in March 2022 the draft standards and rules relating to Safety, Health and Welfare as under Section 18, Section 23 and Section 24 of the Occupational Safety, Health and Working Conditions Code, 2020 pertaining to Factories, Dock Works and Building & Other Construction Works.



The Expert Committee for fire safety has framed and submitted in March 2022 the draft Fire Safety Standards under Section 18 of the Occupational Safety, Health and Working Conditions Code, 2020.

## **2. Conference of Chief Inspector of Factories**

A conference of the Chief Inspectors of Factories of the States is convened annually by DGFASLI for cooperation and consultation of the State/UT Governments in the matters relating to the administration of the Factories Act, 1948 as well as to discuss proposed amendments relating to it. Besides, this conference also serves as a forum for discussion on the latest developments in the field of Occupational Safety and Health. The 57th all India Conference of Chief Inspectors of Factories was organized on 10th March 2022 in hybrid mode as part of Iconic Week Celebration (7th March – 13th March, 2022) under Azadi ka Amrit Mahotsav at Directorate General of Factory Advice Service and Labour Institutes (DGFASLI), Mumbai, Government of India, Ministry of Labour and Employment under the chairmanship of Dr. R. K. Elangovan, Director General, DGFASLI, Mumbai, Ministry of Labour and Employment. The Conference was attended by 24 delegates from 18 States and Union Territories.

## **3. Construction Advisory Service Division**

The Safety and Health of the construction workers has been a matter of concern for the Ministry of Labour and Employment. In order to augment its efforts in this direction, it approved and created “Construction Advisory Service (CAS) Division” at DGFASLI, Mumbai. The division is an advisory mechanism for Chief Labour Commissioner (Central) for the administration of the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Central Rules, 1998 framed thereunder.

## **The functions of the Construction Advisory Service Division are as follows:-**

- i. To co-ordinate and assist the Ministry on matters connected with the regulatory aspects pertaining to Construction Safety as under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, Central Rules, 1998 and State Rules as well as the Occupational Safety, Health and Working Conditions Code, 2020.
- ii. To provide Construction Advisory Services to CLC (Central), State Government and Construction Industry as enumerated under the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Central Rules, 1998 as well as Occupational Safety, Health and Working Conditions Code, 2020.
- iii. Building competence of the technical officers of the enforcement agencies of the Central and State Government by imparting training on Occupational Safety and Health (OSH) in Construction Industry.
- iv. Co-operating with National and International agencies with regards to Occupational Safety and Health (OSH) in Construction Sector.

## **This Division has initiated to start following certificate courses in the field of Construction Safety:**

- i. Three-months full-time certificate course in Construction Safety
- ii. 15-days full-time certificate course on Safety in Working at Height & Scaffolding
- iii. 15-days full-time certificate course on Safety in Excavation & Tunnelling
- iv. 15-days full-time certificate course on Safety in Material Handling & Lifting Operations



#### **4. Memorandum of Understanding (MoU) with International Agencies**

The Memorandum of Understanding between DGFASLI, Ministry of Labour and Employment, Govt. of India and DGUV, Germany has been renewed for a time period of three (3) years w.e.f. 27<sup>th</sup> April 2022. 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, to build up technical competency and to update the technical skills of the officers in line with the international standards and technological advancements of the developed countries.

#### **5. Online Training Workshop/Seminar in collaboration with DGUV Germany**

DGFASLI organised and conducted an online training workshop on "Chemical Safety" in collaboration with German Social Accident Insurance (DGUV), Germany for Dock Safety Inspectors of DGFASLI, Safety and Health professionals of State Chief Inspectorate of Factories and Major & Minor Ports. A total of 118 delegates attended the workshop.

#### **6. Online Workshop on 'Possibilities of Use of Drone Technology' by the Organizations of Ministry of Labour & Employment-Record Note of Discussion**

An Online Workshop on 'Possibilities of Use of Drone Technology' by the Organisations of Ministry of Labour & Employment was organised on 13<sup>th</sup> June, 2022 virtually. It was attended by Senior Officers of organizations of Ministry of Labour & Employment.

Dr. R.K. Elangovan, DG, DGFASLI mentioned that drone technology can be deployed mainly to monitor safety compliance at construction sites, ports, harbours etc. which are spread over vast stretches of area. He stated that a pilot project could be taken up on this. He also added that employment of contract labour, casual labour and their PPE Compliance can

also be monitored by drones' usage.

#### **7. Iconic Week Celebrations (7<sup>th</sup> March to 13<sup>th</sup> March, 2022)**

- One-day Online National Seminar on Occupational Health and Diseases was organised on 7<sup>th</sup> March 2022, for factory medical officers, certifying surgeons, occupational health practitioners, occupational health nurses, general medical practitioners, occupational health specialists, academicians, undergraduate and post graduate medical students, industrial hygienists. Technical sessions on different aspects of occupational health and diseases were discussed by eminent experts in the field of occupational health. The program was attended by a total of 560 delegates from more than 300 industries.
- One-day Online National Seminar on Fire Safety in Factories, Construction and Dock Work was organised on 9<sup>th</sup> March 2022. The seminar was attended by 243 participants. Eminent Speakers from the Industries and Academic Institutions shared the knowledge and experiences. The seminar presented the participants the knowledge to prevent the fire hazards and also the control techniques in fire prevention.
- National Conference on Occupational Safety & Health in Construction Industry was conducted on 11<sup>th</sup> March 2022 at MMA Management Centre, Chennai which was attended by 480 delegates. In this conference Dr. R K Elangovan, Director General, DGFASLI has launched "Manual of Construction Safety for Supervisors" and "Booklet on Construction Safety for Workers".
- National Workshop on "Occupational Safety and Health in Dock Work" was conducted by DGFASLI in collaboration with Chennai Port Trust and Kamarajar Port Limited, Ennore, Chennai, organised a one Day National Workshop on "Occupational

Safety and Health in Dock Work” through online Mode on 12<sup>th</sup> March 2022. A total of 440 delegates various organisations including stevedore organisations from various ports and technical institutes had participated. As a part of this National workshop, PPE demonstrations at different terminals of Chennai Port Trust and Kamarajar Port Limited, Ennore were carried out by Inspectorate Dock Safety, Chennai.

- Personal Protective Equipment Awareness Campaign for workers and supervisors in various construction sites was organised on the last day of the Iconic Week of Azadi ka Amrit Mahotsav. Officers and staff of DGFASLI travelled to various construction sites and demonstrated the safe use and importance of PPE in construction industry.

#### **8. 4<sup>th</sup> meeting (Physical) on the review of the Schedule to the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 by the Technical Advisory Committee**

The Ministry vide gazette notification S.O. 2948(E) dated 14.08.2019 and S.O. 4811(E) dated 15.09.2022 constituted the Technical Advisory Committee (TAC). The 4<sup>th</sup> meeting (physical) on the review of the Schedule to the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 by the TAC under the Chairmanship of Dr. R. K. Elangovan, Director General, DGFASLI was held on 31<sup>st</sup> October, 2022 at DGFASLI, Mumbai. The TAC discussed and undertook a comprehensive review of Part A and Part B of the Schedule to the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986. The minutes of the meeting recommendations on the review of the Schedule, and recommended revised Part A & Part B of the Schedule to the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 were sent to Ministry for consideration

#### **9. Celebration of Azadi Ka Amrit Mahotsav (AKAM):**

DGFASLI is conducting a number of awareness programmes on Occupational Safety, Health and Productivity under the *Azadi ka Amrit Mahotsav*. This is an initiative of the Government of India to celebrate and commemorate 75 glorious years of progressive India and the glorious history of its people, culture and achievements.

The awareness programmes are conducted for workers, employed in factories, ports and construction sites, with a view to promote occupational safety and health and prevent occurrence of occupational injuries and diseases. The objective of the programme is to create awareness amongst the workers on Occupational Safety and Health, so that the workers can understand the importance of safety and following standard operating procedures for preventing occupational injuries and diseases.

The awareness campaign commenced from 1<sup>st</sup> July, 2021. Various awareness programmes are conducted through the 5 Labour Institutes and 11 IDS offices spread in different parts of the country. The awareness programmes are organised free of cost and at workplaces, i.e. in steel, engineering, atomic energy, power, port, manufacturing sector, port premises and at construction sites, in local languages so that workers can easily understand the concept of safety and health and the importance of anticipation and prevention of occupational injuries and diseases. Special emphasis is laid to reach out to the women and casual workers. Further, contract/casual workers working in Hazardous factories and Construction work have also been covered under *Amrit Mahotsav*.

This nationwide awareness programme will be continued in the coming months. The details of the programmes conducted under Azadi ka Amrit Mahotsav during the year 2022 is given in **Annexure-IV**.

## **10. Special Swachhta Campaign 2.0 conducted successfully at DGFASLI**

The Swachhta Campaign 2.0 was successfully conducted in the Directorate General Factory Advice Service & Labour Institutes (DGFASLI) organization from 1<sup>st</sup> October to 31<sup>st</sup> October 2022. The five labour institutes viz. Central Labour Institute Mumbai and Regional Labour Institutes at Chennai, Faridabad, Kanpur and Kolkata carried out a special drive to ensure cleanliness in the institute premises with special focus on office rooms, institute laboratories, wash rooms and office desks.

During the month-long campaign about 400 files were reviewed and 345 files have been disposed. Unwanted materials, scrap have been identified and about 120 kg scrap was disposed off and about 600 sq. meter space has been freed.

The surrounding areas for all the institute premises have been cleaned for shrubs and weeds. The trees have been trimmed and streets cleaned to give the premises a presentable look. The premise at CLI Mumbai has been taken up for beautification. The Special Campaign 2.0 was successfully organized giving a neat and clean look to the premises.

## **11. e-Shram Portal registration**

The Ministry of Labour & Employment has developed e-Shram portal for creating a National Database of Unorganized Workers (NDUW), which will be seeded with Aadhaar. It is the first-ever national database of unorganised workers including migrant workers, construction workers, gig and platform workers, etc. DGFASLI has been organising awareness camps in coordination with all the major ports trust for registration of unorganised workers in the e-Shram Portal. During the year 2022, more than 8000 registration were made in the e-Shram portal through IDS offices of DGFASLI.

## **12. ISO 9001:2015 Certification (Quality**

## **Management Systems) of CLI Mumbai and RLI Chennai, Faridabad, Kanpur and Kolkata**

ISO Consultant M/s 3E Management Noida has been hired through GeM bidding for preparation & finalization of QMS documents related to ISO certification of CLI Mumbai and RLI Chennai, Faridabad, Kanpur and Kolkata. Several review meetings have been conducted with ISO consultant and institutes for preparation and finalization of QMS documents. Quality Policy and Quality documents have been prepared and finalised with ISO Consultant. Institute level coordinators have been nominated and review meetings have been conducted as per the requirement of ISO 9001:2015 certification system. ISO consultant has visited CLI Mumbai and RLI Faridabad and Kanpur, conducted physical meeting for finalization of QMS Documents.

In the mean time, GeM bidding for hiring Certification body for certification of CLI Mumbai and RLI Chennai, Faridabad, Kanpur and Kolkata has been done and Proposal seeking Financial Sanction of Rs Rs 2,47,800/- towards M/s. BSCIC Certifications Pvt. Ltd, Faridabad (Haryana) has been submitted to the Ministry on 20.12.2022. ISO 9001:2015 Certification (Quality Management Systems) of CLI Mumbai and RLI Chennai, Faridabad, Kanpur and Kolkata will be completed by 31<sup>st</sup> March 2023 as per Operational Action Plan.

## **13. Study on using Drone Technology for undertaking regulatory Occupational Safety and Health inspections in Factories, Dock Works and Building and Other Construction Works**

DGFASLI has taken up 'Pilot Study' on using Drone Technology for undertaking regulatory Occupational Safety and Health inspections in Factories, Dock Works and Building and Other Construction Works as per directives from the Ministry. The stake holder meetings were held in Mumbai at the following venues:

Sl.	Name of the authority	Location
1.	Bharat Petroleum Corporation Limited	Mumbai
2.	Mumbai Port Trust Authority	Mumbai
3.	Jawaharlal Nehru Port Trust Authority	Mumbai
4.	Labour Commissioner	Mumbai

The field study by using the Drones was conducted in the following factories and construction sites:-

Sl.	Name of the Industry	Location
1.	Pharmaceutical Factory (Hazardous factory) (2 nos.)	Delhi
2.	Ultra Tech Cement Ltd. Unit- Sewagram Cement Works	Kutch, Gujarat
3.	Pantheon Construction Site	Bhuj, Gujarat
4.	L&T Constructions, MTHL Pkg-1, Gate No.2, STP Yard	Sewri, Mumbai

The report of the above pilot study on the use of Drone technology in Occupational Safety and Health inspections at Factories, Dock Works and Building and Other Construction Works is under finalization.

**14. During the year 2022, Director General, DGFASLI conducted and participated in number of programmes on OSH. The details of some of the programmes is as follows:**

- i. Meeting Technical Advisory Committee (TAC) on the review of the Schedule to the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 under the Chairmanship of Dr. R. K. Elangovan, Director General, DGFASLI

- ii. DGFASLI organised and conducted the National Conference on “Occupational Safety and Health in construction Industry” in collaboration with Confederation of Real Estate Developers' Associations of India (CREDAI) and Madras Management Association (MMA). The conference was held at MMA in hybrid mode under the chairmanship of Dr. R.K. Elangovan, Director General, DGFASLI, Mumbai.
- iii. DGFASLI Jointly organized a Training program on the occasion of International Labour Day on “Safety & Health” with Dattopant Thengadi National Board for Educational workers, which was attended by 100 participants and delivered a Technical talk.
- iv. DG, DGFASLI chaired a session on SHE-A Way Forward in a Seminar on Safety, Health & Environment (Theme - Aatmanirbhar Bharat - SHE Challenges & Opportunities) organized by NSCI in Mumbai and delivered a technical session, which was attended by 300 delegates.
- v. DG, DGFASLI participated and delivered a presentation in an online Workshop on 'Possibilities of Use of Drone Technology by the Organizations of Ministry of Labour and Employment'
- vi. DG, DGFASLI represented the DGFASLI organization and presented before the Parliamentary Committee on Official Language at Hotel Taj Lands End, Bandra-West, Mumbai.
- vii. DG, DGFASLI attended the Meeting of Civil Defence Committee under the Chairmanship of Union Home Secretary to review policies and measure for implementation of Civil Defence Set up in the country.
- viii. DG, DGFASLI delivered a virtual talk on “OSH Training & Awareness” in the International Vision Zero Conference



organised by Bharat Chamber of Commerce, DGUV and DGFASLI at Kolkata.

- ix. DG, DGFASLI conducted a field study at L&T, Mumbai for identifying pros and cons of using Drone Technology in Occupational Safety & Health pertaining to Factories, Dock works and Building and other construction works.

**15.** DGFASLI also maintains data and statistics related to administration of the Factories Act, 1948 and Rules framed thereunder; and administration of Dock Workers (Safety, Health & Welfare) Act, 1986 and the Regulations, 1990 framed thereunder. This information base is used in planning and implementation of national policies concerning occupational safety and health as well as preparing replies to various parliament questions related to administration of the aforesaid Acts and Regulations. During the period January, 2022 to December, 2022, DGFASLI provided information/answers to 64 Parliament Questions, the details of which are given in **Annexure-III**.

**16.** During the period January, 2022 to December, 2022 a number of training programmes on Occupational Safety and Health were conducted by DGFASLI. The details of the programmes are mentioned in **Annexure-II**.

**17.** 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.

**18.** Awareness campaign has been organised for the registration of unorganised workers in the e-Shram portal in all major ports.

**19.** Swachhta Abhiyaan, Har Ghar Tiranga Abhiyaan, Hindi Pakhwada etc. were held across DGFASLI (Headquarters), Central Labour Institute at Mumbai, Regional Labour

Institutes at Chennai, Faridabad, Kanpur and Kolkata; and IDS offices.

**(a) Future plans/Proposed activities for January, 2023 to March, 2023**

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 to cater to the needs of Union Territories of Jammu & Kashmir, Ladakh and State of Himachal Pradesh.
3. An online portal is being developed for collection of qualitative and quantitative data on OSH, and real time data on accidents and dangerous occurrences, from CIF/DISH of States and Uts.
4. Framing of rules/standards under the OSH & WC Code, 2020.
5. Implementation of online portal for issuance of Safety Performance Report for renewal of license for stevedores.
6. More camps will be organised for awareness of e-Shram portal in all the major ports of India.
7. Implementation of e-Office and SPARROW in DGFASLI.
8. Organisation of Conference of Chief Inspector of Factories.
9. Organisation of Conference of Dock Safety Inspectors.

**Mining Sector, Labour Safety and Occupational Health**

**DIRECTORATE GENERAL OF MINES SAFETY (DGMS)**

**13.21** 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. 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** This is a subordinate office under the Ministry of Labour and Employment with its Headquarters at Dhanbad (Jharkhand). It is headed by the Director General of Mines Safety. At Head Quarters, 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 S&T 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 Sanction Strength and in position as on. 01.12.2022 shown below:

Category Of Officials	No. Of Sanctioned Post	No. Of Officials In Position
GROUP-A	279	183
GROUP-B (Gazetted)	38	26
GROUP-B (Non - Gazetted)	186	160
GROUP-C	229	194
GROUP C Sanctioned for outsourcing	231	190
<b>TOTAL</b>	<b>732 (Regular) &amp; 231(Outsourcing)</b>	<b>563 &amp; 190(Outsourced)</b>

The table below shows the discipline –wise strength of the inspecting officers of DGMS(as on 01.12.2022)

Sl. No.	Designation	Discipline							
		Mining		Electrical		Mechanical		O.H.	
		S	P	S	P	S	P	S	P
1.	Director General	1	0	-	-	-	-	-	-
2.	Dy. Director General	9	7	1	1	1	1	-	-
3.	Director	50	29	16	16	16	14	-	-
4.	Dy. Director	99	73	34	23	33	10	5	0
5.	Asstt. Director	-	-	-	-	-	-	4	2
	<b>Total</b>	<b>159</b>	<b>109</b>	<b>51</b>	<b>40</b>	<b>50</b>	<b>25</b>	<b>9</b>	<b>2</b>

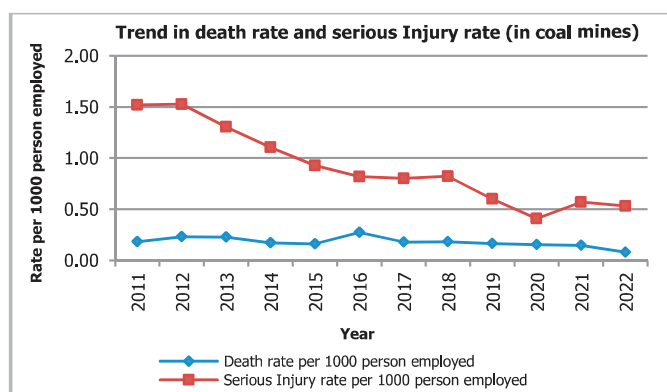
S-Sanctioned P-In Position

The following table shows the year-wise total strength of DGMS:

YEAR	Sanctioned strength	In position
2020	732+231	551+190(Outsource)
2021	732+231	554+190(Outsourc)
2022	732+231(Outsourced)	563+190(Outsource)

### Article:III TREND OF ACCIDENT

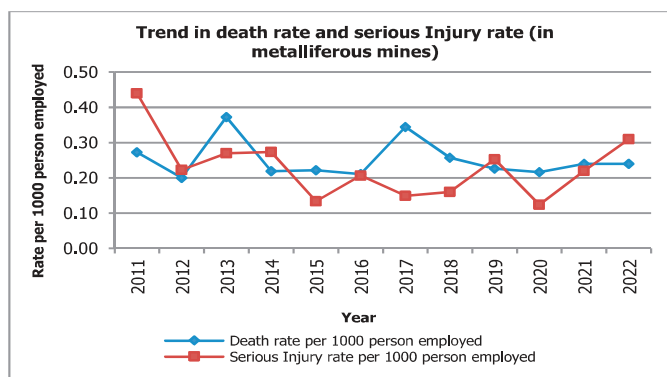
**13.28** Trend in fatal and serious accidents in Coal mines are shown in Fig. 1. It can be seen that the serious injury is constantly falling over the years. Decreasing trend is seen in the death rate. To minimize the rate further the Directorate General of Mines Safety has taken various measures, the analysis of that is given in Fig.10 and Fig. 11.



**Fig.1: Trend in death rate and Serious Injury rate in coal mines**

*\*2022 figures are provisional*

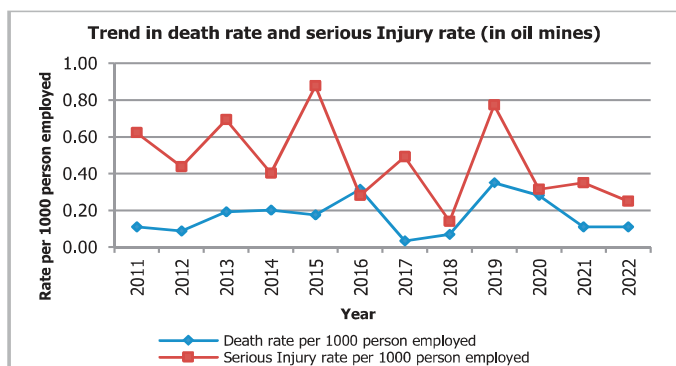
**13.29** Trend in fatal and serious accidents in metalliferous mines is shown in Fig. 2. Both the rates have fluctuating trends over the period.



**Fig.2: Trend in death rate and Serious Injury rate in metalliferous mines**

*\* Data of 2022 is provisional.*

**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**

\* Data of 2022 is provisional.

## 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 2022 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 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. During the period from 01.01.2022 to 31.12.2022 02 Nos. DGMS technical instructions and 02 Nos. of DGMS technical circulars were issued. DGMS/ (Tech) Instruction/01 dated 25.04.2022 and DGMS/ Circular (Tech)/02 dated 29.04.2022 on Recommendations of the Rajmahal Court of Inquiry constituted to inquire into causes and circumstances leading to the accident at Rajmahal Opencast mine of M/s ECL on 29.12.2016. DGMS (Tech) Circular(OH)/01 dated 28.04.2022 on the Accident/incidences due to exposure to high atmospheric temperature; DGMS (Tech) Instruction/02 dated 28.09.2022 on Functions of Director of Mines Safety(Mining) & Deputy Director of Mines Safety (Mining) posted at Zonal offices.

## 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 01.01.2022 to 31.12.2022 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, Oil Mines Regulations, 2017, 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, the standards of the country of origin (ISO/EN/DIN, etc.). 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 01.01.2022 to 31.12.2022

Items	Number of regular approval/ approval extension granted	Number of field trial approval / Field trial approvals extension granted	Total No of approvals granted
Cap Lamp	1	1	2
Detonators	16	0	16
Explosives	6	0	6
Gas Detector	5	6	11
Explosibility Meter	1	0	1
Total	29	7	36

**13.41** The details of approval for use of safety Equipment in mines granted during 01.01.2022 to 31.12.2022 by the Mechanical/ Electrical/ MSE/S&T wings of the DGMS are given below:

Sl. No.	Type of approval	No. of approval granted
1.	Field trial approval/ extension	98
2.	Regular approval/ renewal	63
Total no. of approval granted		161



**13.42** The details of approval for use of Mechanical Equipment etc. in mines were granted during 01.04.2022 to 27.12.2022 are given below:

Sl. No.	Type of approval	No. of approvals granted
1.	Field trial approval/ extension	12
2.	Regular approval/ renewal	08
Total no. of approval granted		20

**13.43** The details of approvals for use of Electrical Equipments etc. in mines were granted during 01.01.2022 to 30.11.2022 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

**13.44** DGMS has a computerized management information management system which is maintained by Statistics Division. It is also 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 for finalization of award winning mines.

**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	Work related to Parliament Questions: 1. Processing of answer of the Parliament Questions (All sessions) 2. Data processing related to Parliament Questions
5	Accident report: 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	Processing of Annual Returns of Coal and Non-coal mines: 1. Scrutinizing of submitted returns 2. Processing of data
7	1. 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 - Monthly 2. Besides the division assists in the publication of the following: 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	National Safety Awards (Mines): Main activities:- 1. Processing and scrutiny related 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	Updating / Maintenance of data related to RFD: 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	Development/customization of Software (Co-ordination and briefing) : 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 Shram suvidha 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.

**13.45** 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

### 13.46 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.

### 13.47 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€ dated 29.01.2019.
- The Occupational Safety Health and Working Conditions Code, 2020 has been notified in the gazette of India on 29<sup>th</sup> 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 19<sup>th</sup> November, 2020.
- Ministry of Labour & Employment, Government of India, vide order no. S-65025/02/2021-ISH-II (e-125816) dated 24<sup>th</sup> September, 2021, constituted three expert committees for framing of the draft regulations on Occupational Safety and Health for coal, Metalliferous mines & oil mines, under Section 136 of the OSH & WC Code, 2020. The committees have submitted and presented respective drafts to Ministry. As advised, the modification was made and submitted to the ministry in April 2022.
- Ministry vide order No. N-65025/02/2021-ISH.II (e-134953) dated 30<sup>th</sup> September, 2022 has constituted a committee for framing the draft standards within 90 days.

- Ministry vide order No. N-65025/02/2021-ISH.II (e-134953) dated 30<sup>th</sup> September, 2022 has constituted a committee for framing the draft Rules within 60 days. The committee has submitted its reports on 30<sup>th</sup> November 2022.

### 13.48 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)

**13.49** 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.

**13.50** The National Safety Awards (Mines) for the contest years 2017, 2018, 2019 and 2020 were Presented by the Hon'ble Minister of Labour & Employment on 08.03.2022 during the award ceremony conducted at Vigyan Bhawan, New Delhi.

**13.51** The list of award-winning mines for National Safety Awards (Mines) for the contest year 2021 has been finalised and submitted to the Ministry for approval. The award ceremony for the contest year 2021 will be held shortly.

**13.52** The 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

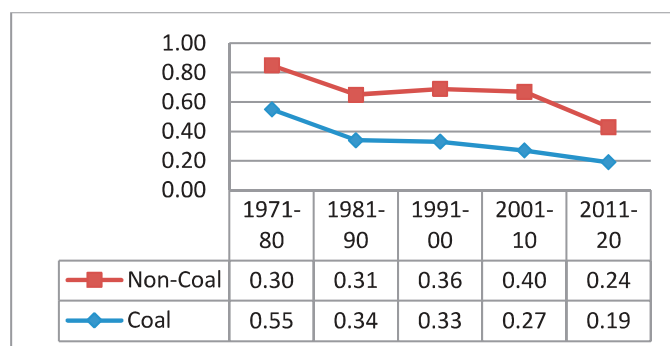
reflects trends of accident in Non-Coal cause wise. Status of accidents and the resultant casualties in mines are important aspects related to mines safety. These are reflected in the Table 13.5 A and 13.5 B.

**13.53** 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.

**13.54** 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

**13.55** 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:



**13.56** 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 shows a steady decline over the years.

**13.57** A closer analysis of accidents reveals that during 2022, fatal accidents in coal mines caused by Fall of Persons, Fall of Roof and Non-Transportation Machinery contributed about 17% of the accidents each, followed by about 13% by Dumpers, Trucks etc. In non-coal during 2022, highest percentage of fatal accidents was due to other causes and it was about 21%. It was followed by the cause: Fall of persons and Fall of sides each contributing 18% of the accidents.



**13.58** So far as serious accidents in coal mines during 2022 are concerned the major contributors were: Fall of persons and Other causes contributing 28% of the accidents each. In case of

non-coal the major contributors were: Other causes contributed 41% and Fall of Persons contributed 17% of the accidents.

**\*Figures 4 & 5 below show cause-wise fatal and serious accidents respectively in coal mines during the year 2022.**

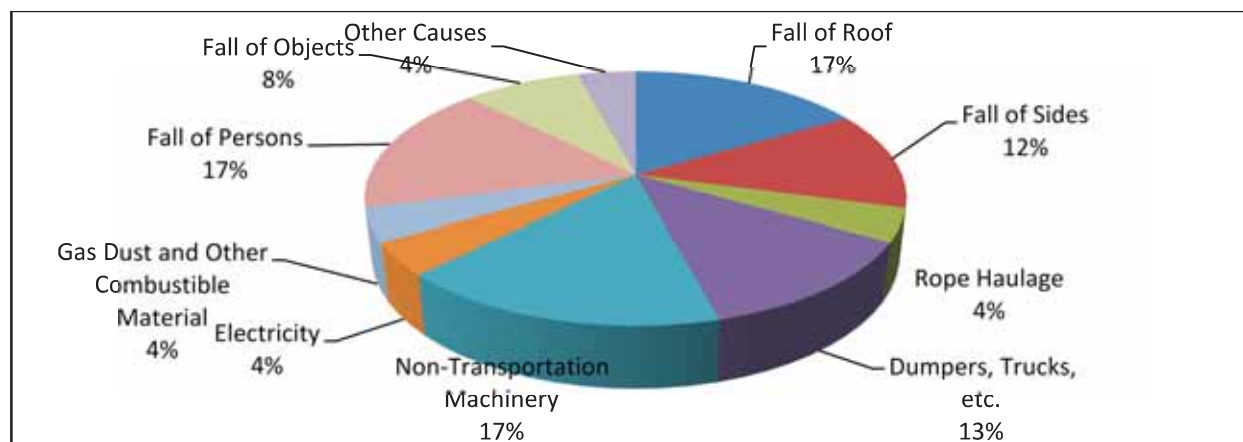


Fig.4: Cause-wise distribution of fatal accidents in coal mines during 2022. \* Data of 2022 is provisional.

**Fig.4: Cause-wise distribution of fatal accidents in coal mines during 2022**

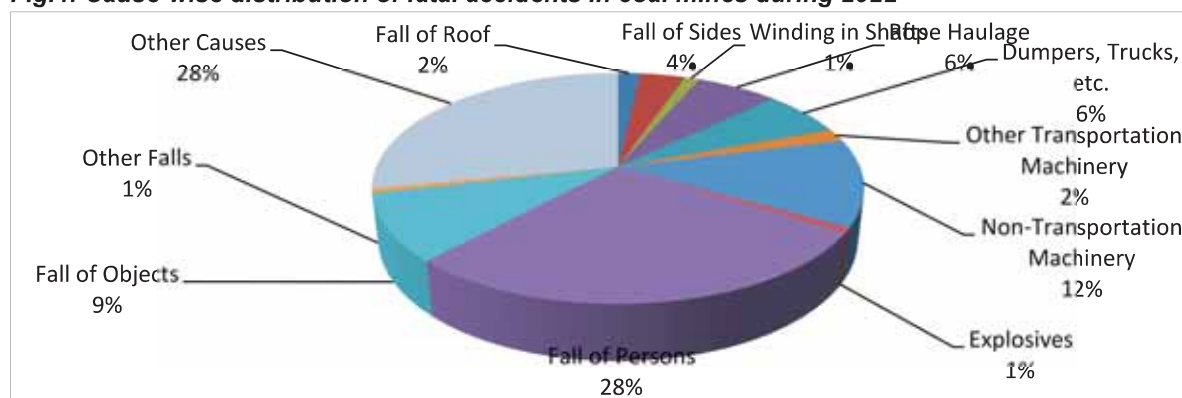
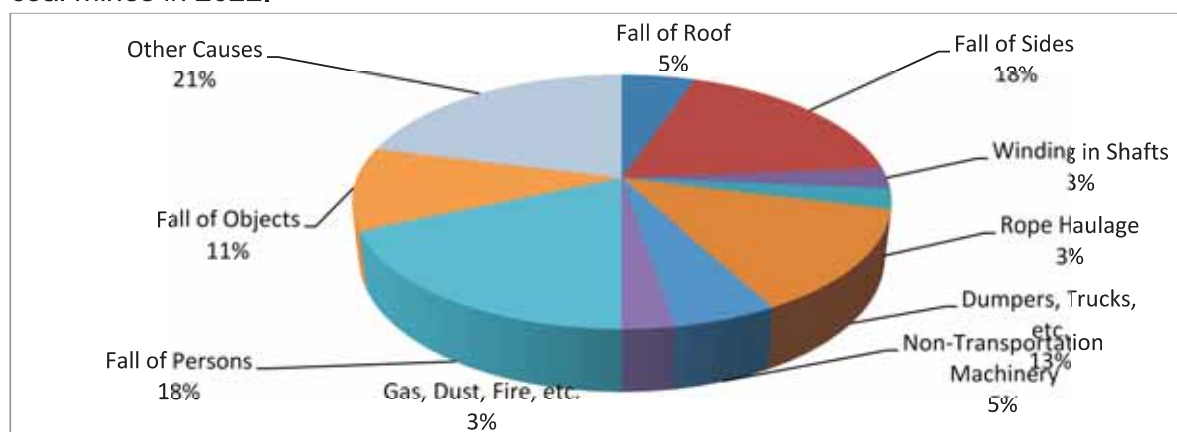


Fig.5: Cause-wise distribution of serious accidents in coal mines during 2022. \* Data of 2022 is provisional.

**\*Figures 6 and 7 below show cause-wise fatal and serious accidents respectively in non-coal mines in 2022.**



**Fig. 6 Cause-wise distribution of fatal accidents in non-coal mines during 2022**



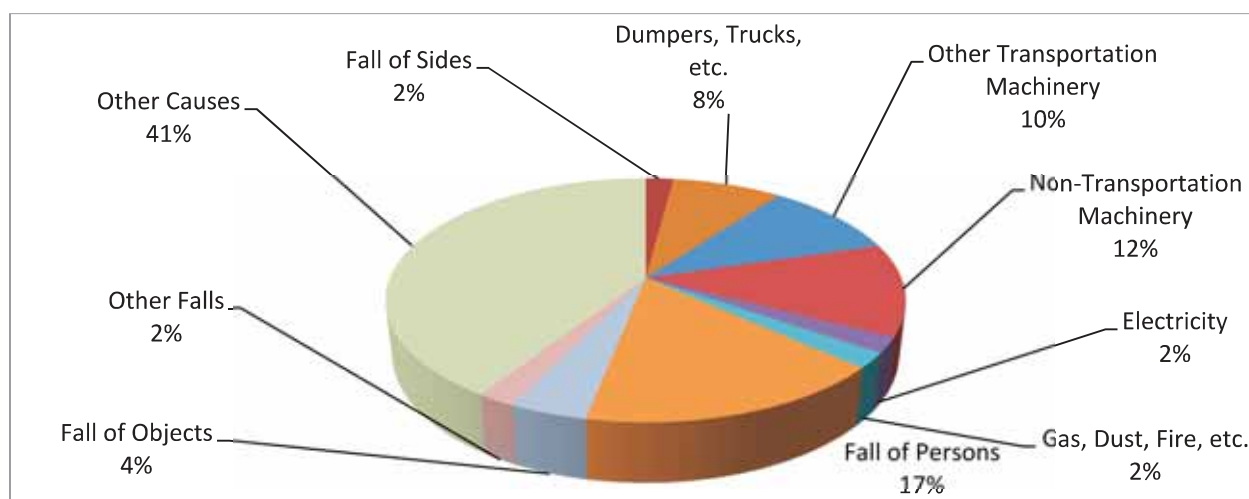


Fig.7 Cause-wise distribution of serious accidents in non-coal mines during 2022. \* Data of 2022 is provisional.

**13.59** \*Table 13.2 shows the trend of accidents in mines from 2001 to 2022. Accidents have been classified into coal and non-coal mines. Accidents

are further classified into fatal and serious accidents.

Year	Table 13.2					
	Trend of Accidents in Mines					
	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	43	188	231	33	45	78
2022*	24	171	195	38	49	87

**13.60\*** Table 13.3 shows the cause wise distribution of accidents in coal mines from 2017 to 2022. There are 15 broad causes of accidents in

coal mines. Accidents are further classified into fatal and serious accidents.

Table 13.3												
Trend of Accidents in Coal Mines – Cause wise												
Causes	Number of Fatal Accidents						Number of Serious Accidents					
	2017	2018	2019	2020	2021	2022	2017	2018	2019	2020	2021	2022
Fall of Roof	3	3	2	4	6	4	7	9	5	5	2	3
Fall of Sides	5	2	4	4	3	3	16	14	9	2	8	6
Other Ground Movements	0	0	1	0	0	0	1	0	0	2	0	0
Winding in Shafts	0	0	2	0	0	0	2	14	3	0	0	2
Rope Haulage	5	2	1	1	1	1	20	20	18	14	17	11
Dumpers, Trucks, etc.	19	15	12	15	11	3	8	13	6	6	9	11
Other Transportation Machinery	2	1	4	1	2	0	2	6	4	1	3	3
Non-Transportation Machinery	10	10	8	7	4	4	16	24	28	11	22	21
Explosives	2	2	1	3	2	0	3	1	2	1	1	1
Electricity	2	5	2	1	3	1	6	4	4	5	0	0
Gas, Dust, Fire, etc.	1	2	0	0	0	1	0	0	0	0	0	0
Fall of Persons	2	3	5	5	3	4	85	74	52	41	61	48

Fall of Objects	2	0	3	1	2	2	72	40	27	14	22	16
Other Falls	0	0	0	0	1	0	0	0	0	0	9	1
Other Causes	3	4	6	5	5	1	29	47	35	30	34	48
<b>Total</b>	<b>56</b>	<b>49</b>	<b>51</b>	<b>47</b>	<b>43</b>	<b>24</b>	<b>267</b>	<b>266</b>	<b>193</b>	<b>132</b>	<b>188</b>	<b>171</b>

\* Data of 2022 is provisional.

**\*Figure 8 shows the percentage of fatal accidents cause-wise in mines during 2017-2022. It can be observed that the major reason for fatal accident in 2022 is Fall of Roof, Non-Transportation Machinery and Fall of Persons.**

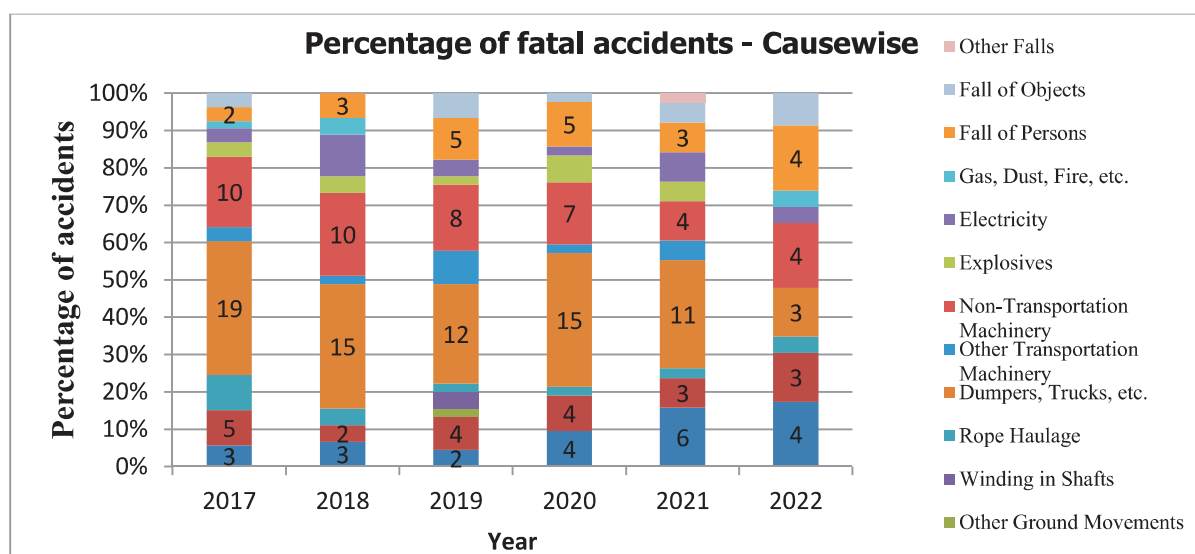


Fig.8 Percentage of fatal accident in Coal mines- cause-wise. \* Data of 2022 is provisional.

**13.61 \*Figure 9** shows the percentage of serious accidents cause wise in mines during 2017-2022. It can be observed that the major reason for

serious accident is Fall of persons and other causes followed by Non-Transportation Machinery.

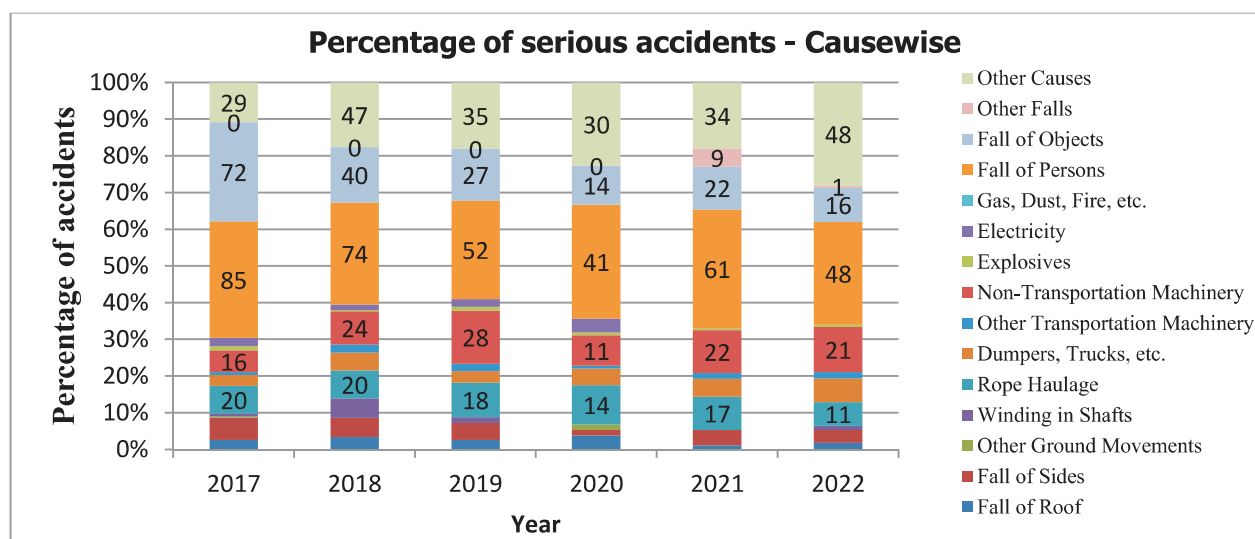


Fig.9 Percentage of Serious accident in Coal mines- cause-wise. \* Data of 2022 is provisional.

**13.62\*** From figure 8 and figure 9, it can be observed that the cause wise distribution of fatal and serious accidents is different to a large extent. The major cause for fatal accident is “Fall of Roof and Fall of Persons” while for serious accident it is “Fall of persons and other causes”.

**13.63** Table 13.4 shows the cause wise distribution of accidents in non-coal mines from 2017 to 2022. There are 15 broad causes of accidents in non-coal mines. Accidents are further classified into fatal and serious accidents.

Table 13.4												
Causes	Trend of Accidents in Non-coal Mines – Cause wise											
	Number of Fatal Accidents						Number of Serious Accidents					
	2017	2018	2019	2020	2021	2022	2017	2018	2019	2020	2021	2022
Fall of Roof	1	3	4	1	0	2	0	0	1	0	0	0
Fall of Sides	9	9	7	7	10	7	0	1	0	0	1	1
Other Ground Movements	1	1	0	0	0	0	0	0	2	0	0	0
Winding in Shafts	1	1	1	0	2	1	2	0	1	0	1	0
Rope Haulage	0	0	0	0	0	1	0	0	0	0	0	0
Dumpers, Trucks, etc.	5	9	5	10	2	5	0	0	2	2	3	4
Other Transportation Machinery	1	0	0	0	0	0	0	1	2	0	2	5
Non-Transportation Machinery	7	7	4	5	2	2	3	2	6	2	8	6
Explosives	6	0	6	0	4	0	0	1	0	1	0	0
Electricity	2	1	3	2	0	0	3	0	2	1	0	1
Gas, Dust, Fire, etc.	0	1	1	2	0	1	1	0	0	0	0	1
Fall of Persons	8	6	10	9	6	7	3	6	14	5	5	8
Fall of Objects	4	5	2	2	1	4	4	4	10	6	5	2
Other Falls	0	0	0	0	0	0	0	0	0	0	2	1
Other Causes	1	3	2	2	6	8	5	8	20	7	18	20
<b>Total</b>	<b>46</b>	<b>46</b>	<b>45</b>	<b>40</b>	<b>33</b>	<b>38</b>	<b>21</b>	<b>23</b>	<b>60</b>	<b>24</b>	<b>45</b>	<b>49</b>

\* Data for the year 2022 are provisional.

**13.64 \*Table 13.5A** shows the trend of accidents and resultant casualties in mines from 2001 to 2022. 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	43	51	2	188	193	33	50	6	45	46
2022*	24	28	4	171	175	38	50	14	49	53

\* Data for the year 2022 are provisional



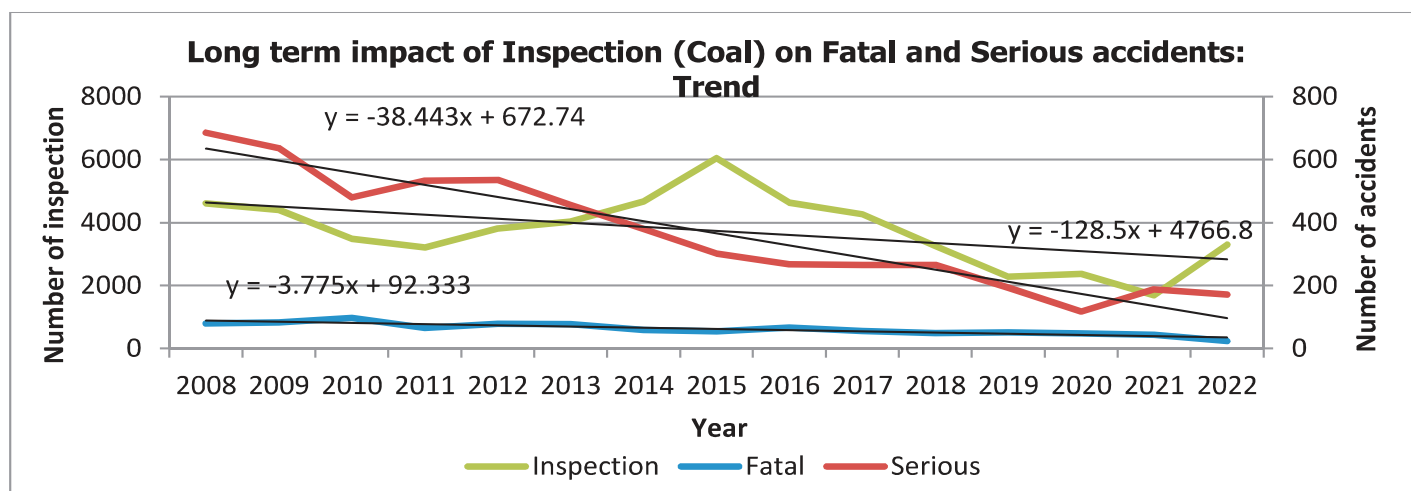
**\*Table 13.5B** shows the trend in fatal accidents and fatality rates per 1000 persons employed (ten yearly average). The table shows the average accident, accident rate, average killed and death rate

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 (Coal, Metal and Oil) from 2006 to 2022.

1) Table 13.6									
2) 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	1696	1534	230	3460	636	399	48	1083	4543
2022*	3303	3339	668	7310	711	479	45	1235	8545

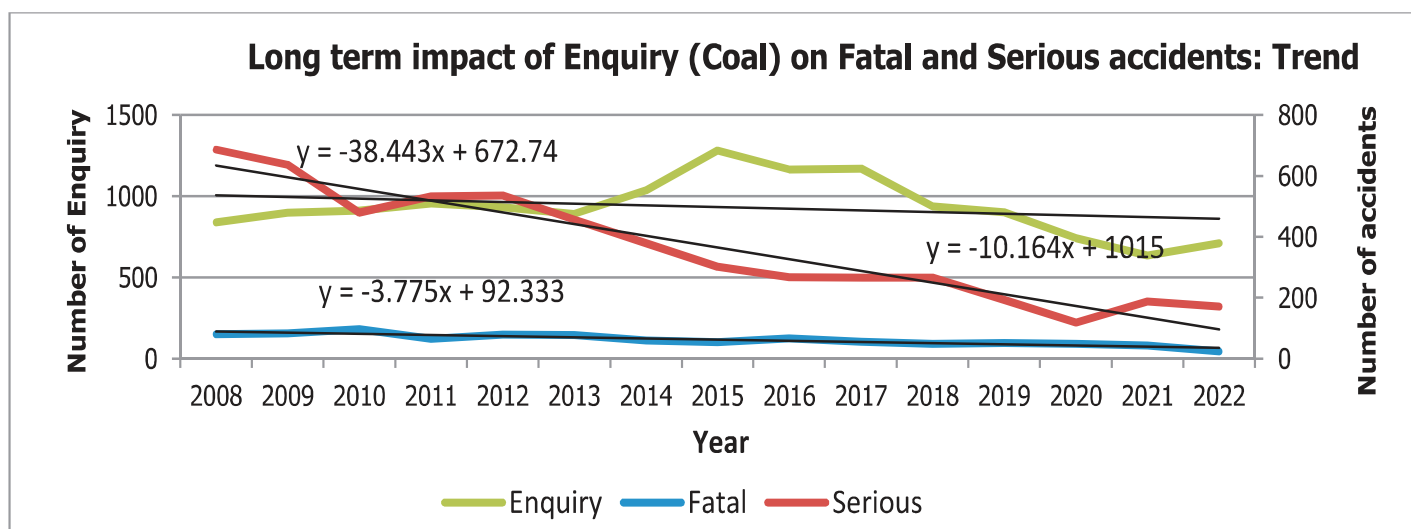
\* Data for the year 2022 are provisional.



**Fig.10 Long term impact of Inspection (Coal) on Fatal and Serious accidents: Trend**

**13.65** \*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 may 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 inspections over a long period is showing a sharp increase during 2015. On the basis of all the facts, it infers that inspection have 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**

**13.66** \*In the above graph on impact of 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 may 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

Applications received & Certificates of Competency issued during 1st April, 2022 to 30th November, 2022

Category of certificates of Competency	Coal Mines Regulations, 2017		Metalliferous Mines Regulations, 1961	
	Application Received	Certificates issued	Application Received	Certificates issued
Manager	2276	1796	1382	1029
Surveyor	108	58	41	16
Overman/Foreman	3921	2711	674	418
Sirdar/ Mate	14	11	05	02
Blaster	NA	NA	00	00
Winding Engine Drover	14	09	57	57
Gas Testing	4405	2904	Remarks: GT is being issued both under the CMR, 2017 & MMR, 1961	

## NATIONAL CONFERENCE ON SAFETY IN MINES

**13.67** 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 12<sup>th</sup> conference was held on 28 and 29<sup>th</sup> 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.

**13.68** Following activities were undertaken by S&T Division during 01.04.2022 to 30.12.2022.

Approvals of equipment, appliances, materials and machinery granted for use in mines are given below:

- Approval for Field trial R & D project for the development of IoT enable Technology for Monitoring, Analysis and Interpretation of Longwall Shield Pressures for Improving Safety and Productivity” at Longwall Panel of Jhanjra Colliery of M/s Eastern coalfield Limited.
- Renewal of Approval of “2 Legged 11000 KN capacity Powered Roof Supports (PRS) Type ZY 11000/26/56” Manufactured by M/s China Coal Beijing Coal Mining Machinery Co., Ltd., P. R. China for using in longwall workings of Jhanjra Coal Mine of M/s Eastern Coalfields Limited

- Approval of Laboratory for determination of quartz content of respirable dust for determination of quartz content in respirable dust by Fourier-Transform Infrared spectroscopy (FTIR) at M/s Environmental Laboratory (Unit of Mineral Engineering Services), #948, 2nd Cross, ST. THOMAS TOWN, POST-KAMMANAHALLI, BANGALORE- 560084

## E-Governance in DGMS

**13.69** 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.

**13.70** 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 16<sup>th</sup> 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:

- **Capacity Building of DGMS officers:** As per the finalised training calendar of DGMS for the year 2022-23 details of training conducted are as detailed below:

1. **Induction training** for newly recruited 32 nos. of Dy. Directors (Mining) was organised in Domain, Functional, Advance mining and soft skills at HQ, DGMS, Dhanbad, IIT(ISM), Dhanbad & VVGNI, Noida, including field visits from 14.06.2022 to 14.07.2022.

2. **Specialized training** in Oil Mines at IPSHEM, ONGC, Goa:

First batch of 20 officers have undergone training from the 18th April to 27th April, 2022 at IPSHEM, Goa including field visit at ONGC assets at Ahmedabad.

Second batch of 20 officers have undergone training from 12<sup>th</sup> Sept to 20<sup>th</sup> Sept, 2022 including field visit at ONGC assets at Ahmedabad.

3. Training on soft skills and administrative cum functional areas at VVGNI. A batch of 30 DGMS officers have been trained for a week on soft Skills from 21.11.2022 to 25.11.2022 and another batch of 30 DGMS officials have been undergoing 4 week training on administrative and functional areas (Establishment, administration and Accounts) from 19.12.2022 to 13.01.2023
4. Dir.(SOMA) has conducted online training for officers & Staff of DGMS on working and familiarising on DGMS portals viz. SS Portal, DGMS Portal- permission, accident, statistics, Returns etc. from 16.09.2022 to

20.09.2022 a total of 50 officers and staff have undergone training.

- 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 and oil mines is under progress.
- The Mines Act, 1952 restricted employment of women in belowground workings and also in above ground including opencast workings of any mine between the hours of 7 pm and 6 am. Vide Gazette Notification No. SO 506(E) published on 29.01.2019 as extraordinary part-II, section-3, sub-section (ii), the restriction was relaxed.

**13.71** Directorate General of Mines Safety (DGMS), Ministry of Labour & Employment, Government of India formed a working team with Government of Sweden. The objectives of the joint working group are to exchange best practices on the new age technologies, support in building the next gen policies for operating mines in India and jointly implement some of these solutions in Indian mines. The first working group meeting was conducted on 22.12.2022 in which the DG along with senior officers of the DGMS, officials of Embassy of Sweden, Business Sweden were participated.

#### Article:-IX OCCUPATIONAL HEALTH CONDITIONS

**13.72** 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]**

**13.73** 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
2022*	3	0	0

*\* up to 30.11.2022*

**13.74** 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

**13.75** Occupational health surveys have been



carried out in various states in the year 2017, 2018, 2019, 2020, 2021 and 2022 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, 12657 persons have been examined and 287 cases of silicosis have been detected which are as given below:

Year of Detection	No. of Silicosis cases
2017	157
2018	54
2019	51
2020	0
2021	6
2022*	19

\* upto 30.11.2021

### PROMOTIONAL INITIATIVES

- The Director General, Directorate General of Mines Safety briefed the functions of the DGMS and also the activities undertaken under the # Special campaign 2.0 for disposal of pending matters to the Doordarshan, Jharkhand on 15.10.2022.



- Conducting of National Safety Awards (Mines).
- Participated in the Global Mining Summit (GMS) - 2022 at Eco Park, Rajarhat, Kolkata. Sri Saifullah Ansari, Director (MSE&CMC), DGMS delivered a speech on "Responsible Mining and Safety in Mining".

- The 51st All India Mines Rescue Competitions ( from 14th to 18.11.Nov 2022)conducted at Rajpura Dariba Complex in Sindesar Khurd Mine of M/s HZL Under the Aegis of the Directorate General of Mines Safety in which 26 teams from 18 different mining companies were participated.
- Organization of 12<sup>th</sup> 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.
- The National Flag is a symbol of pride for every Indian and represents national integrity and signifies our hopes and aspirations. DGMS made the Har Ghar Tiranga initiative a grand success in all its offices and residences.

### WOMEN EMPOWERMENT IN MINES

**13.76** 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.

**13.77 Women in the Mines Rescue Services:** Effective mines rescue teams are critical to the safe mining operation & serve as role models for their peers in the industry that values safety. MS. Akansha Kumari, Mining Engineer from Central Coalfields Limited emerged as the first women engineer trained in the mines rescue services.



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.

<b>Number of women employed aboveground between 7PM &amp; 6AM</b>	<b>Number of women employed belowground workings</b>
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 17<sup>th</sup> 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 and review meetings.
- Organizing workshops and seminars on modern technology and innovation in mining.

- Organizing Safety awareness camps along with officials of State Mining departments for better outreach.
- Workshops on “Development, Implementation and Monitoring of Safety Management Plan (SMP) in Mines” conducted at different zones of DGMS.
- **ISO certification of DGMS:** DGMS hired M/s. Apex Management Solutions, the consultant, bidding through GeM portal for consultancy services for ISO 9001:2015 –Quality Management System implementation & Certification support work. The work is in progress and is expected to be completed within six months.
- Shri Prabhat Kumar DG, DGMS briefed the special campaign 2.0 on cleanness and disposal of pendency at DGMS headquarter, Dhanbad on Doordarshan.

## FUTURE PLANS:

### MODERNIZATION OF DGMS

**13.78** 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.

**13.79** Vide Lt. No.Z-16025/34/2020-ISH.II(e-117621) dated 18th November 2020, constituted technical committee to suggest ways and means for Modernization of DGMS.

**13.80** Vide Lt. No. F. No.Z-16025/34/2020-ISH-II (e -117621) dated 04.12.2020, constituted committee to suggest ways and means for Modernization of e-DGMS.

**13.81** Report of the e-DGMS committee was submitted to Ministry on 31.03.2021. Report of the Technical committee was submitted to Ministry on 03.05.2021.

**13.82** Committees for framing of Terms of Reference (ToR) for engaging consultants for modernization of HR & e- Governance at DGMS has been approved by the Ministry vide Lr. No. A-22011/01/2021/-ISH-II (e-124161) dated 21st September, 2021. Accordingly, the draft ToRs finalised by the Committees are submitted to the Ministry.

**13.83** Ministry of Labour & Employment, Government of India, vide order No. S-65025/02/2021-ISH-II (e-125816) dated 24th September, 2021, constituted three expert committees for 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.

**13.84** 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, Government of India, vide order No. S-65025/02/2021-ISH-II (e-125816) dated 24th September, 2021, 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.

**13.85** Ministry of Labour & Employment, Government of India, vide order No. S-65025/02/2021-ISH-II (e-125816) dated 24th September, 2021, constituted three expert committees for 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.

**13.86** 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, Government of India, vide order No. S-65025/02/2021-ISH-II (e-125816) dated 24th September, 2021, 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.

**13.87** ISO 9001:2015 –Quality Management System implementation & Certification.

Online risk based inspection system implementation for metalliferous mines and oil mines.

**Annexure-I****Activities carried out by Inspectorate of Dock Safety**

<b>1. Inspections by Inspectorates of Dock Safety</b>	
<b>Title</b>	<b>Achievement</b>
i. Ship Inspection	475
ii. Dock Inspection	921
iii. Gear Inspection	477
iv. Hazardous installations	4
v. Inland Container Depot	7
vi. Other Visits	823
<b>Total</b>	<b>2707</b>
<b>2. Reportable Accidents in Ports</b>	
Total Accidents	21
Fatal Accidents	17
<b>3. Progress in disposal of prosecution cases</b>	
Filed during the year	21
Decided during the year	21
<b>4. Progress in inquiries into fatal accidents</b>	
Initiated during the year	19
Concluded during the year	11



**Annexure-II****Details of activities conducted by DGFASLI**

Training programmes		Nos.
1) Advance Diploma in Industrial Safety (ADIS)	Programmes	5
	Participants	210
2) Associate Fellow of Industrial Health (AFIH) (Nov 2021 to Jan 2022)	Programmes	5
	Participants	202
3) 4-weeks Specialized Certificate Course for Supervisors employed in Hazardous Process Industries	Programmes	1
	Participants	29
4) 10-days Basic Course for Inspector of Factories	Programmes	1
	Participants	39
5) Short Duration Training Programme (Half-day Online Training Programme)	Programmes	126
	Participants	1714
6) Long Duration (3 or more days) Training Programme	Programmes	9
	Participants	224
7) Other special programmes (15 days programme conducted by CAS Division)	Programmes	2
	Participants	37
8) Seminar/Workshop	Programmes	3
	Participants	295
9) In-plant Training Programme	Programmes	3
	Participants	456
10) Appreciation Programme	Programmes	41
	Participants	1317

**Annexure-III****Information/answers provided to parliament questions by DGFASLI****(Jan, 2022 - Dec, 2022)**

Sl.	Month	No. of parliament questions
1	January, 2022	4
2	February, 2022	4
3	March, 2022	26
4	April, 2022	1
5	May, 2022	-
6	June, 2022	-
7	July, 2022	12
8	August, 2022	3
9	September, 2022	1
10	October, 2022	-
11	November, 2022	1
12	December, 2022	12
<b>Total</b>		<b>64</b>

**Annexure-IV****No. of workers trained by DGFASLI under Azadi ka Amrit Mahotsav****(Jan, 2022 - Dec, 2022)**

Sl.	Month	No. of workers trained
1.	January, 2022	2933
2.	February, 2022	5928
3.	March, 2022	13273
4.	April, 2022	7012
5.	May, 2022	6120

6.	June, 2022	7123
7.	July, 2022	8054
8.	August, 2022	2532
9.	September, 2022	4588
10.	October, 2022	3502
11.	November, 2022	3576
12.	December, 2022	4894
<b>TOTAL</b>		<b>69535</b>

**Annexure-V****No. of Personal Protective Equipment tested by DGFASLI (Jan, 2022 - Dec, 2022)**

Sl.	Month	No. of Personal Protective equipment tested	
		Respiratory	Non-Respiratory
1.	January, 2022	10	6
2.	February, 2022	16	12
3.	March, 2022	3	6
4.	April, 2022	3	4
5.	May, 2022	16	1
6.	June, 2022	12	5
7.	July, 2022	8	1
8.	August, 2022	11	9
9.	September, 2022	12	8
10.	October, 2022	4	10
11.	November, 2022	11	3
12.	December, 2022	22	1
<b>Total</b>		<b>128</b>	<b>66</b>

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## Chapter-14

# DATTOPANT THENGADI NATIONAL BOARD FOR WORKERS EDUCATION AND DEVELOPMENT

**14.1** The Dattopant Thengadi National Board for Workers Education & Development (erstwhile Central Board for Workers Education) came into existence on 16<sup>th</sup> September, 1958 under the aegis of the Ministry of Labour of Employment, Govt. of India as a response to the Indian Labour Conference for implementing Workers Education programme in India.

**14.2** Central Board For Workers Education was renamed as Dattopant Thengadi National Board For Workers Education & Development in the year 2016 and its Headquarter is at New Delhi.

**14.3** Dattopant Thengadi National Board For Workers Education & Development is headed by a Chairman. Director General is the Chief Executive of the Board who is assisted by Additional Director, Financial Adviser, Deputy Directors, Zonal Directors, Regional Directors. The Board operates through its 50 Regional Directorates and 7 Sub-Regional Directorates throughout India. The 06 Zonal Directorates located at New Delhi, Guwahati, Kolkata, Mumbai, Chennai and Bhopal monitor the activities of the Regional Directorates in their respective zones.

**14.4** Governing body is tripartite in nature headed by the Chairman is responsible for formulating the Workers Education Scheme. Regional Advisory Committees constituted at Regional Directorate level to advise the scheme and recommend necessary measures for effective implementation.

**14.5** Through its National network of 50 Regional Directorates and an apex training institute Indian Institute of Workers Education located at Mumbai organizes various educational, training and awareness programmes for workers

of organised and unorganised Sector on the topic of behavioural aspects, industrial development, labour laws, quality of life as well as government schemes for social security, labour welfare and skill development.

### Thrust Areas

**14.6** Looking at the vast magnitude of unorganized and rural sectors, the Board's thrust is on educating and creating awareness to government flagship schemes of Social Security, Labour welfare, livelihood and Skill development activities.

### Workers Education Programmes in Organised Sector

**14.7** Theme based Modular Training programmes are conducted for organized sector workers as per objectives of the board.

### Training Programmes for Organised Sector workers -

- Capacity Building Programame –for Office bearers of Tus
- Training of Trainer Programme (TOT)- to create trainers in organised sector
- Sensitization programme for activists of Trade Unions and federations
- Grants in Aids to Trade Unions for Capacity Building –
- Modular Training Programme (MTP) –

Target group : Workers and employees of the industry/establishment/offices

- MTP on Workers Participation in

Management for Members of Joint Management Councils (JMC)–

- MTP - Self-Generation of Funds- to create funds for Self Reliance

Target group: Workers and employees of the industry/establishment/offices

#### **14.8 Workers Education programmes in Unorganised/ Rural Sectors:**

Special emphasis under this section :-

- Awareness and registration/enrolment for e-shram, PMSYM, PM- SVANidhi, PMJJY, AB-PMJAY, NPS Traders
- Digital Literacy and Financial Literacy
- RPL and Skill Development Awareness Drive
- Occupational Safety and Health

#### **14.9 Training Programmes for Unorganised Sector workers -**

- **Training of Trainers (TOT) Programme - to create a pool of trainers**

Target Group : Perspective RV/ Facilitators/Representatives of partner Agencies

- **Short Term Training Programme (STTP)**  
- *Theme Based for creating and enhancing awareness among unorganized sector workers*

Target group : Unorganized & rural workers

#### **14.10 Themes of Coverage:**

Digital Literacy/ Financial Literacy/ Labour Code/ Social Security in U/O Sector Skill Eco System & Benefits/ Self-Employment/ Rural Entrepreneurship/ Awareness for Govt's flagship schemes/ Occupational Health & Safety etc./ Domain topics related to category of Worker/ Construction Workers/ Domestic Workers/ Women Workers / Rural Artisan/ Agro-based Workers/

SC/ST Workers / Street Vendors/ Casual Workers in Industrial Area/ Handloom Workers/ Beedi Workers/ Forest Workers/ Stone Quarry Workers/ Health & Sanitation Workers/ Gig & Platform Workers/ Ancillary Skill Sets (Mechanic, Plumber, Coloring, Catering, Travels)/ Contractual Workers/ Brick Kiln Workers/ Other Rural Worker.

#### **14.11 Sponsored Short Term Training Programme (SSTTP)- Theme Based**

Participants are sponsored by Trade Unions/NGOs/IndustryAssociations/ chamber of Commerce/ Contactors/ Mining/ CSR initiatives etc.

**Target group :** Unorganized & Rural workers, Self Employed, Unemployed Youth, Workers in Industrial Estate etc.

**14.12 Shramik Chaupal Target group :** Daily wage workers who assemble at various places like Labour Chowks, industrial clusters and constructions sites

#### **GRANTS-IN-AID SCHEME**

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.

The Board also sanctions grants-in-aid for National Level Courses to the Central Trade Union Organizations and National Federations.

#### **14.13 TRAINING PROGRAMMES OF THE BOARD**

##### **NATIONAL LEVEL TRAINING PROGRAMMES at IIWE**

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.



**14.14 USE OF HINDI**

Hindi workshop was conducted from 22.03.2022 to 24.03.2022 for officials of the board. Various competitions were held from 01.09.2022 to 15.9.2022. IIWE and all Regional Directorates of the Board also celebrated Hindi Day and observed Hindi Fortnight. All the officers and staff members participated enthusiastically.

**14.15 Collaboration with Govt agencies - Memorandum of Understanding**

- Motilal Nehru National Institute of Technology (MNNIT) for Capacity Building

of the employees of the board

- Indira Gandhi National Open University (IGNOU) for reaching to mass with the help of Radio, TV Channels, Preparation of Educational Videos and Capacity Building Programmes (Certificate and Appreciation courses for professionals working in the field of Labour)
- National Skill Development Corporation (NSDC) for mobilising the working class for Recognition of Prior Learning (RPL) and Skill Development activities.

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## Chapter-15

## PROGRAMMES

**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 2022-23. 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 Rojgar Yojana (ABRY), Social Security for Plantation Workers in Assam, Pradhan Mantri Shram Yogi Maandhan (PMSYM) for unorganized workers and National Pension Scheme (NPS) for Traders and Self Employed Persons. National Child Labour Project (NCLP), Employment Generation Programs [i.e. National Career Service and National Career Service Centres (NCSC) for SC / ST] and Labour Welfare Scheme for Beedi, Cine and Non-Coal Mine workers are also other major schemes..

**15.2** Monitoring & Evaluation Unit (MEU) in the Ministry of Labour & Employment deals with the monitoring of expenditure of various schemes under Development Action Plan for Scheduled Castes (DAPSC) [erstwhile Scheduled Caste Sub-Plan (SCSP)], Development Action Plan for Scheduled Tribes (DAPST) [erstwhile Tribal Sub-Plan (TSP) / Scheduled Tribe Component (STC)] and North Eastern Region (NER) component

**15.3** The Ministry of Finance provided an outlay of Rs. 16159.00 Crore for the Central Sector (CS) / Centrally Sponsored (CSS) schemes of the Ministry of Labour & Employment during the Financial Year 2022-23. The schemes-wise financial outlays are given in **Table 15.1**.

**15.4** In compliance with the Government directives, this Ministry has earmarked Rs. 2682.42 (16.60% of total allocation) for DAPSC and Rs. 1389.69 Crore (8.60% of total allocation) for DAPST under CS / CSS schemes during the current fiscal as per details given in Table 15.1.

**15.5** 10% of allocation (Rs. 1615.92 Crore) has been earmarked specifically for North-Eastern Region (NER) during 2022-23 under 10% Gross Budgetary Support (GBS) for NER..

### **Central Sector Schemes, Centrally Sponsored Schemes, Establishment and Other Central Sector Expenditure**

**15.6** Ministry of Labour & Employment implements 11 Central Sector and 2 Centrally Sponsored Schemes. Ministry also gives Grant-in-aid to Autonomous Bodies viz., V.V.Giri National Labour Institute & Dattopant Thengadi National Board for Workers Education and Development. List of the schemes along with budget estimates, revised estimates and expenditure are given in Table No 15.2 and 15.3.

Table: 15.1

**Ministry of Labour & Employment:  
Financial Outlay of Schemes for FY 2022-23**

(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
<b>Central Sector (CS) Schemes</b>				
1	Labour and Employment Statistical System (LESS)	89.00	14.28	7.60
2	Labour Welfare Scheme (LWS)	120.00	19.88	10.66
3	National Database for Un-organized Workers (NDUW)	500.00	83.00	43.00
4	Employee's Pension Scheme (EPS), 1995	8485.00	1408.51	729.75
5	Social Security for Plantation Workers in Assam	60.00	0.00	0.00
6	Pradhan Mantri Shram Yogi Maandhan (PMSYM ) Yojana	350.00	58.10	30.10
7	National Pension Scheme (NPS) for Traders and Self Employed Persons	50.00	8.30	4.30
8	Aatmanirbhar Bharat Rojgar Yojana (ABRY)	6400.00	1062.40	550.40
9	National Child Labour Project (NCLP)	20.00	3.32	1.72
10	Rehabilitation of Bonded Labour	10.00	1.66	0.86
11	National Career Service Centres (NCSC) for SC / ST	23.00	14.50	6.90
12	National Career Services (NCS)	52.00	8.47	4.40
<b>Total</b>		<b>16159.00</b>	<b>2682.42</b>	<b>1389.69</b>

Table 15.2

MINISTRY OF LABOUR & EMPLOYMENT							
(Rs. in crores)							
BUDGET PROVISION AND EXPENDITURE							
Sl. No.	Name of the Scheme	BE 2021-22	RE 2021-22	Actual 2021-22	BE 2022-23	RE 2022-23	Exp. Upto 31 <sup>st</sup> Decemb er, 2022
<b>I Establishment Expenditure of the Centre</b>							
1	Secretariat	77.00	71.10	65.63	83.60	88.51	58.12
2	Labour Bureau	26.80	27.02	25.32	30.41	29.19	20.01
3	Other Expenditures related to CLC®, CGIT & IT	114.00	107.06	101.98	107.88	112.01	84.34
4	Directorate General of Factory Advice Services (DGFASLI)	30.04	30.28	30.04	49.50	49.50	24.72
5	Directorate General of Mines Safety (DGMS)	75.50	79.85	79.04	97.29	102.60	75.52
6	International Cooperation	26.00	25.80	25.17	27.00	34.05	33.36
7	Directorate General of Employment	58.05	56.40	54.75	64.49	68.59	48.36
8	DG Labour Welfare (Establishment)	143.11	145.66	138.30	159.01	159.73	115.52
<b>Total-Establishment Expenditure of the Centre</b>		<b>550.50</b>	<b>543.17</b>	<b>520.23</b>	<b>619.18</b>	<b>644.18</b>	<b>459.95</b>
<b>II. Social Security Schemes/Projects for Workers</b>							
9	Labour and Employment Statistical System (LESS)	150.00	90.00	39.98	89.00	80.00	31.65
10	Labour Welfare Scheme	150.00	119.00	64.22	120.00	120.00	25.02
11	Bima Yojana for Unorganized Workers	0.10	0.10	0.00	0.10	0.01	0.00
12	Employees' Pension Scheme, 1995	7364.00	7364.00	18478.33	8485.00	8485.00	6363.75
13	Social Security for Plantation Workers in Assam	60.00	50.00	50.00	60.00	60.00	28.86
14	Pradhan Mantri Shram Yogi Mandhan Yojana	400.00	350.00	324.23	350.00	350.00	92.01
15	National Pension Scheme for Traders and Self Employed Persons erstwhile Pradhan Mantri Karam	150.00	1.00	0.24	50.00	10.00	0.00

	Yogi Maan-Dhan Yojana						
16	Aatmanirbhar Bharat Rojgar Yojana	3130.00	5000.00	3930.61	6400.00	5758.06	3950.00
17	National Data Base for Unorganised Workers	150.00	280.00	255.24	500.00	400.00	120.07
18	National Child Labour Project	110.00	20.00	18.45	20.00	20.00	14.11
19	Rehabilitation of Bonded Labour	10.00	10.00	3.69	10.00	10.00	4.19
<b>Total-Central Sector Schemes/ Projects</b>		<b>11674.10</b>	<b>13284.10</b>	<b>23164.99</b>	<b>16084.10</b>	<b>15293.07</b>	<b>10629.66</b>
<b>III Other Central Sector Expenditure</b>							
<b>Autonomous Bodies</b>							
20	Dattopant Thengadi National Board for Workers Education	90.00	110.00	109.99	103.15	103.15	77.37
21	National Labour Institute	15.00	11.55	11.55	12.25	12.25	8.52
Total-Autonomous Bodies		<b>105.00</b>	<b>121.55</b>	<b>121.54</b>	<b>115.40</b>	<b>115.40</b>	<b>85.89</b>
<b>IV Centrally Sponsored Schemes</b>							
22	Coaching and Guidance for SC, ST and Other Backward Classes	19.90	17.90	14.50	23.00	23.00	13.70
23	Pradhan Mantri Rozgar Protsahan Yojana	900.00	250.00	190.75	0.00	0.00	0.00
24	National Career Services	57.00	32.00	24.31	52.00	42.00	34.21
<b>Total-Centrally Sponsored Schemes</b>		<b>976.90</b>	<b>299.90</b>	<b>229.56</b>	<b>75.00</b>	<b>65.00</b>	<b>47.91</b>
<b>Grand Total</b>		<b>13306.50</b>	<b>14248.72</b>	<b>24036.32</b>	<b>16893.68</b>	<b>16117.65</b>	<b>11223.41</b>

**Table 15.3**

Last Five Year BE, RE and Expenditure of the Ministry of Labour &amp; Employment

Rs. In crore

Year	BE	RE	Expenditure
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
2021-22	13306.50	14248.72	24036.32

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## Chapter-16

## WELFARE OF SCHEDULE CASTE & SCHEDULE 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 :-

Table 16.1							
REPRESENTATION OF SCs/STs IN THE MINISTRY OF LABOUR AND EMPLOYMENT INCLUDING ITS ATTACHED AND SUBORDINATE OFFICES							
Category of Employees	Total No. of Employee (as on 31.12.2022)	Due as per reservation norms		In position		Surplus (+) Shortfall (-)	
		SC (15%)	ST (7.5%)	SC	ST	SC	ST
Group 'A'	86	13	6	11	5	2(-)	1(-)
Group 'B'	49	7	4	5	1	2(-)	3(-)
Group 'C' (Including erstwhile Group 'D' also)	221	33	17	33	16	NIL	1(-)
<b>Total</b>	356	53	27	49	22	4(-)	5(-)

**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:-

Table 16.2		
REPRESENTATION OF PERSONS WITH DISABILITIES (DIFFERENTLY ABLED) IN THE MINISTRY OF LABOUR AND EMPLOYMENT INCLUDING ITS ATTACHED AND SUBORDINATE OFFICES		
Category of Employees	Total No. of Employee (as on 31.12.2022)	Number of Posts held by Disabled persons
Group 'A'	86	NIL
Group 'B'	49	2
Group 'C' (Including erstwhile Group 'D' also)	221	3
<b>Total</b>	356	5

**REPRESENTATION OF OBCs IN THE MINISTRY OF LABOUR AND EMPLOYMENT  
INCLUDING ITS ATTACHED /SUBORDINATE/AUTONOMOUS BODIES**

Category of Employee	Total No. of Employee as on 31.12.2022	Due as per reservation norms (OBC) 27%	In position	Surplus (+) Shortfall (-)
Group 'A'	86	23	20	3(-)
Group 'B'	49	13	5	8(-)
Group 'C'(Including erstwhile Group 'D')	221	60	29	31(-)
<b>Total(*)</b>	356	96	54	42(-)

(\*) Including Ministerial staff of DGFASLI

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# Chapter-17

## LABOUR STATISTICS

### Functions and Organizational Set-up of Labour Bureau Chandigarh/Shimla:

#### 17.1 (i). Labour Statistics under Factories Act, 1948 and Trade Unions Act, 1926

Labour Statistics under the Factories Act, 1948 and Trade Unions Act, 1926 are collected, compiled and disseminated at all India basis for the formulation of labour policies. The data is received in the form of consolidated annual/half yearly Returns under the Factories Act, 1948 and annual Returns under the Trade Unions Act, 1926. These returns are received from the Chief Inspector of Factories and the Labour Commissioners of the States/U.Ts. The States/U.Ts consolidate these returns and send annual returns to the Labour Bureau in the prescribed proforma. The Bureau in turn tabulates these returns and consolidates the data at all-India level and brings out Reports viz. Annual Review on Statistics of Factories and Biennial Review on Trade Unions in India. These statistics are supplied to various agencies which include I.L.O., C.S.O., and DGFASLI etc. Besides, the data is also disseminated through the various publications of Labour Bureau viz. I.L.J., I.L.Y.B., Pocket Book of Labour Statistics and I.L.S. etc.

#### (ii). Labour Statistics under Industrial Disputes Act, 1948

“Industrial Disputes, Closures, Retrenchments and Lay-offs” is based on the voluntary returns received every month from the Labour Departments of the States and the Regional Labour Commissioner (Central). The statistics of Industrial Disputes which resulted in the temporary stoppage of work either by the employees of an establishment who resorted to Strikes to express a grievance, to enforce a demand or by an employer (or a group of employers) who withhold work from the employees in an establishment in connection with matters relating to employment or non-

employment or terms and conditions of employment. Thus, both types of work-stoppages known as Strikes and Lockouts take place as and when there is a lack of mutual understanding, the difference of opinion and failure to settle the disputes between the management and the workers/labour trade unions. Labour Bureau receives information in respect of only those temporary work stoppages which include (a) strikes, (b) lockouts, and (c) gheraos followed by lockouts and involving 10 or more workers, whether directly and/or indirectly. Work stoppages which involve less than 10 workers are not included/ accounted for.

#### 17.2 Achievements (up to 31.12.2022)

1. Report of Annual Review on “Statistics of Factories” for the year 2019 has been released.
2. Report on “Trade Unions in India” for the Year 2019 has been released.
3. Timely submission of Monthly Industrial Relation Scenario to the Ministry every month.

#### 17.3 Future Plans

1. Scrutiny, Posting and Tabulation of data for the Annual Review on Statistics of Factories for the year 2020 are being carried out during 2022-23.
2. Scrutiny, Posting and Tabulation of data for the Report on “Trade Unions in India” for the Year 2020 are being carried out during 2022-23.

#### 17.4 Major Activities and Achievements of Labour Bureau

- (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](http://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**

**17.5** 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**

**17.6** 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).

**17.7** 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 22<sup>nd</sup> 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)**

**17.8.** 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 October, 2022. 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(s) 2020-21 and 2021-22 have been released.
4. The Monthly indices and annual rate of inflation are presented respectively in Tables 17.4 & 17.5.
5. These index numbers are, inter alia, 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 and updation of material cost under PM-POSHAN scheme

**(e) Base updation of Consumer Price Index Numbers for Rural Labourers and for Agricultural Labourers [CPI (RL and AL)]**

**17.9** 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 75<sup>th</sup> 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 68<sup>th</sup> round of NSS data. The weights had been generated using 68<sup>th</sup> 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:**

- 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, 2022 have been compiled and published.
- The booklet titled “Wage Rates in Rural India” for the year 2020-21 has been released and for the year 2021-22 is in progress.

**(g) Wage Rate Index**

**17.10** Wage Rate Index (WRI) is one of the prominent economic indicators which measures the relative changes in wages of manual worker in selected occupations of selected industries over a period of time. Labour Bureau has been compiling WRI since 1969. Recently, the base year of WRI has been revised from 1963=100 to 2016=100 by Labour Bureau. Under the New WRI Series, half-yearly wise (point-to-point) WRI data for selected 37 industries in three sectors viz. Manufacturing, Plantation and Mining, from July 2016 (base year) to Jan 2022 has been released.

**(h) Occupational Wage Survey**

**17.11** 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.

**17.12** 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.



**(i) Working and Living Conditions of Workers in Unorganized Sector of Industries/ Employments**

**17.13** 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.

**(j) Socio-economic Conditions of Women**

**Workers in Industry**

**17.14** 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.

**(k) Studies on Evaluation of Implementation of the Minimum Wages Act, 1948**

**17.15** 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.

**(l) Working and Living Conditions of Scheduled Castes/ Scheduled Tribes workers in urban areas**

**17.16** The survey aims to collect data on certain aspects of Working and Living Conditions of Labour belonging to the Scheduled Castes and Scheduled Tribes Communities with a view to assess ways and means to be adopted for their welfare development. So far, Labour Bureau has conducted 9 Scheduled Castes workers and 9 Scheduled Tribes workers surveys.

**(m) Training in Labour Statistics**

**17.17** Training programme for 56 probationers, 43rd and 44th batch of Indian Statistical Service during 21/03/2022 to 23/03/2022 was organised at Labour Bureau Shimla.

**(o) Annual Survey of Industries**

**17.18** The Annual Survey of Industries (ASI) is the principal source of industrial statistics in India and is being conducted under the Collection of Statistics Act, 2008. The scope of the ASI is extended to all registered manufacturing establishments in the Country except establishments under the control of the Defense Ministry, Oil storage and distribution units, restaurants and cafes and technical training institutions not producing anything for sale or exchange. The geographical coverage of the Annual Survey of Industries has been extended to the entire country. The field survey for the ASI is conducted by NSO and Central Statistics Office (CSO) is responsible for the processing and dissemination of data. Labour Bureau is responsible for processing and dissemination of data on Employment, Mandays Worked, Social Security Benefits, Labour Cost and Cost of Production collected through Block-E of Part-I and; Absenteeism, Labour Turnover and Earnings collected through Part-II of the ASI schedule. This Survey is conducted every year and Labour Bureau compiles two publications/Reports based on this survey namely

- ***Annual Survey of Industries {Volume-I} - Statistics on Employment and Labour Cost***
- ***Annual Survey of Industries {Volume-II}— Report on Absenteeism, Labour Turnover, Employment and Labour Cost***

Till date, Labour Bureau has compiled and Released Reports based upon ASI 2018-19 data. Data for ASI 2019-20 is being processed.

**(p) Digitization and Automation**

**17.19** Digitalization and Automation of all activities has been identified as a high priority area by Labour Bureau. The organization 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. Digitalization and Artificial Intelligence (AI) 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.

#### (q) **Ongoing Surveys**

**17.20** 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 survey would compile information on the characteristics of the migrant workers along the following lines:
  - Households with migrant workers, causes of migration,
  - Working and living conditions of migrant workers,
  - Characteristics of return migrants involving details,
  - Reasons of the movements of the migrants who returned to either native place or work place
  - Employment conditions at the respective places, and
  - Impact of covid-19 pandemic on migrant workers
- **Coverage of the Survey :**
  - The survey covers all the State/UTs in India as this is a pan India Sample Survey.
- **Progress of All India Survey of Migrant Workers:**
  - The field work of survey has been

completed and data validation is being undertaken.

#### (ii) **All India Survey on Domestic Workers**

The survey would compile following information on the characteristics of domestic workers

- To estimate the number/proportion of domestic workers at National and State level.
- Working and living conditions of domestic workers
- Wages, consumption expenditure and other socio-economic characteristics
- Impact of covid-19 pandemic on domestic workers

#### **Coverage of the Survey:**

The survey covers all the States/UTs in India as this is all India sample survey.

#### **Progress:**

The field work of survey has been completed and draft report is in progress.

#### **All India Quarterly Establishment based Employment Survey (AQEES)**

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

- The sample size of first four rounds of the QES starting w.e.f April, 2021 is around 12000 establishments.
- The sample size for conducting 5<sup>th</sup> round onwards of QES starting w.e.f April, 2022 will be around 15000 establishments.

### The field work of survey:

- The field work of Quarterly Employment Survey (QES) was started with effect from 1<sup>st</sup> April 2021.
- The reports of four rounds of QES for the period April-June, 2021, July-September, 2021, October-December, 2021 and January-March, 2022 have been released.
- The field work of 5<sup>th</sup> and 6<sup>th</sup> round of QES is under progress.

### 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 has been completed and results are expected by first quarter of year 2023.

#### (r) Expert Group

**17.21** The Expert Group for All India Surveys, under the Chairmanship of Prof. S.P. Mukherjee, has convened multiple meetings in 2022. Meetings were held in the months of March, May, August and December to discuss the various nuances of All India surveys.

#### (s) Publications

**17.22** 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 2022 is given in Table 17.6(a) and 17.6(b).

<b>Box 17.1</b>	
<b>WEIGHTS FOR BROAD GROUPS UNDER CPI-IW ON BASE: 2016=100</b>	
<b>Group(s)</b>	<b>Weight(s)</b>
Food & Beverages	39.17
Pan, Supari, Tobacco & Intoxicants	2.07
Clothing & Footwear	6.08
Housing	16.87
Fuel & Light	5.50
Miscellaneous	30.31
<b>Total</b>	<b>100.00</b>

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)
<b>I. 2001=100</b>	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
	2020(Apr, 20 - Aug, 20)	333	} 5.19
<b>II. 2016=100</b>	2020-2021(Sep,20 – Mar,21)	119.0	
	2021-2022	123.6	5.14

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	2016-17			2017-18			2018-19			2019-20			2020-21			2021-22			2022-23		
Month	Index	Percentage variation		Index	Percentage variation		Index	Percentage variation		Index	Percentage variation		Index	Percentage variation		Index	Percentage variation		Index	Percentage variation	
April	271	1.12		277	0.73		288	0.35		312	0.97		329	0.92		120.1	0.42		127.7	1.35	
May	275	1.48		278	0.36		289	0.35		314	0.64		330	0.30		120.6	0.42		129.0	1.02	
June	277	0.73		280	0.72		291	0.69		316	0.64		332	0.61		121.7	0.91		129.2	0.16	
July	280	1.08		285	1.79		301	3.44		319	0.95		336	1.20		122.8	0.90		129.9	0.54	
August	278	-0.71		285	0.00		301	0.00		320	0.31		338	0.60		123.0	0.16		130.2	0.23	
September	277	-0.36		285	0.00		301	0.00		322	0.63		118.1	0.62		123.3	0.24		131.3	0.84	
October	278	0.36		287	0.70		302	0.33		325	0.93		119.5	1.19		124.9	1.30		132.5	0.91	
November	277	-0.36		288	0.35		302	0.00		328	0.92		119.9	0.33		125.7	0.64				
December	275	-0.72		286	-0.69		301	-0.33		330	0.61		118.8	-0.92		125.4	-0.24				
January	274	-0.36		288	0.70		307	1.99		330	0.00		118.2	-0.51		125.1	-0.24				
February	274	0.00		287	-0.35		307	0.00		328	-0.61		119.0	0.68		125.0	-0.08				
March	275	0.36		287	0.00		309	0.65		326	-0.61		119.6	0.50		126.0	0.80				

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 &amp; 2016=100)

Year/ Month	2016		2017		2018		2019		2020		2021		2022	
	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	269	5.91	274	1.86	288	5.11	307	6.6	330	7.49	118.2	3.15	125.1	5.84
February	267	5.53	274	2.62	287	4.74	307	6.97	328	6.84	119.0	4.48	125.0	5.04
March	268	5.51	275	2.61	287	4.36	309	7.67	326	5.50	119.6	5.64	126.0	5.35
April	271	5.86	277	2.21	288	3.97	312	8.33	329	5.45	120.1	5.13	127.7	6.33
May	275	6.59	278	1.09	289	3.96	314	8.65	330	5.10	120.6	5.25	129.0	6.97
June	277	6.13	280	1.08	291	3.93	316	8.59	332	5.06	121.7	5.57	129.2	6.16
July	280	6.46	285	1.79	301	5.61	319	5.98	336	5.33	122.8	5.26	129.9	5.78
August	278	5.3	285	2.52	301	5.61	320	6.31	338	5.62	123.0	4.80	130.2	5.85
September	277	4.14	285	2.89	301	5.61	322	6.98	118.1	5.62	123.3	4.40	131.3	6.49
October	278	3.35	287	3.24	302	5.23	325	7.62	119.5	5.91	124.9	4.52	132.5	6.08
November	277	2.59	288	3.97	302	4.86	328	8.61	119.9	5.27	125.7	4.84		
December	275	2.23	286	4.00	301	5.24	330	9.63	118.8	3.67	125.4	5.56		

**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 1986-87=100)

Month	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
	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	848	0.59	870	0.46	888	0.11	932	0.87	1014	0.70	1041	0.58	1108	0.91
May	860	1.42	872	0.23	891	0.34	940	0.86	1019	0.49	1049	0.77	1119	0.99
June	869	1.05	877	0.57	894	0.34	950	1.06	1018	-0.10	1057	0.76	1125	0.54
July	877	0.92	884	0.80	902	0.89	958	0.84	1021	0.29	1061	0.38	1131	0.53
August	876	-0.11	894	1.13	907	0.55	965	0.73	1026	0.49	1066	0.47	1140	0.80
September	873	-0.34	893	-0.11	910	0.33	976	1.14	1037	1.07	1067	0.09	1149	0.79
October	876	0.34	901	0.90	913	0.33	987	1.13	1052	1.45	1081	1.30	1159	0.87
November	878	0.23	905	0.44	914	0.11	1000	1.32	1060	0.76	1092	1.01		
December	876	-0.23	900	-0.55	913	-0.11	1014	1.40	1047	-1.23	1097	0.46		
January	870	-0.68	895	-0.56	915	0.22	1016	0.20	1038	-0.86	1095	-0.18		
February	869	-0.11	889	-0.67	917	0.22	1010	-0.59	1037	-0.10	1095	0.00		
March	866	-0.35	887	-0.22	924	0.76	1007	-0.30	1035	-0.19	1098	0.27		

**Source:** Labour Bureau, Shimla

**Table: 17.4:** Monthly Variation in CPI (RL) (Base 1986-87=100)

Month	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022		2022-23	
	Index	Percentage variation over previous month	Index	Percentage variation on over previous month	Index	Percentage variation on over previous month	Index	Percentage variation on over previous month	Index	Percentage variation on over previous month	Index	Percentage variation on over previous month	Index	Percentage variation on over previous month
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
April	854	0.71	876	0.46	896	0.22	939	0.75	1019	0.59	1049	0.58	1119	0.90
May	866	1.41	878	0.23	899	0.33	948	0.96	1025	0.59	1057	0.76	1131	1.07
June	874	0.92	884	0.68	902	0.33	957	0.95	1024	-0.10	1065	0.76	1137	0.53
July	881	0.80	890	0.68	910	0.89	965	0.84	1028	0.39	1070	0.47	1143	0.53
August	881	0.00	900	1.12	915	0.55	972	0.73	1033	0.49	1074	0.37	1152	0.79
September	877	-0.45	899	-0.11	917	0.22	983		1043	0.97	1076	0.19	1161	0.78
October	881	0.46	907	0.89	920	0.33	993	1.02	1057	1.34	1090	1.28	1170	0.78
November	883	0.23	910	0.33	921	0.11	1006	1.31	1065	0.76	1101	1.00		
December	881	-0.23	906	-0.44	921	0.00	1019	1.29	1053	-1.13	1106	0.45		
January	876	-0.57	901	-0.55	923	0.22	1021	0.20	1045	-0.76	1105	-0.09		
February	874	-0.23	896	-0.55	925	0.22	1016	-0.49	1044	-0.10	1106	0.09		
March	872	-0.23	894	-0.22	932	0.76	1013	-0.30	1043	-0.10	1109	0.27		

**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	2016-2017		2017-2018		2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
	Index	Rate of inflation @	Index	Rate of inflation on@	Index	Rate of inflation on@	Index	Rate of inflation on@	Index	Rate of inflation on@	Index	Rate of inflation on@	Index	Rate of inflation on@
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
April	848	5.34	870	2.59	888	2.07	932	4.95	1014	8.80	1041	2.66	1108	6.44
May	860	6.04	872	1.40	891	2.18	940	5.50	1019	8.40	1049	2.94	1119	6.67
June	869	5.98	877	0.92	894	1.94	950	6.26	1018	7.16	1057	3.83	1125	6.43
July	877	6.69	884	0.80	902	2.04	958	6.21	1021	6.58	1061	3.92	1131	6.60
August	876	5.29	894	2.05	907	1.45	965	6.39	1026	6.32	1066	3.90	1140	6.94
September	873	4.05	893	2.29	910	1.90	976	7.25	1037	6.25	1067	2.89	1149	7.69
October	876	3.18	901	2.85	913	1.33	987	8.11	1052	6.59	1081	2.76	1159	7.22
November	878	2.93	905	3.08	914	0.99	1000	9.41	1060	6.00	1092	3.02		
December	876	2.70	900	2.74	913	1.44	1014	11.06	1047	3.25	1097	4.78		
January	870	2.47	895	2.87	915	2.23	1016	11.04	1038	2.17	1095	5.49		
February	869	3.08	889	2.30	917	3.15	1010	10.14	1037	2.67	1095	5.59		
March	866	2.73	887	2.42	924	4.17	1007	8.98	1035	2.78	1098	6.09		

**@Percentage increase over the figures of the corresponding month of the previous year.881**

**Source: Labour Bureau, Shimla.**



**TABLE 17.6**

<b>Sr. No.</b>	<b>Statutory Returns</b>	<b>Latest Year for which Review released/data published</b>
1.	The Factories Act, 1948.	2019
2.	The Trade Unions Act, 1926.	2019
3.	The Industrial Dispute Act, 1947	2018

**Table No.17.6 (b)****List of Publication released/finalised during 2022**

<b>Sr. No.</b>	<b>Publication</b>
1.	Report of Annual review on“Statistics of Factories” for the Year 2019.
2.	Report on “Trade Unions in India” for the year 2019.
3.	Statistics on Industrial Disputes, Closures, Retrenchments, and Lay-offs in India during the year 2018.

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# Chapter-18

## LABOUR RESEARCH & TRAINING

### LABOUR RESEARCH AND TRAINING

**18.1** V. V. Giri National Labour Institute (VVGNI), 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:
- Addressing issues of transformations in the world of work;
- Disseminating knowledge, skills and attitudes to major social partners and stakeholders concerned with labour and employment;
- Undertaking research studies and training interventions of world class standards, and
- Building understanding and partnerships with globally respected institutions involved with labour.

### Objectives and Mandate

**18.4** The Memorandum of Association 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 Union 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 manages 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 constitutes 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 comprising eminent scholars and practitioners to provide relevant advice and direction.

**18.7** Research Projects/Papers/Case Studies completed and ongoing during January 2022 to December 2022 under different research centers of the Institute are listed below:

#### 1. National Resource Centre on Child Labour

### Completed Research Projects

- ✓ Status of Enforcement and Rehabilitation of Bonded Labour/Child Labour as a part of the Online "Orientation Programme on Identification, Rescue, Rehabilitation of Child Labour and Bonded Labour and Prosecution of Offenders"
- ✓ Role of State and Non-State Actors towards Prevention and Abolition of Bonded Labour during the COVID-19 Pandemic: Case Study of Understanding Initiatives, Interventions and Best Practices-Dr. Helen R. Sekar, Senior Fellow

### 2. Centre for Labour Market Studies

#### *Completed Research Papers/Project/Case Study*

- ✓ Support of Employment and Income in the Context of the COVID-19 Crisis (Research Study conducted under the aegis of BRICS Network of Labour Research Institutes, 2021)
- ✓ Research Study on Gig and Platform Workers (Joint study by V.V. Giri National Labour Institute and NITI Aayog)
- ✓ Strategy Paper on the use of Drone Technology
- ✓ Issue Paper on 'Gig and Platform Workers and Social Protection' prepared for the G20 Employment Working Group (EWG) Meeting of the G20 Indian Presidency 2023
- ✓ The case of 'Yuvashree' for generating Youth Employment—Dr.Dhanya MB, Associate Fellow

#### *On-going Research Projects*

- ✓ Research Study on Gig and Platform Workers: Vision 2047

### 3. Centre for Agrarian Relations, Rural and Behavioural Studies

#### *Completed Research Project/Case Studies*

- ✓ Monitoring the Contribution of Production,

Employment and Emerging Challenges in Urban Agriculture

- ✓ E-Rural Camp : Empowering Women in the Rural Economy through Labour Codes
- ✓ E-Rural Camp : Strengthening Leadership Skills of Advocates of Women Labour on Labour Codes
- ✓ Decoding Agrarian Crisis: A Study of Production, Employment and Emerging Challenges in Rural Agriculture
- ✓ Managing Livelihoods and Social Protection in the Marine Fisheries Sector: Insights from two Cases of Field visits – *Shri P. Amitav Khuntia, Associate Fellow*

#### *Ongoing Research Projects*

- ✓ Green Jobs Scenario in Rural India – Present and Future Prospects –

#### **4. Centre for Employment Relations and Regulations**

##### **Completed Research Project/Case Study**

- ✓ Documentation of Select Practices on Industrial Relations in India
- ✓ Role of Patience and Perseverance in Effective Conciliation : A Case Study – *Dr. Sanjay Upadhyaya, Senior Fellow*

##### **Ongoing Research Project**

- ✓ Analysis of State Rules vis-à-vis Central Rules under various Labour Codes

*The draft report of the ongoing project has already been completed and would be finalised and processed for publication before 31<sup>st</sup> March 2023.*

#### **5. Centre for Gender and Labour Studies**

##### *Completed Research Projects*

- ✓ Women's Paid and Unpaid Work: Insights from the Time Use Survey and Methodological Issues
- ✓ Emerging Trends of Gender In Agriculture: A Case Of Uttar Pradesh (Village)

- ✓ E-Rural Camp: Labour Codes & Enhancing Sensitivity Towards Gender Parity
- ✓ E-Rural Camp : An Introduction to Labour Codes and Gender Responsive Budgeting In India
- ✓ Invisibility of women in Indian Agriculture – A case of Uttar Pradesh (Town)
- ✓ Work from Home: A Case Study – *Dr. Shashi Bala, Fellow*

#### *Ongoing Research Projects*

- ✓ Paid and Unpaid Work of Urban Working Women in the Organized Manufacturing Sector: A Study of Time Use Patterns in the National Capital Region
- ✓ Labour Force Participation : Measuring the Global Gender Gap Trends

#### **6. Integrated Labour History Research Programme**

##### *Ongoing Research Project*

- ✓ Labour Movement and Anti-Colonial freedom movement

#### **7. Centre for Labour and Health Studies**

##### *Ongoing Research Project*

- ✓ Research Study on Social Security for All-Way Forward

#### **Centre for North East India**

##### **Completed Research Project/Case Study**

- ✓ ILO Convention 102 and Social Security in India
- ✓ Issue paper on Sustainable Financing of Social Security for Employment Working Group, India G20 Presidency 2023

##### **Ongoing Project**

- ✓ Sustainable Financing of Social Security

#### **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 Meghaji 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), Gujarat Institute of Development Research, Ahmedabad, National Institute of Agricultural Extension Management (MANAGE), Hyderabad, Indian Institute of Forest Management and State Labour Institutes. The Institute signed the following four MoUs with various Organisations during the period to facilitate collaborative training, research and academic activities related to labour and employment issues :

- (i) National Law University, Odisha, Cuttack on 10.10.2022
- (ii) Doon University, Dehradun on 17.10.2022
- (iii) Indian Institute of Technology (earlier Indian School of Mines), Dhanbad on 1.11.2022
- (iv) Loyola College, Chennai 22.12.2022

**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 28<sup>th</sup> 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. Like-wise faculty from VVGNI 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, VVGNI 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 period, a research study has been completed on the theme, '*Support of Employment and Income in the Context of the COVID-19 Crisis*', 2021.

**18.11** India had taken over the Presidency of BRICS in 2021. Accordingly, Ministry of Labour and Employment organized Employment Working Group (EWG) and Labour and Employment Ministers' Meeting (LEMM) during the year 2021. Four topics were selected by the Ministry of Labour & Employment for preparing Issue Papers viz. (i) Promoting Social Security Agreements amongst BRICS Nations; (ii) Formalisation of Labour Markets; (iii) Participation of Women in Labour Force; and (iv) Gig and Platform Workers: Role in Labour Market. Accordingly, The Institute prepared four Issue Papers in consultation with International Labour Organisation, Geneva and Decent Work Technical Team Support (DWT) for South Asia and presented in the EWG held during May 11-12, 2021. These Issue Papers have been published during the period.



### Training and Education (2022-23)

**18.12** 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 trainees participants is used for updating the training curriculum as well as redesigning training modules and as taken as inputs for further research activities.

**18.13** 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.

**18.14** The training programmes use an appropriate mix of audio-visual presentation, lectures, group discussions, case studies, field visits and behavioural science techniques. Apart from the Institute's faculty, renowned guest faculty are also invited to strengthen the training programmes.

**18.15** 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, Industrial Relations Managers, Social Activists and different stakeholders of organised and unorganised sectors, and
- Researchers, Trainers, field workers and others concerned with labour issues.

**18.16** During the year from January – December 2022, the Institute has conducted 186 online/offline training programmes including 01 International programmes and 5788 participants including international participants from different countries have also attended these programmes. The details are as follows:

#### **Online/Offline Training Programmes conducted during January-December, 2022**

<b>S. No</b>	<b>Name of the Programme</b>	<b>No. of Progs.</b>	<b>No. of Days of Progs.</b>	<b>No. of Participants</b>
1.	SPECIAL TRAINING PROGRAMME	4	14	118
2.	LABOUR ADMINISTRATION PROGRAMMES	26	103	952
3.	INDUSTRIAL RELATIONS PROGRAMMES	16	71	309
4.	CAPACITY BUILDING PROGRAMMES	84	310	2152
5.	RESEARCH METHODS PROGRAMMES	6	36	226

6.	INTERNATIONAL PROGRAMMES	1	18	27
7.	CHILD LABOUR PROGRAMMES	8	24	432
8.	NORTH EAST PROGRAMMES	11	49	263
9.	COLLABORATIVE PROGRAMMES	18	61	871
10.	INHOUSE PROGRAMME	12	58	438
	<b>TOTAL</b>	<b>186</b>	<b>744</b>	<b>5788</b>

### **Training Programmes to be conducted 01.01.2023 to 31.03.2023**

<b>S.No</b>	<b>Name of the Programme</b>	<b>No. of Progs.</b>	<b>No. of Days of Progs.</b>
1.	SPECIAL TRAINING PROGRAMME	2	6
2.	LABOUR ADMINISTRATION PROGRAMMES	1	3
3.	INDUSTRIAL RELATIONS PROGRAMMES	4	20
4.	CAPACITY BUILDING PROGRAMMES	5	25
5.	RESEARCH METHODS PROGRAMMES	2	10
6.	INTERNATIONAL PROGRAMMES	1	18
7.	CHILD LABOUR PROGRAMMES	4	12
8.	NORTH EAST PROGRAMMES	1	5
9.	COLLABORATIVE PROGRAMMES	8	24
10.	INHOUSE PROGRAMME	1	3
	<b>TOTAL</b>	<b>29</b>	<b>126</b>

### **Workshops/Webinars/Study Visits**

18.17 Apart from training programmes, the Institute has also conducted Workshops/

Webinars on different topics. The details are as given below:

### **List of Workshop/Webinar January - December 2022**

<b>S. No.</b>	<b>Name of the Workshop/webinar</b>	<b>No. of days</b>	<b>No of participants</b>	<b>Coordinator</b>
1.	New Labour Codes with Maharashtra Institute of Labour Studies- January 24-25, 2022	02	75	Ruma Ghosh
2.	Policy Research on Labour in India - February 25, 2022	01	09	Ruma Ghosh
3.	Labour Development: Role of Panchayati Raj Institutions - March 09 2022	01	285	Dr. Helen R. Sekar

4.	International Webinar on ' <i>New Forms of Employment with reference to Gig and Platform Working in the BRICS and Global South</i> ' (Organised by VVGNNLI in Collaboration with ILO, BRICS Network of Research Institute, and ITC-ILO) March 09, 2022	01	100	Anoop Satpathy
5.	Online National Level Quiz Programme on 'Freedom Movement and Labour Movement' - March 11, 2022	01	66	Helen R.Sekar
6.	Empowering Women Workers of the unorganised Workers in Collaboration with SWEDWA, New Delhi- March 11, 2022	1	100	Manoj Jatav
7.	Online Workshop on Mapping Labour and Employment Issues in North East India - March 30, 2022	01	41	Otojit Kshetrimayum
8.	Webinar on Understanding Social Security in context to Future of Work and New Forms of Work - March 31, 2022	31	30	Ruma Ghosh
9.	Webinar on Women Workers in the MSME Sector and Home-based Employment with Jesus and Mary College June 08-09, 2022	02	80	Ellina Samantroy
10.	Webinar on 'Possibilities of Use of Drone Technology by the Organisations of Ministry of Labour and Employment'- June 11, 2022	01	12	Dhanya M. B.
11.	Online Workshop On Empowering women through Digital Marketing- June 28, 2022	01	30	Shashi Bala
12.	National Seminar on "Development Experiences of Uttarakhand: Achievements, Challenges and Way Ahead" at Doon University, Dehradun- September 23-24 2022	02	350	Otojit Kshetrimayum
13.	Female Labour Force Participation: Challenges and Way Out Organized by VVGNNLI, Noida and GIM, Goa November 02, 2022	1	120	Ellina Samantroy
14.	Online Workshop on Future of Work: Navigating Transformations Effectively December 13-14, 2022	02	34	Dhanya M. B.

	<b>SPECIAL EVENT</b>			
1.	Global Symposium on 'Occupational Safety Health' organised VVGNNLI, Noida and National Law University, Delhi - November 01-02, 2022	02	100	Ellina Samantroy
	<b>STUDY VISITS</b>			
1.	Study Visit Programme of the Students of Asian Law College, Noida August 30, 2022	01	35	Amitav Khuntia
2.	Department of Social Work, Loyola College, Chennai December 09, 2022	01	20	Shashi Bala

**Proposed Workshops to be held from 01<sup>st</sup> January 2023 to 31<sup>st</sup> March, 2023**

1.	Gender Unpaid Work And Care In India: Changes and Policy February 17, 2023			Ellina Samantroy
2.	Half day Workshop on <b>Women's Role in India's Freedom Struggle</b> on the occasion of International Women's Day March 07, 2023			Ellina Samantroy/B. S. Rawat
3.	Research Methodology Workshop on Labour Studies February 15-17, 2023			Dhanya M. B.
4.	Consultation on gig social security for gig and platform workers			Dhanya M. B.
5.	Workshop on Social Security for Gig and Platform Workers			M. Rehman M.
6.	Workshop on Employment strategy in unorganised Section			M. Rehman M.
7.	Workshop n Work-Life Balance			Shashi Bala
8.	Workshop on Social Security of Gig and Platform Workers (MGLI)			M. Rehman M.
9.	Workshop on Labour Force Data			Manoj Jatav
10.	Consultation / workshop on Child Labour Convention of ILO (Minimum Age) (MGLI)			M. Rehman M.

## Publications

**18.18** VVG NLI 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

**18.19** *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

**18.20** *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

**18.21** *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.



## Indradhanush

**18.22** 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

**18.23** *Child Hope* is a 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

**18.24** *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.

### NLI Research Studies Series

**18.25** 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 155 research findings in this series.

- 147/2022 The Invisibility of Women in Indian Agriculture: A Case of Uttar Pradesh (Town)-  
*Dr. Shashi Bala* 
- 148/2022 Emerging Trends of Gender in Agriculture: A Case of Uttar Pradesh (Village)-*Dr. Shashi Bala*
- 149/2022 Select Policies and Practices on Industrial Relations in India – *Dr. Sanjay Upadhyaya*
- 150/2022 Monitoring the Contribution of Production, Employment and Emerging Challenges in Urban Agriculture- *Dr. Shashi Bala*
- 151/2022 Decoding Agrarian Crisis: A Study of Production, Employment and Emerging Challenges in Rural Agriculture- *Dr. Shashi Bala*
- 152/2022 E-rural Camp: Empowering Women in the Rural Economy through Labour Codes, 17-19 August, 2021- *Dr. Shashi Bala* 
- 153/2022 E-rural Camp: Strengthening Leadership Skills of the Advocate of Women Labour on Labour Codes, September 1-3, 2021- *Dr. Shashi Bala*

154/2022 Women's Paid and Unpaid Work: Insights from the Time Use Survey and Methodological Issues – *Dr. Ellina Samantroy*

155/2022 BRICS - INDIA 2021: Issue Paper on "Promoting Social Security Agreements amongst BRICS Nations" – *Dr. Ruma Ghosh*

### VVGNLI Policy Perspectives

**18.26** *VVGNLI 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.

### VVGNLI Case Studies Series

**18.27** *VVGNLI Case Studies Series* includes case studies on some of the important areas of labour and related issues developed by the faculty members of the VVGNLI.

### Occasional Publications

- Role of Labour in India's Development
- सामयिक श्रमिक मुद्दे: कुछ चयनित आलेख



- Evolution of Trade Unions in India

### Advocacy and Dissemination

**18.28** 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 by the Ministry of Labour and



Employment to benefit the disadvantaged people & backward regions and disseminate knowledge on labour and labour issues apart from the details about various training programmes and research activities conducted by V.V. Giri National Labour Institute. Such events provide a platform to reach out a large section of stakeholders and social partners. During the period, the Institute participated in three Mega Events namely : (i) '**Garavi Gujarat 2022**' in Mehsana, Gujarat during July 8-10, 2022; ii) '**Rise in Uttarakhand 2022**' at Dehradun, Uttarakhand during July 7-9; and '**Jaipur Expo 2022**' at Jaipur, Rajasthan during September 22-24, 2022. The Institute has also displayed its major publications in this event and got **First Prize**.



## N.R. De Resource Centre on Labour Information (NRDRCLI)

**18.29** 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.

### 18.30 Physical Achievements

**1. Books/Journal/Services** - The library has

acquired 99 books/reports/bound volumes of journals / CDs/ AV/ VC during April 2022 to December 2022, thereby enlarging the stock of books/reports/bound volumes of journals / slides / audio visual / videos / CDs / photographs/ Posters/ banners /clippings/ panels etc. to **65659**. The library regularly subscribed to **111** 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 111 selected journals / magazine.
- Current Awareness Bulletin – Quarterly in-house publication providing bibliographical information on acquisition 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

### 18.31 MAJOR ACHIEVEMENTS

- During January to December, 2022, V.V. Giri National Labour Institute conducted 186 online/offline training programmes for various social partners and 14 workshops attended by 5788 participants and 1332 participants respectively.
- VVGNI has completed 22 Research Projects/Papers/Case Studies during January to December, 2022 on various facets of labour and employment.
- **Generating Awareness on the issues of Child Labour and Bonded Labour**

Throughout the year, the NRCCL has been generating awareness to multi-stakeholders and social partners including officials from 200 Districts spread over 23 States of the country. The multi-stakeholders were drawn from various Departments of the State Governments including Women and Child Development, Panchayati Raj and Rural Development, Labour Department, Revenue Department, Social Welfare Department, Police including Anti Human Trafficking Units (AHTU), and also from District Legal Services Authorities (DLSA), District Child Protection Unit(DCPU), NCLP, Vigilance Committee, Trade Unions, Civil Society Organizations, NGOs, Research Scholars, Social Workers, and others dealing with the issues relating to vulnerable communities. Programme on Identification, Rescue, Rehabilitation of Child Labour and Bonded Labour with the objectives of strengthening the knowledge and skills for Identification of child labour and bonded labour; enhancing understanding on the new forms of bonded labour; imparting knowledge on Standard Operating Procedures (SOP) for

Identification and Rescue of Child Labour and Bonded Labour and also enhancing understanding of the procedures for Prosecuting the Offenders.

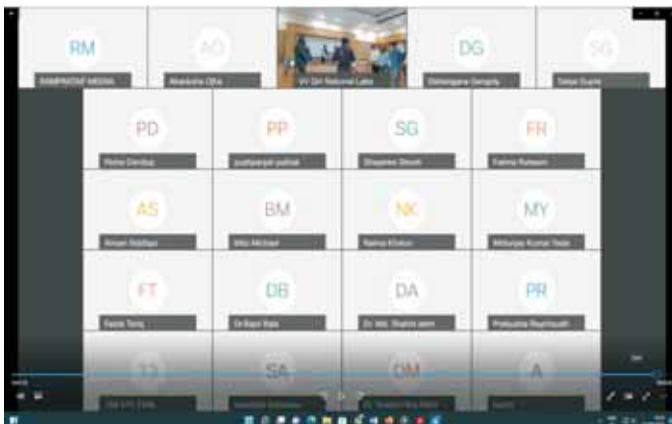
- V.V. Giri National Labour Institute and Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies (LNML MILS) organised a workshop on '**New Labour Codes**' during January 24-25, 2022. The specific objectives of the programme were: (i) to understand the background of labour reforms; (ii) to understand the key changes, major objectives and features of the various labour codes - The Code on Wages, 2019; The Code on Social Security 2020; The Industrial Relations Code 2020; The Occupational Safety, Health and Working Conditions Code, 2020; (iii) to discuss the role of the different organizations/bodies to administer the provisions and the penalties; (iv) to discuss how the reforms will address the issues of the workers and impact the employers and their businesses. The Workshop was attended by seventy five participants representing Officials of State Labour Departments, representatives of Trade Unions and Employers' Association from the state of Maharashtra. Dr. Ruma Ghosh, Fellow, VVGNI and Dr. P.M. Padukar, Lecturer, LNML MILS jointly coordinated the Workshop.
- A workshop on 'Policy Research on Labour in India' was organised in a hybrid mode by the Institute on February 25, 2022 for research scholars and academics working in the area of labour.





Prof. Biswajit Das, Professor and Founding Director of Centre for Culture, Media & Governance delivered the Inaugural Address and Dr. H. Srinivas, Director General of the Institute delivered the Valedictory Address on this occasion. A Special Session was delivered by Prof. Prabhu Mohapatra, University of Delhi. A total of seventy six participants attended the workshop. The workshop was concluded with the handing over of certificates by Dr. H. Srinivas, Director General, VVGNI. Dr. Ruma Ghosh, Fellow coordinated the programme.

- As a part of 'Azadi ka Amrit Mahotsav', the National Resource Centre on Child Labour (NRCCL) organized an On-line National Workshop on '**Labour Development: Role of Panchayati Raj Institutions**' on 9<sup>th</sup> March 2022 during the Iconic Week Celebration by the VVGNI. The objectives



of the Workshop were to discuss the contribution of the Panchayat Raj Institutions' (PRIs); to deliberate on the Role of PRIs in strengthening economic development in the wake of COVID 19 pandemic; to understand the prospects of PRIs as an effective mechanism for development of labour and also for the implementation of the Central and State Government Schemes.

- One International Webinar on '**New Forms of Employment with reference to Gig and Platform Working in the BRICS and**

**Global South'** was organized on March 9, 2022 in collaboration with International Labour Organisation (ILO), BRICS Network of Research Institute and International Training Centre-ILO, Turin. The objective of the International Webinar was to discuss two specific areas relating to new forms of employment : a) Opportunities and Challenges of the Gig and Platform Working, and (b) Policy Environment to promote New Forms of Employment. The Webinar was envisaged to understand cross-country perspective on these two important issues. The Webinar was Inaugurated by Shri Sunil Barthwal, Secretary, Ministry of Labour & Employment, Govt. of India.



**Shri Sunil Barthwal, Secretary, MoLE inaugurating the Webinar**

- One collaborative Workshop on '**Empowering Women Workers of the Unorganised Workers**' was organised



with South West Delhi Women's Association (SWDWA), New Delhi to commemorate week long women's day celebration on March 11, 2022. A total of 100 participants including domestic workers, construction workers and others attended the workshop.

- The National Resource Centre on Child Labour (NRCCL) organized online National Level Quiz Programme on 'Freedom Movement and Labour Movement' Web Ex Platform on 11<sup>th</sup> March 2022, as a part of 'Azadi ka Amrit Mahotsav'. There were 100 Multiple Choice Questions with four options each related to Freedom Movement and Labour Movement during the freedom struggle from 1857 to 1947. The total number of participants in this Quiz Programme was Sixty six. Dr. Helen R. Sekar, Senior Fellow, was the Coordinator of this quiz programme.
- An Online Workshop on 'Mapping Labour & Employment Issues in North East India' was organised on March 30, 2022. The workshop aimed to contextualise the contemporary issues in the world of work in North East India. The objectives of the workshop were: to highlight and contextualise the contemporary issues in the world of work in the North East; to make the participants acquainted with various implications of globalisation on labour; to discuss issues related to recent labour reforms; and to enable participants to contribute in their academic and professional work. There were forty seven participants representing students of Social Sciences pursuing Master Degrees and Research Scholars from Institutes and Universities in North East. Dr. H. Srinivas, Director General of the Institute inaugurated the workshop and delivered the inaugural address. Prof. L.L. Singh, Vice Chancellor of Bodoland University, Kokrajhar, Assam delivered the keynote address. Dr. Otojit Kshetrimayum, Fellow was the Coordinator of the workshop.
- V.V. Giri National Labour Institute in collaboration with Mahatma Gandhi Labour Institute, Gujarat organized a Webinar on 'Understanding Social Security in the context of Future of Work and New Forms of Work' on March 31, 2022. The broad objective of the Webinar was to understand the transformations in the labour market and its implications in terms of social protection of workers and also trace innovative policy responses. The workshop was inaugurated by Dr. H. Srinivas, Director General, VVGNI. Prof. Ravi Srivastava, Former Professor of Economics, Jawaharlal Nehru University, New Delhi delivered the Key Note Address. The Workshop was organised in two Panel Sessions. The Panelists of the 1<sup>st</sup> Panel Discussion on Social Protection of Workers in the New Forms of Employment were Prof. Santosh Mehrotra, Former Professor of Economics, Jawaharlal Nehru University, New Delhi, Ms Mariko Ouchi, Senior Social Protection Technical Specialist, ILO, ILO DWT South Asia and India and Dr. Ruma Ghosh, Fellow, VVGNI. The Panelists of the 2<sup>nd</sup> Panel Discussion on Policy Measures for Protecting Workers in New Forms of Work were Shri Virjesh Upadhaya, General Secretary, Bharatiya Mazdoor Sangh and Director General, Dattopant Thengadi Foundation, Dr Pravin Sinha, President, National Labour Law Association & Secretary-General, Social Security Association of India and Shri Michael Dias, Secretary, Employers' Association, Delhi. Shri Rajan Verma, Former Chief Labour Commissioner (Central) Ministry of Labour & Employment summed up the Webinar by highlighting the Implication of New Labour Codes on the Future of Work. The Webinar was attended by thirty participants coordinated by Dr. Ruma Ghosh, Fellow, VVGNI and Dr Misha Vyas, Assistant Professor, MGLI
- The Institute in collaboration with Jesus and



Zoom Meeting 10:10 AM

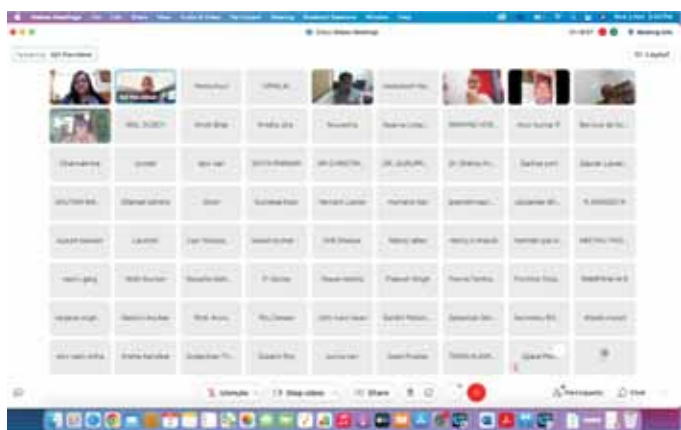
Aditi Singh	Anshika Gangal	Ananya Jais	Ananya Jais	Ananya Jais
Ananya Jais	Ananya Jais	Ananya Jais	Ananya Jais	Ananya Jais
Ananya Jais	Ananya Jais	Ananya Jais	Ananya Jais	Ananya Jais

- A half-day Online Workshop on '**Possibilities of Use of 21 Technology**' by the Organisations of Ministry of Labour & Employment was organised by V V Giri National Labour Institute on June 13, 2022 under the chairmanship of Shri Alok

- V.V. Giri Institute of Labour, NOIDA, organised an online one-day workshop on **'Empowering women through Digital Marketing'** on 28<sup>th</sup> June, 2022. The aim of the workshop was to raise knowledge about digital marketing, which is a valuable option for women seeking a better future. The major objective of the workshop was to provide an introduction to digital marketing

and e-commerce; an introduction to an e-commerce online e-learning course; Practical instruction on how to register their business and connect it to an e-commerce platform; Create a network of female entrepreneurs and giving them the opportunity to show off their wares and services to other attendees, and Legislations pertaining to digitization. Eighteen participants attended the programme. Dr ShashiBala, Fellow was the Course Director of the Workshop. The Inaugural address was delivered by Dr. H.Srinivas, then Director General, VVGnLI. Dr H. Srinivas, then Director General, VVGnLI addressing the participants on the occasion.

- The Institute organised three training programmes in collaboration with the National Institute for Career Services (NICS), Noida: 1) Capacity Building Programme on Labour Market & Employment Market Information from



February 16-18, 2022 and attended by 16 employment officers; 2) Capacity Building Programme on Labour Market & Employment Market Information from February 23-25, 2022 and attended by 19 employment officers; and 3) Understanding Labour Market & Employment Opportunities for North Eastern States from 29 August- 2 September 2022 and attended by 33 participants. Mr. R. Aswani kumar, Joint Director, NICS and Dr. Otojit K shetrimayum, Fellow were the Course Directors.

- A National Seminar on '**Development Experiences of Uttarakhand: Achievements, Challenges and Way Ahead**' was organised during 22-24 September 2022 by Doon University, Dehradun in partnership with V. V. Giri National Labour Institute, Noida. Prof. Ramesh Chand, Hon'ble Member of NitiAayog and Prof. Surekha Dangwal, Hon'ble Vice Chancellor of Doon University inaugurated the seminar. Dr. S.S. Sandhu, IAS Chief Secretary, Government of Uttarakhand delivered the valedictory address. 320 delegates participated in the seminar. Prof. R.P. Mamgain, Head, Department of Economics, Doon University and Dr. Otojit Kshetrimayum, Fellow, VVGnLI were the Coordinators of the seminar.



**Prof. R.P. Mamgain**, Head, Department of Economics, Doon University welcoming the delegates of the National Seminar.

- The V.V.Giri National Labour Institute in collaboration with the Goa Institute of Management organised a Half day Webinar on '**Female Labour Force Participation: Challenges and Way Out**' on 2nd November 2022. The objective of the webinar was to understand the phenomenon of the low labour force participation of women in India and the factors responsible for the same. The webinar also deliberated on the prevailing legislation pertaining to women workers and understand the impact of the legislations on women workers. It also



included a discussion on policy recommendations for improving female labour force participation in the country. ShriAmitNirmal, Director General, VVGNI delivered the inaugural address. Prof. Ajit Parulekar, Director, Goa Institute of Management delivered a special address. Prof Sebastian Morris, Goa Institute of Management, Prof Ritu Dewan, Vice President, ISLE, Ms Amarjeet Kaur, AITUC and Shri Ankur Dalal, RLC, Ministry of Labour & Employment were panelists in the Panel on Female Labour Force :Trends and Issues. Shri Barun Ray, IAS, Principal Secretary, Government of West Bengal; Dr Shikha Anand, Director, DGE, MoLE; Dr Maya John, Asst Prof, Delhi University and Prof Santosh Mehrotra, Former Professor, JNU, New Delhi were panelists in the panel on Improving Female Labour Force Participation : Policy Implications. The webinar was attended by academia, government officials, civil society representatives, trade union representa-tives, employers representatives etc. from all over the country. Dr Ellina Samantroy, Fellow, VVGNI and Dr. Kingshuk Sarkar, Associate Professor, Goa Institute of Management, Goa co-ordinated the webinar.

- A Webinar on '**Future of Work: Navigating Transformations Effectively**' was organized by the Integrated Labour History Research Programme, VVGNI on December 13-14, 2022. Major objectives of the workshop include: a) Analyse the

major contours of the future of work. b) Trace technological changes and their impacts on and implications for work and work relations. c) Examine the major labour market implications of COVID-19 and assess the responses of various stakeholders. d) Delineate the components of the major pathways to ensure a brighter and equitable future of work. The Workshop was attended by fifteen participants



representing all concerned stakeholders. Dr. Dhanya M. B., Fellow coordinated the Workshop.

### Special Event

- The National Resource Centre on Child Labour (NRCCL) organized an Essay Writing competition as a part of ICONIC Week 'Azadi ka Amrit Mahotsav', on 21<sup>st</sup> January 2022 at the V. V. Giri National Labour Institute for the purpose of spreading the information about the Young



revolutionaries, who were always ready to sacrifice their life for the attainment of freedom, among the participants and general public. The topic of the essay was the “Contribution of Young Revolutionaries in the Freedom Movement”. Shri B.S. Rawat, Senior Translation Officer, was the Coordinator of this Essay Writing Competition.

- The V.V. Giri National Labour Institute (VVGNI) in collaboration with National Law University (NLU), Dwarka, New Delhi organized a '**Global Symposium on Occupational Safety and Health: Challenges and Solutions**' during 1-2 November, 2022 at National Law University, Delhi. National Law University, Bhopal; Labour Department, Government of Delhi; Directorate General Factory Advice Service & Labour Institute, Ministry of Labour & Employment; Deutsche Gesetzliche Unfallversicherung (DGUV), Germany, Indo-German Focal Point, India and the National Labour Law Association also partnered in organizing the Symposium. The Symposium aimed at discussing the issue of Occupational Safety & Health; prevention strategies; training, awareness and capacity building; international labour standards on occupational safety & health; and future of work and OSH requirements. The Symposium was attended by hundred delegates from India and Germany. Dr. Ellina Samantroy, Fellow, VVGNI was a panelist and also chaired a session in the Symposium. Shri Beerendra Singh Rawat (Senior Translation Officer), Ms. Kusum Balooni, Shri Satyavan and Mr. Harkesh Kumar from VVGNI also attended the Symposium. Professor Jeet Singh Man, Professor, Legal Education and Research, National Law University, Dwarka, New Delhi and Dr. Ellina Samantroy, Fellow from V.V. Giri National Labour Institute, Noida were coordinated the Symposium.



- ✓ The Institute celebrated the 'International Yoga Day' 21<sup>st</sup> June, 2022. It was attended by faculty, officers and staff members along with their families as well as participants of training programmes.



Director General, Faculty Members, Officer, Staff and participants of the training programmes participating the yoga

- ✓ Secretary, Labour & Employment (MoLE) and Chairperson, Executive Council, VVGNI visited V.V. Giri National Labour Institute on October 18, 2022 and chaired a meeting to review the functioning of VVGNI.



Ms. Arti Ahuja, Secretary (L&E) interacting with the Faculty Members and Officers

## Chapter-19

# INFORMATION TECHNOLOGY (IT) / MEDIA RELATED INITIATIVES / E-GOVERNANCE

**19.1** The National e-Governance Plan regarding cause list, tenders, date of (NeGP) is an initiative by the government of India to connect e-Governance systems throughout the country and create a nation- wide 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. 3 crore was earmarked for IT infrastructure during the financial year 2022-23 next hearing, etc through the portal.

**19.2** Considering the importance of National le-Governance Plan, the Ministry of Labour and Employment and various organizations under it carried out the following activities:

### A. Activities in the Ministry:

- 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

- 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



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/e-Register>. As on 18.01.2023, 80486 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](http://www.ncs.gov.in). As on 31.12.2022, NCS Platform has 2.81 crore registered Jobseekers, 6.54 Lakh active employers and 2.97 Lakh active vacancies. The total number of vacancies mobilized on the portal since its launch in 2015 is more than 1.23 Crore. As per the budget announcement, NCS portal has been integrated with the e-Shram Portal, Udyam Portal and Skill India Portal (SIP). A government job module has been added on 04 mar 2022 to the NCS portal wherein DGE can post jobs on behalf of other government ministries/departments/PSU organizations. To enhance the International avenue for the job seekers a new module for international jobs was added on the NCS portal w.e.f 20<sup>th</sup> April 2022. This module facilitates Ministry of External Affairs' (MEA) registered Recruiting Agents (RAs) to register as an employer and post international job opportunities in the NCS portal. It also facilitates the job seekers to search and apply for these international job opportunities via NCS Portal. As of 12<sup>th</sup> December 2022 around 400 MEA registered Recruiting Agents have registered with NCS and more than 1450 international vacancies have been mobilized on NCS portal. National career service partnered with Microsoft and launched DigiSaksham, a joint digital skills initiative for employability through Digital

Skills. Various free of cost courses such as Excel, Azure, Security Fundamentals, etc. are provided to the jobseekers. National Career Service (NCS) partnered with TCS iON, a strategic unit of Tata Consultancy Services Ltd. to offer its registered job seekers a free, self paced online training program on 'Career Skills', which will equip the learners with an array of soft skills. **An Online Employment Exchange Module** has been created on National Career Service (NCS) Portal and launched w.e.f. November 2022. This Online Module will serve as a platform for the online data flow of various Employment Exchange Returns which will reduce the time lag and ease the process of submission. All Employment Exchanges/Career Centres can submit the statistical returns through this online module which will speed up the subsequent process of compilation, analysis and dissemination of information. A separate website for DGE (<https://dge.gov.in/dge/>) has been developed with a new shape & design. All the useful information relating to functioning of this directorate general such as functions, schemes, published reports/documents, recruitment rules, reports relating to employment & unemployment data, vacancies, telephone directory, details of DGE employees & offices, etc. has been placed on this website and is being updated regularly. Since its launch in April, 2022 it has received more than three lakh sixty thousands hits till 31.12.2022 which reflects very encouraging response from its users.

- 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. Initiates 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 ShramSuvidha 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(C) 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 led 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 managements 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 2022-23 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 development 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 5,082 candidates appeared in the aforesaid examinations.

- h. The project for 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 or 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.

#### **A. IT initiatives in EPFO**

EPFO has undertaken 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 Employer 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.

## **B. 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 Diseasever-10 (ICD 10) and the System i c 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](http://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 applaus 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](http://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 in MoLE 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 2022:**

- I) Handling of over 804 Public Grievances from January to December, 2022 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 minimum 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, Hon'ble MOS 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.
- vii) Wide publicity through Social Media Platform is being given to activities of Employment Working Group of this Ministry for G-20 and India's Presidency.

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## 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 2022

#### Punitive Vigilance

**Complaints** – All the complaints received during the year 2022-23 (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 31.10.2022 to 06.11.2021. Officer and members of staff in the Ministry took an Integrity Pledge on 31.10.2022.

### 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 02/01/2023 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 01/01/2022 to 31/12/2022 is 10 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 2018 to 2022 (viz. from 01.01.2018 up to 31.12.2022) 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.	2018	1436	35054	36490	35295	1195	96.72%
2.	2019	1195	46540	47735	46397	1338	97.19%
3.	2020	1338	58862	60200	58637	1563	97.40%
4.	2021	1527	96378	97905	93900	4005	95.91%
5.	2022	4063	137327	141390	138478	2912	97.94%

**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. Public Grievances are received through various channels like Telephone, Postal, Email, CPGRAMS, Social Media etc.

**20.8** The Corporation monitors Public Grievances through a vast network of designated

Public Grievance Officers posted in all the field offices/ESIC hospitals.

**20.9** 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.

**20.10** Grievances are redressed timely and qualitatively within the maximum time limit assigned for redressal of grievances (within 45 days)

**20.11** The details of grievances received on CPGRAMS portal during the period 01.04.2022 to 31.10.2022 are given at **Annexure 1**

**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 2<sup>nd</sup> 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.

- 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.
- 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.
- 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.
- Video conferences are also arranged periodically to monitor speedy and appropriate disposal of grievances received at various ESIC offices/ Hospitals.

## VIGILANCE ACTIVITIES IN ESIC

**20.13** 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.

**20.14** The status in respect of various activities accomplished by Vigilance Division during the period 01.04.2022 to 31.10.2022 are given as below:

1. During this period, penalty orders were passed in 30 Disciplinary cases, out of which 09 orders were passed from ESIC Hqrs. Office.
2. During this period, total 29 Charge sheets were issued, out of which 03 Charge sheets were issued from Hqrs. Office.



3. During this period, 21 appeal cases were received from various appellants and 11 orders passed including previously received appeals.
4. 67 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, 9301 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 06 prosecution sanction cases were received and 06 sanction were granted within prescribed time limit in all the cases.
9. No. of inspection conducted by Zonal Vigilance Offices during the period are 98.
10. Scrutiny of Super Specialty Treatment bills was done by Medical Officers and excess payments amounting of Rs.1,40,53,645/- recovered during the aforesaid period.
11. Vigilance Awareness Week was organized from 30.10.2022 to 06.11.2022 in all offices of the Corporation across the country. During this week, various activities including quiz competition, essay competition, debate competition, painting competition etc. were held.

**20.15** Apart from this, CVC also decided to start a 3 months campaign (from 16.08.2022 to 15.11.2022) as a precursor to VAW 2022 wherein the following Preventive Vigilance cum Internal Housekeeping Activities were taken up as focus areas:

- a) Property Management
- b) Management of Assets
- c) Record Management
- d) Technological Initiatives comprising two parameters:
  - Website Maintenance and updation.

- Identification of new areas for service delivery for customers/ staff to be brought on online portal and initiation of steps for creating online platform

e) Updation of guidelines/ circulars/ manuals wherever found necessary

f) Disposal of complaints outstanding as of 15.08.2022

Nodal officers were designated in the ESIC Headquarters' to liaise with and monitor the active involvement of field offices and for their effective implementation.

On the closing ceremony day (07.11.2022), three guests including Sh. Suresh N. Patel, Central Vigilance Commissioner, Sh.P. Daniel, Secretary, CVC and SH. A.K Kanoujia, Additional Secretary, CVC graced the occasion and awarded the winners of various competitions held during the Week.

#### **GRIEVANCE REDRESSAL MECHANISM IN EPFO:**

**20.16** 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**

**20.17** 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**

**20.18** 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.

**20.19** 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**

**20.20** Preventive Vigilance inspections/surprise checks were conducted in 51 offices of EPFO during the period from 01.01.2022 to 31.12.2022. 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:**

1171 new complaints were received from 01.01.2022 to 31.12.2022.

1229 complaints were disposed till 31.12.2021.

#### **• CVC's 1<sup>st</sup> and 2<sup>nd</sup> stage advice:**

During the year upto 31.12.2022 first stage advice of CVC was disposed off in 28 cases, out of which 22 were major penalty cases and 6 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:**

49 disciplinary proceedings were initiated during the year till 31.12.2022.

#### **• Disciplinary proceedings finalized :**

A total of 24 Disciplinary proceedings were finalized during the year of which 18 were major penalty proceedings and 6 were for minor penalty.

#### **• Prosecution Sanctions:**

Prosecution Sanctions were accorded in 33 cases during the year till 31.12.2022.

### **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.

VAW 2022 was observed in EPFO from 31.10.2022 to 06.11.2022 with the theme "भ्रष्टाचारमुक्तभारत-विकसितभारत" "**Corruption free India for a developed Nation**".

**Further, as per CVC guidelines, a 3 months' campaign was held from 16<sup>th</sup> August, 2022 to 15<sup>th</sup> November, 2022 as a precursor to VAW 2022 with focus on management of property, assets & records, grievance and complaints disposal and updation of circulars/guidelines etc.**

Following activities were undertaken during the VAW 2022:

- a) **Integrity pledge:** VAW 2022 activities kicked off with the integrity pledge on 31.10.2022. The E- Pledge link was posted on the official website of EPFO and an awareness was created promoted through social media accounts of EPFO.
- b) **Signature campaign:** A signature campaign was organized at all Offices to disseminate the spirit and message of the VAW 2022.
- c) **Webinar cum training:** Webinar cum training were conducted by Zonal Offices on various topics including processing of requests from employers for Digital Signature Certificate approval and for Resetting Passwords. while training on Fraud Prevention were organised by Pandit Deen Dayal Upadhyay National Academy of Social Security (PDNASS).
- d) **Launch of Vigilance Clearance Initiating and Tracking Portal:** During the VAW-2022, VCIT portal was launched by the Central Provident Fund Commissioner on 04.11.2022, which is designed and developed to achieve greater transparency and efficiency in the area of issuing vigilance clearance to the employees of EPFO.
- e) **Outreach Activities:** At the field office level a variety of initiatives were undertaken which saw earnest participation of the stakeholders. Seminars, workshops, panel

discussions and grievance redressal (both in online and offline mode) were organised.

As part of public outreach activities, competitions were organized for school and college and gram sabhas were conducted at various locations, in order to disseminate the message of the VAW 2022. 510 citizens participated in the gram sabhas, 1256 school students and 185 college students participated in various activities and competition.

- f) Further to generate public awareness regarding the theme and spirit of VAW 2022 among larger public, walkathons, marathons, march past chain were organized at various locations across the country. The posters provided by the Central Vigilance Commission (CVC) were displayed at the Head Office and by all field Offices for dissemination of Public Interest Disclosure and Protection of Informer (PIDPI) provisions. It is also relevant to mention that social media platforms of EPFO were utilized to a great extent to promote the theme and message of VAW 2022 and to publicize the various activities undertaken by EPFO during the week.
- g) **Concluding Ceremony:** The observance of VAW 2022 concluded at Head Office with a closing ceremony presided over by the Central Provident Fund Commissioner on 04.11.2022, during which the winners of the various competitions held during the week were felicitated.

## Annexure 1

<b>Year</b>	<b>Brought forwarded</b>	<b>Received</b>	<b>Settled</b>	<b>Pending as on 31.10.2022</b>
<b>01.04.2022 to 31.10.2022</b>	<b>591</b>	<b>9416</b>	<b>9616</b>	<b>391*</b>

\*

<b>Pending as on 31.10.2022</b>	<b>Pending 0-15 Days</b>	<b>Pending 16-30 Days</b>	<b>Pending 31-45 Days</b>	<b>Pending 46-60 Days</b>	<b>Pending 60-90 Days</b>	<b>Pending 91-180 Days</b>	<b>Pending 181-365 Days</b>
391	310	76	4	0	0	0	1

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## 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 383742090. 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 2023, India's share of contribution is SF 3694392. 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. India has significantly contributed to the achievement of ILO's objectives, its 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 (C29), Equal remuneration Convention (C-100), Abolition of Forced labour convention (C-105), Discrimination (Employment and 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 The 344th Session of International Labour Conference (ILC) of ILO**

The 344th Session of the Governing Body of International Labour Organisation was held virtually from 14.03.2022 to 25.03.2022. Delegation from this Ministry headed by Shri Sunil Barthwal, Secretary (Labour and Employment) attended the meeting virtually. Shri R. K. Gupta, Joint Secretary, Shri Rupesh Kumar Thakur, Director, Ms Priya Sarraf, Deputy Director and Shri Satyam Bharti, Assistant Director also attended the meeting. Shri Rupesh Kumar Thakur, Director and Shri Ashish Kaushik, ASO attended the meeting of the 344th Session of the Governing Body of ILO in Geneva, Switzerland physically from 19.03.2022 to 25.03.2022.



### **21.6 The 110th Session of International Labour Conference (ILC) of ILO:**

The 110th Session of International Labour Conference of International Labour Organisation (ILO) was held at Geneva, Switzerland from 29 May to 11 June 2022. A delegation led by Shri Bhupender Yadav, Hon'ble Minister of Labour and Employment comprising of Shri Rameswar Teli, Hon'ble Minister of State for Labour and Employment, Shri Sunil Barthwal, Secretary (Labour and Employment), Dr. Shashank Goel,

Additional Secretary (Labour & Employment), Ms. Vibha Bhalla, Joint Secretary, Shri Amit Nirmal, Deputy Director General (Employment), Shri Rupesh Kumar Thakur, Director and Shri Rajiv Jha, Under Secretary from Ministry of Labour and Employment along with representatives from Workers' Groups and Employers' Groups attended the conference in Geneva

### **21.7 Non-Aligned Movement (NAM) Labour Ministers meeting.**

Shri Rameswar Teli, Hon'ble Minister of State for Labour and Employment addressed virtual Non-Aligned Movement (NAM) Labour Ministers meeting held on 30.05.2022 on the side-lines of the 110th ILC of ILO. Shri Sunil Barthwal, Secretary (Labour and Employment), Shri R. K. Gupta, Joint Secretary, Ms Priya Sarraf, Deputy Director and Shri Satyam Bharti, Assistant Director also attended the meeting.

### **21.8 The 345th Session of Governing Body of ILO**

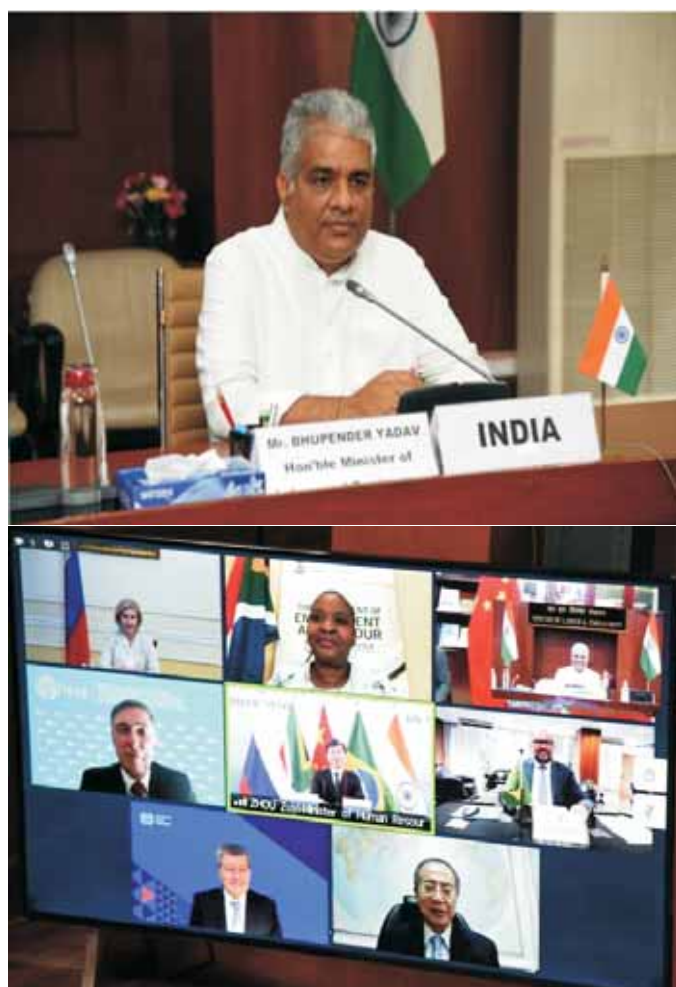
The 345th Session of the Governing Body of International Labour Organization (ILO) was held on 13th June, 2022 in Geneva, Switzerland. A delegation led by Shri Sunil Barthwal, Secretary, Labour and Employment comprising of Shri Rupesh Kumar Thakur, Director from Ministry of Labour and Employment attended the Governing Body meeting in Geneva.

### **21.9 The 346th Session of Governing Body of ILO**

The 346th Session of the Governing Body of International Labour Organization (ILO) was held from 31 October 2022 to 10 November 2022 at Geneva, Switzerland. A delegation led by Ms. Arti Ahuja, Secretary (Labour and Employment) attended the 346th Session of Governing Body of ILO in Geneva. Dr. Shashank Goel, Additional Secretary (Labour & Employment), Ms. Vibha Bhalla, Joint Secretary and Shri Rakesh Gaur, Deputy Director attended the meeting in Geneva.

### 21.10 1st BRICS Employment Working Group (EWG) meeting (virtual) (2022).

BRICS First Employment Working Group (EWG) meeting (virtual) was held from 19 to 20 April 2022 under the Presidency of China. A delegation from the Ministry headed by Shri Sunil Barthwal, Secretary (Labour and Employment) attended the meeting virtually. Shri R. K. Gupta, Joint Secretary, Dr. H. Srinivas, DG, VVG NLI, Shri Rupesh Kumar Thakur, Director, Shri Rajiv Jha, Under Secretary, Ms Priya Sarraf, Deputy Director and Shri Satyam Bharti, Assistant Director also attended the meeting virtually.



### 21.11. G 20 Meetings under Indonesian Presidency.

**G-20 1st Employment Working Group Meeting (Virtual)** under Indonesian Presidency was held from 08.03.2022 to 10.03.2022 through virtual mode. A delegation led by Shri Sunil Barthwal,

Secretary (Labour and Employment) along with Shri R. K. Gupta, Joint Secretary, Shri Rupesh Kumar Thakur, Director, Ms Priya Sarraf, Deputy Director and Shri Satyam Bharti, Assistant Director attended the meeting virtually.

**G-20 2nd Employment Working Group Meeting (Physical)** under Indonesian Presidency was held from 10-12 May, 2022 at Yogyakarta, Indonesia through physical mode. A delegation from the Ministry headed by Shri Sunil Barthwal, Secretary (Labour and Employment) along with Shri Rupesh Kumar Thakur, Director attended the meeting at Yogyakarta, Indonesia.

**G-20 3rd Employment Working Group Meeting (Physical)** under Indonesian Presidency was held from 14 to 15 June 2022 in Geneva, Switzerland. A delegation from the Ministry headed by Shri Sunil Barthwal, Secretary (Labour and Employment) along with Shri Rupesh Kumar Thakur, Director also attended the meeting.

**G-20 4<sup>th</sup> Employment Working Group Meeting (Virtual)** under Indonesian Presidency was held on 20-22 July, 2022 through virtual setting. A delegation headed by Shri Sunil Barthwal, Secretary (Labour and Employment) attended the meeting virtually.

**G-20 5<sup>th</sup> Employment Working Group Meeting (virtual)** under Indonesian Presidency was held on 17-19 August, 2022 through virtual setting. A delegation from the Ministry headed by Shri Sunil Barthwal, Secretary (Labour and Employment) attended the meeting virtually.

**G-20 6<sup>th</sup> Employment Working Group Meeting (Physical)** under the Presidency of Indonesia held on 12-13 September, 2022 at Bali, Indonesia in physical mode. A delegation from the Ministry headed by Dr. Shashank Goel, Additional Secretary (Labour and Employment) along with Shri Rupesh Kumar Thakur, Director attended the meeting in Bali, Indonesia.

### 21.12. The G-20 Labour and Employment Ministers' Meeting (LEMM) under Indonesian Presidency

The G-20 Labour and Employment Ministers'



Meeting (LEMM) under Indonesian Presidency was held on 13-14 September, 2022 in physical mode at Bali, Indonesia. A delegation led by Shri Bhupender Yadav, Hon'ble Minister of Labour and Employment attended the G20 Labour and Employment Ministers' Meeting (LEMM) at Bali, Indonesia. Dr. Shashank Goel, Additional Secretary (Labour and Employment) and Shri Rupesh Kumar Thakur, Director also attended the meeting in Bali, Indonesia.

### 21.13. International Social Security Association (ISSA)'s World Social Security Forum at Marrakech, Morocco.

International Social Security Association (ISSA)'s World Social Security Forum was held from 24 to 28 October 2022 at Marrakech, Morocco. A delegation led by Ms. Arti Ahuja, Secretary, Ministry of Labour and Employment attended ISSA's World Social Security Forum at Marrakech, Morocco.



### 21.14. 17<sup>th</sup> Asia Pacific Regional Meeting (APRM) of ILO.

17th Asia Pacific Regional Meeting (APRM) of International Labour Organisation was held from 06 to 09 December 2022 at Singapore. A delegation led by Shri Rameswar Teli, Hon'ble Minister of State for Labour and Employment attended the 17th Asia Pacific Regional Meeting (APRM). A tripartite delegation comprising of Ms. Arti Ahuja, Secretary (Labour & Employment), Shri Rupesh Kumar Thakur, Joint Secretary and Shri Rajiv Jha, Under Secretary and members from Workers' and Employers' Groups attended the meeting in Singapore. Ms. Arti Ahuja, Secretary (Labour & Employment) was the Vice-Chair for the 17th Asia Pacific Regional Meeting (APRM) representing government delegates. The APRM discussed action to enhance job rich growth that is inclusive and transformative and measures to strengthen regional cooperation and multilateralism on world of work issues.



**21.15. Some of the prominent International meetings/training programmes where India participated actively are as under:**

- A video conference meeting was held on 16.02.2022 between Shri Bhupender Yadav, Hon'ble Minister of Labour & Employment and Ms. Muriel Penicaud, French candidate for the post of DG, ILO, former Minister of Labour of France and to discuss about her candidacy for the post of DG, ILO. Shri R. K. Gupta, Joint Secretary and Shri Rupesh Kumar Thakur, Director were also present during the training.
- A meeting was held between Shri Sunil Barthwal, Secretary (Labour and Employment), Government of India and Dr. Kyung-wha KANG, Special Representative on International Labour Cooperation, Republic of Korea and candidate for the post of DG, ILO from South Korea on 08.02.2022 at Shram Shakti Bhawan regarding candidacy of Dr. Kyungwha KANG for the post of DG, ILO. The delegation of Republic of Korea comprised of H.E. Mr. Jae Bok CHANG, Ambassador of Republic of Korea to India, Ms. So Yeon KIM, Director, International Cooperation Division, MOEL, Ms. Ejini CHOI, Deputy Director, ILO Director General Election Support Task Force, MOEL. The other members of delegation from the Ministry were Shri R. K. Gupta, Joint Secretary, Shri Rupesh Kumar Thakur, Director, Ms Priya Sarraf, Deputy Director, Shri Rajiv Jha, Under Secretary and Shri Satyam Bharti, Assistant Director.
- A meeting was held between Shri Sunil Barthwal, Secretary (Labour and Employment) and Ms Dagmar Walter, Director, ILO Delhi on 23.02.2022. Shri R. K. Gupta, Joint Secretary, Shri Rupesh Kumar Thakur, Director, Ms Priya Sarraf, Deputy Director, Shri Rajiv Jha, Under Secretary and Shri Satyam Bharti, Assistant Director also attended the meeting.
- Shri S.V. Ramana, Deputy Secretary attended the ILO's Meeting of experts to revise the 1992 code of practice on safety and health in construction in Geneva, Switzerland from 21st to 25th February, 2022.
- A meeting was held between Shri Sunil Barthwal, Secretary (Labour and Employment) and Mr. Chang Jae-bok, Ambassador of Republic of Korea on 16.03.2022. Shri R. K. Gupta, Joint Secretary and Shri Rupesh Kumar Thakur, Director also attended the meeting.
- A meeting between Ms. Dagmar Walter, Director, ILO and Shri Sunil Barthwal, Secretary (Labour and Employment) was held on 08.04.2022. Shri R. K. Gupta, Joint Secretary, Shri Rupesh Kumar Thakur, Director and Ms Priya Sarraf, Deputy Director also attended the meeting.
- A meeting between Ms. Shahrashoub Razavi, Director, Social Protection Department, ILO Headquarters, Geneva and Shri Sunil Barthwal, Secretary (Labour and Employment) was held on 13.04.2022. Shri R. K. Gupta, Joint Secretary, Shri Rupesh Kumar Thakur, Director and Ms Priya Sarraf, Deputy Director also attended the meeting.
- A meeting between Shri Bhupender Yadav, Hon'ble Minister of Labour & Employment and Mr. Narek Mkrtchyan, the Minister of Labour & Social Affairs of the Republic of Armenia was held on 26.04.2022. Shri Sunil Barthwal, Secretary (Labour and Employment) and Shri R. K. Gupta, Joint Secretary also attended the meeting.
- A virtual meeting between Shri Sunil Barthwal, Secretary (L&E) with Ms. Corinne Vargha, Director, ILO Standards Department was held on 04-05-2022 virtually.

- A meeting of the Shri Bhupender Yadav, Hon'ble Minister of Labour & Employment with Ms Chihoko Asada Miyakawa, Assistant Director General and ILO Regional Director for Asia and the Pacific was held on 28.07.2022.
- A meeting between Dr. Shashank Goel, Additional Secretary (L&E) with Mr. Ulrich Weigl, Head of Unit responsible for Trade and Sustainable Development (TSD) in the European Commission's Directorate General for trade was held on 01-09-2022, in New Delhi.
- A meeting between Hon'ble Minister of Labour & Employment and Ms. Maria Helena Andre, Bureau Director, Workers' Activities (ACTRAV), ILO Geneva was held on 20.09.2022, in New Delhi.
- A meeting between Dr. Shashank Goel, Additional Secretary (L&E) with Ms. Cecilia Ekholm, Ambassador for Sustainable Business, Government of Sweden was held on 21-09-2022, in New Delhi.
- A meeting between Additional Secretary (L&E) with Mr. Davit Mercier, Deputy Director and Mr. Olivier Zie Cheng Li, Policy Analyst, Canadian delegation regarding Labour Program of Employment and Social Development was held on 30-09-2022, in New Delhi.
- Shri Rakesh Gaur, Deputy Director attended 2nd Round of India- EU FTA negotiations from 06-10-2022 to 07-10-2022 at Brussels, Belgium.
- A meeting between Ms. Arti Ahuja, Secretary (L&E) with delegation of Ethiopia was held on 13-10-2022, in New Delhi.
- Dr. Rajendra Kumar, Director General, ESIC, attended the 125th Meeting of ISSA Bureau on 23-10-2022 at Marrakech, Morocco
- Sh. Amit Nirmal, Deputy Director General (Employment) attended the G20 Entrepreneurship Roundtable virtually on 26-10-2022.
- Sh. Shashank Goel, Additional Secretary, Ministry of Labour and Employment had attended 6th meeting of India-EU High Level Dialogue on Migration and Mobility (HLDMM) on 27-10-2022 at Brussels, Belgium.
- A meeting between Ms. Arti Ahuja, Secretary (L&E) and Ms. Elena Gerasimova, Specialist Labour Law and Labour Standards, ILO DWT/CO, New Delhi was held on 04-11-2022.
- Shri Rahul Bhagat, Director, Ministry of Labour and Employment had attended ILO's tripartite regional meeting on Social Protection & Formalization from 15- 16 November 2022 at Bangkok, Thailand.
- Dr. Mahendra Kumar, Director, Ministry of Labour and Employment attended ILO's technical meeting on the future of work in the Oil and Gas Industry from 28-11-2022 to 02-12-2022 at Geneva, Switzerland.
- A meeting between Shri Bhupender Yadav, Hon'ble Minister of Labour and Employment with Ms. Tuula Haatainen, Minister of Employment of Finland was held on 14-12-2022, in New Delhi.

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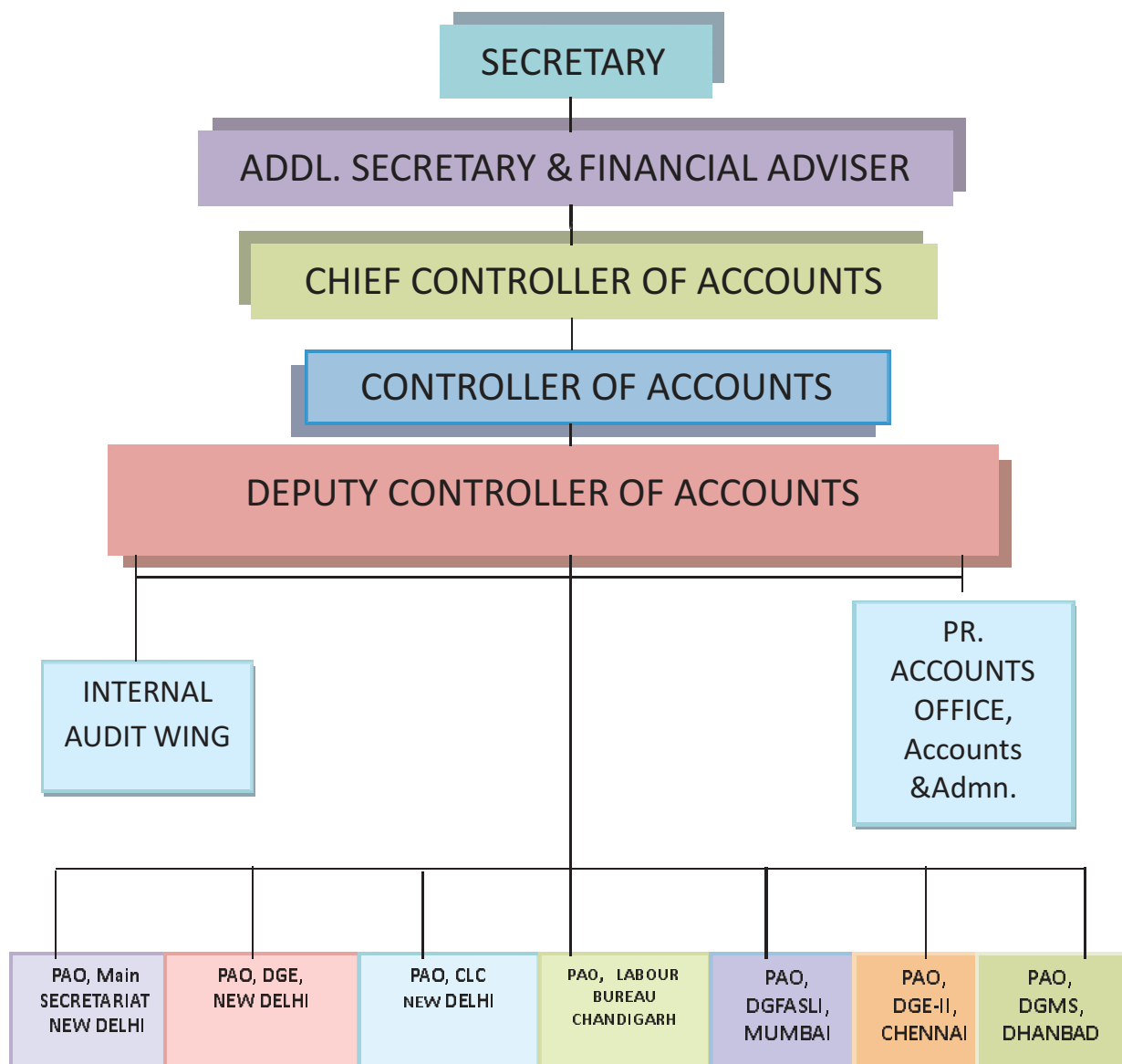
## Chapter-22

# 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**

### **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.

### **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-advices 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.

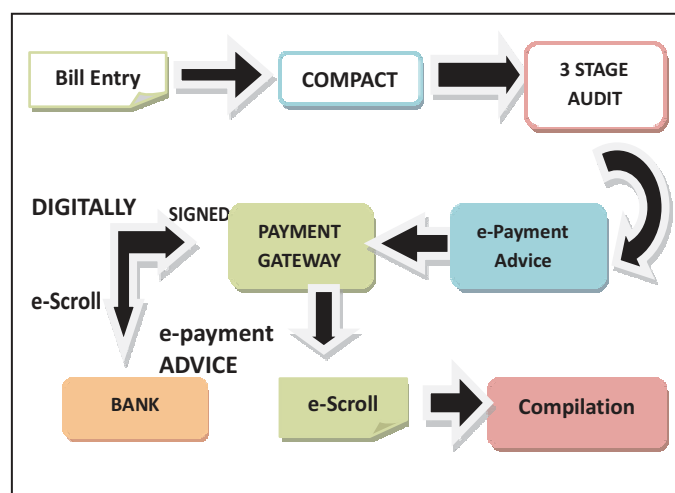
### Advantages of e-payment

- 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.



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Account at Glance for the F.Y. 2021 -22						
Scheme wise Expenditure (Rs. In Crores)						
Sr. No.		BE (including Sy. Grant) 2021-22	RE 2021-22	FE 2021-22	Actual Expenditure	%age w.r.t. FE
(A)	Establishment Expenditure of the Centre	550.50	543.17	534.88	520.25	97.26
(B)	Central Sector Schemes					
1	Labour and Employment Statistical System (LESS) (Payment of Individuals and agencies through LOA)	150.00	90.00	44.09	39.88	90.68
2	Labour Welfare Scheme (Payment made to various Welfare Offices across States alongwith DBT for Scholarship and Housing Subsidy)	150.00	119.00	87.70	64.21	73.22
3	Bima Yojana for Unorganised Workers	0.10	0.10	0.00	0.00	0.00
4	Employees Pensions Scheme, 1995 (Payment made to EPFO)	17624.62	7364.00	18,494.620	18478.33	99.91
5	Social Security for Plantation Workers in Assam (Payment made to Assam Tea EPFO)	60.00	50.00	50.00	50.00	100.00
6	Pradhan mantra Shram Yogi maandhan (Payment made to LIC)	400.00	350.00	334.80	324.23	96.84
7	Pradhan Mantri Karam Yogi Maandhan (Payment made to LIC)	150.00	1.00	0.30	0.24	80.00
8	Aatmanirbhar Bharat Rojgar Yojana (Payment made to EPFO)	4081.35	5000.00	4180.00	3930.61	94.03
9	National Child Labour Project including grants in aid to voluntary agencies and reimbursement of assistance to bonded labour (Payment of GIA made to District Project Societies alongwith DBT for scholarship)	120.00	30.00	26.36	22.15	84.03
10	National Database for Unorganised Worker (Payment of Professional services made to NIC for technical support as well as GIA to states in the form of Advice through Pr AO)	150.00	280.00	280.00	255.24	91.16
	Total (B)	22,886.07	13,284.10	23,497.87	23,164.99	98.58
(C)	Other Central Sector Expenditure					
1	Central Board for Workers Education (Payment made to CBWE HeadQuarter Nagpur for GIA through PAO alongiwth in Kind DBT)	90.00	110.00	110.00	109.99	99.99
2	National labour Institute (Payment made to VVGNI Noida, for GIA through PAO alongwith in Kind DBT)	15.00	11.55	11.55	11.55	100.00
	Total (C)	105.00	121.55	121.55	121.54	99.99

D	Centrally Sponsored Schemes					
1	Coaching and Guidance for SC, ST and other Backward Classes (Payment made to individual institutes alongwith DBT of stipend)	19.90	17.90	16.37	14.50	88.58
2	Pradhan Mantri Rojgar Protsahan Yojana (Payment made to EPFO)	900.00	250.00	250.00	190.75	76.30
3	National Career Services (Payment mde to individual Consultancy agencies through PAO alongwith GIA in the form of Advice to States through Pr AO)	57.00	32.00	31.73	24.31	76.62
	Total (D)	976.90	299.90	298.10	229.56	76.55
	Total (A+B+C+D)	24,518.47	14,248.72	24,452.40	24036.34	987.30



## 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. All the useful information relating to functioning of this directorate general such as functions, schemes, published reports/documents, recruitment rules, reports relating to employment & unemployment data, vacancies, telephone directory, details of DGE employees & offices, etc. is available on a separate recently developed website (<https://dge.gov.in/dge/>) which is being updated regularly. Since its launch in April, 2022, it has received more than three lakh sixty thousands hits till 31.12.2022 which reflects very encouraging response from its users.

### 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:-

- 1005 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 1005 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 1005 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. The establishments employing 10-24 workers in private sector are covered on voluntary basis as well as all establishments in the Public Sector and such establishments in the private sector engaged in non-agricultural activities and employing 25 or more workers as per the provisions of the Act. However, the relevant provisions of EE(CNV) Act, 1959/ EE(CNV) Rules 1960 pertaining to compulsory notifications of vacancies by employers to employment exchanges now form part of Code on Social Security, 2020 . Draft Rules (Central) have been notified in November, 2020.

## NATIONAL EMPLOYMENT SERVICE MANUAL (NESM)

NESM is a manual of instructions, procedures to be followed relating to functioning and operations of National Employment Service through country wide network of Employment Exchanges. The Employment Exchanges function under the control of respective State Governments. The NESM was last revised in 2006. The process of revising it again was initiated during the year and NESM 2022 has been finalized. The revised NESM-2022 consists of 04 volumes.

**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.

Meanwhile, based on the recommendations of the Second National Commission on Labour, the Ministry of Labour & Employment, Government of India had taken steps to simplify, amalgamate and rationalize the relevant provisions of the existing various Central Labour Laws into 4 Labour Codes. These Codes are; the Code on Wages, 2019, the Occupational Safety Health & Working Conditions Code, 2020, the Industrial Relations Code, 2020 and the Code on Social Security, 2020.

In the process, the relevant provisions of EE(CNV) Act, 1959 and suitable changes as per the requirements of present day, have been subsumed in the Code on Social Security 2020. These changes inter-alia, include redefining employment exchanges, increasing their activities, provision for online reporting of vacancies, etc.

For subsuming the existing Employment Exchanges (Compulsory Notification of Vacancies) Act 1959, one Chapter (Chapter-XIII) on Employment Information & Monitoring has been added in the Code on Social Security 2020 enacted by the Parliament during September, 2020. This Code has received the assent of President on 28th September, 2020 and notified in the Government of India Official Gazette on 29th September, 2020. Draft Rules (Central) have been notified in November, 2020.

## **PERFORMANCE OF NATIONAL EMPLOYMENT SERVICE\***

**23.16** The details of the network of 1005 Employment Exchanges are given in Table 23.18. The main activities of the Employment Exchanges are registration, placement of job seekers, career counseling & vocational guidance and collection of employment market information.

**Table- 23.18**

➤ Total number of Employment Exchanges includes the following :	1005
➤ 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 31-12-2021) 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*	18.97	4.09	282.4
Women*	13.27	0.81	158.3
Total*	32.24	4.9	440.7

**Salient features of registration and placement in Employment Exchanges.**

### 23.18 Registration:

Out of total number of 32.24 lakh job seekers registered upto end of December 2021, 18.97 lakh job seekers were men and 13.27 lakh were women. Maximum numbers of job seekers 8.61 lakh were registered in Gujarat followed by Kerala and Maharashtra which were more than 3 lakh in each state.

### 23.19 Placement:

Out of the 4.9 lakh job seekers that got employment through the employment exchanges, 0.81 lakh were women. The maximum placement made was 2.7 lakh in Gujarat during the same period.

### 23.20 Live Register:

Out of total number of 440.7 lakh job seekers on

Live Register, 282.4 lakh job seekers are men and 158.3 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 2011-2021 are given in Table No. 23.23

**Table - 23.23**

Year	Employment Exchanges, UEIGBX	(In Thousand)				
		Registration	Placement	Vacancies notified	Submission made	Live Register
(1)	(2)	(3)	(4)	(5)	(6)	(7)
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
2019	997	3455.0	365.9	540.6	1966.6	42405.1
2020	997	2073.9	308.1	419.0	1187.5	42829.2
2021	1005	3224.4	494.1	824.8	2527.3	44071.7

## 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.

**23.26** This project consists of three important components namely- (i) NCS Portal ([www.ncs.gov.in](http://www.ncs.gov.in)); (ii) Model Career Centres; and (iii) Interlinking of Employment Exchanges with NCS portal. 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](http://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 <sup>st</sup> December 2021
1.	Active Job Seekers Registered	2.81 crore
2.	No. of active Employers Registered	6.54 Lakh
3.	Active Vacancies Mobilised	2.97 lakh
4.	Total Vacancies Mobilized	1.23 Crore

**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. Around 900 approved *Career Counsellors* from various States/UTs have got registered at NCS Portal.

**23.29** The NCS Portal also provides an openarchitecture for partnering of institutionsand 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](http://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 job seekers 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. Till 31<sup>st</sup> December, 2022 Government has approved 407 MCCs including 07 on non-funded basis).

**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 with 20 States/UT have been completed and 7 States/UT are directly registering on NCS Portal.

**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, 843 (till 31.12.2022) 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 job seekers 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 9229 Job Fairs (online and offline) since inception (till 09<sup>th</sup> January 2023) out of which 2492 Job Fairs were conducted during 1st January to 31<sup>st</sup> Dec.2022. During 2022-23 (till December 2022) around 1935 job fairs have been organised under National Career Service (NCS) in which 60,727 job Seekers participated and 20,447 candidates were shortlisted.

**23.36** NCS has partnered with Microsoft India and launched Digi Saksham - 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.

- During COVID 19 pandemic, NCS portal launched online job fair module in May, 2020 to facilitate the employers to find suitable candidates for their requirement.
- A window on Human Resources for Health Sector was also developed on the NCS Portal in September 2021, keeping in view of the requirement of employers to find relevant job seekers / professionals in the health care sector such as Doctors, Nurses, Ayush Practitioners etc.
- To enhance the International avenues for the job seekers a new module for

international jobs was added on the NCS portal w.e.f 20th April 2022. This module facilitates Ministry of External Affairs' (MEA) registered Recruiting Agents (Ras) to register as an employer and post international job opportunities in the NCS portal. It also facilitates the job seekers to search and apply for these international job opportunities via NCS portal. As of 12th December 2022, around 400 MEA-registered Recruiting Agents have registered with NCS and more than 1450 international vacancies have been mobilised on NCS portal.

- Integration of the NCS and e-Shram portal of Ministry of Labour and Employment, Udyam Portal of Ministry of Micro, Small and Medium Enterprises and ASEEM Portal of Ministry of Skill Development and Entrepreneurship was one of the thrust points of the Budget announcement of Hon'ble Finance Minister during budget speech 2022
- The integration of NCS with eShram, Udyam and Skill India Portal (SIP) has been completed in a time bound manner. So far, more than 10 lakh e-Shram registrants have been registered on NCS portal and around 1.75 lakhs e-Shram workers have been shortlisted by employers.
- The integration of NCS portal with the Udyam portal has enabled the consent-based registration of Udyam-registered MSME as an employer on the NCS portal. These employers can post their vacancy requirements over NCS. So far more than 3.36 Lakh MSME employers have been registered on NCS portal. The integration of SIP with NCS portal has paved way for more than 43 lakh SIP candidates available in the NCS portal. Among them, around 11.46 lakh candidates applied for atleast one job and approximately 10 lakh candidates got shortlisted across various vacancies.

- In order to enhance the employability of the job seekers, On-line employability trainings are also being offered over NCS portal on digital skills (supported by Microsoft) and Soft -Skills (supported by TCS-iON). As of 12th December 2022, around 92 thousand candidates have registered for digital skills whereas, 3.03 lakh candidates have been certified under various modules of soft skill training.
- Government job module has been added to the NCS portal wherein jobs on behalf of other government/ Ministries/Departments / PSU organizations can be posted. This module can be used for notification of permanent or contractual vacancies across different Government Departments/ Ministries/PSUs and to receive applications.
- Apart from this, NCS also publishes list of candidates from various examinations conducted by UPSC, SSC and Railway Recruitment Board, who could not make it to the final merit list, along with their scores in the examination in the public domain. This helps employers to directly connect with qualified job seekers without having to invest in conducting their basic screening for the job.

**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. However, the beneficiaries registered up to 31.03.2019 were eligible to continue to receive the benefits for 3 years from their date of registration under the scheme (i.e. till 31st March 2022).

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 31<sup>st</sup> March, 2022 total benefit of Rs.9277.17 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 2021-22 these centres have registered 20264, evaluated 20261 and rehabilitated 7271 persons with disabilities. During 2022 (upto 31.12.2022) these centres have registered 36532, evaluated 36516 and rehabilitated 13761 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 9<sup>th</sup> 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 31<sup>st</sup> 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 31<sup>st</sup> December total benefits of Rs. 8187.89 Crore have been given to 60,20,089 beneficiaries through 1,51,747 establishments. Year-wise details under ABRY are given below:

<b>F.Y.</b>	<b>Unique beneficiaries UANs</b>	<b>Unique beneficiaries establishments</b>	<b>Disbursed Amount (Rs. In Crore)</b>
F.Y. 2020 -21	12,97,120	56,225	351.07
F.Y. 2021 -22	41,91,801	83,208	4046.36
F.Y. 2022 -23 (till 31.12.2022)	5,31,168	12314	3790.46

### **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. With the launch of the National Career Service Project, a mission mode project of the Ministry of Labor and Employment, under the National e-Government Plan (NEGP), the Institute has been renamed as National Institute Career Service (NICS) on 20 July 2016 and designated as nodal institute for capacity building for all stakeholder under NCS project, like Employer, Job Seeker, Training Provider, College Students/ Counsellors/ Placement organization/ other Govt. organization etc. and for Officers of National Employment Services working at Central & State Govt.

**23.44** NICS, Noida as Model Career Centres (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 to Dec 2022 MCC, organized online/offline **27** Job fairs/ placement drives against **6776** vacancies in which **6428** job seekers & **126** employers had been participated. Total **1821** candidates shortlisted. NICS, MCC registered **1592** job seekers, **76** Employers on NCS Portal and **1626** job seekers had been guided individually.

**CAPACITY BUILDING /TRAINING ACTIVITIES- In 2022 (Jan-Dec, 2022) NICS organised 82 following programs:-**

- Eighteen **(23)** Capacity Building Programs / Refresher Training Programs for Employment service Personnel's & YPs and **843** trainees attended the above mentioned training programmes.
- Thirty eight **(48)** Orientation programmes via online & offline mode for various stakeholders of NCS portal and **3433** participants attended the above mentioned orientation

programmes.

- Ten (10) Workshops for various stake holders of NCS portal and **462** persons have been attended the above mentioned workshop programmes.
- One (1) employability Training Programme for jobseekers and 30 Trainees attended the said programmes.
- Published Monthly e-new letter of NICS, NOIDA on DGE portal

**23.45** The NICS is also recruiting Young Professional (Y.P.) under NCS scheme of Ministry

of Labour and Employment, which includes deployment of Young Professionals in various MCCs, monitoring of their work, disbursement of remuneration and increment etc. This organization is playing a major role in coordinating the activities of more than 400 Model Career Centers established in different parts of the country under the NCS Project through YPs. During Jan 2022 to Dec 2022 NICS, Noida has conducted 6<sup>th</sup>, 7<sup>th</sup> & 8<sup>th</sup> recruitment rounds for Young Professional and recruited/deployed **246** YPs to MCCs working under state government under NCS Project as on day 222 are working. 9<sup>th</sup> Round of YP recruitment is in progress.

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## 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, Bhubaneswar, 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 December, 2022 are given below:

ACTIVITY	NO. OF CANDIDATES COVERED (Jan 2022 to Dec.22)
Registration on NCS	36407
Individual Guidance/Career Information	237107
Confidence Building Programme	38170
Training in Typing and shorthand	11620
Pre-Recruitment Training (PRT)	8530

### **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, Bhubaneswar, 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, Hissar, Jabalpur, Chennai, Thiruvananthapuram, Jaipur, Bhubaneswar, Mandi, Nagpur, Delhi, Jammu. Jalandhar Kohima & Naharlagun.
- Till December 2022, 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 December, 2022

**24.6** SC/ST job seekers are being imparted one year 'O' level Computer training, computer hardware maintenance Training and special coaching scheme to enhance the employability. At present 9279 SC/ST candidates were admitted under these courses during 2022-23.

**24.7** Allocation of Rs.23.90 crore has been made during 2022-23 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).**

**24.8** 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. 25 NCSC-SC/STs are covered under DBT Scheme covering 9,279 beneficiaries in three sub-schemes i.e., (1) Special Coaching Scheme (2400 Beneficiaries), (2) Computer 'O' Level Training Software Course (4829 Beneficiaries) and (3) Computer 'O' Level Computer Hardware Maintenance Training (2050 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 2022 a total stipend of Rs. 3.28 Cr was given to the beneficiaries under DBT. However, the scheme could be started from July 2022.

**SCHEDULED CASTES/ SCHEDULED TRIBES**

**24.9** Performance of Employment Exchanges in respect of Scheduled Caste/Scheduled Tribe and Other Backward Class job-seekers during 2017 onwards is indicated in Table 24.1 below.

**Table 24.1**

(in lakh)

Category	Activity	2017	2018	2019	2020	2021
SCHEDULED CASTE	Registration	4.37	3.95	4.65	3.35	3.62
	Placement	0.31	0.32	0.24	0.21	0.26
	Live Register	71.05	69.97	70.68	69.96	70.31
SCHEDULED TRIBE	Registration	2.48	1.89	2.25	1.56	1.67
	Placement	0.33	0.32	0.30	0.20	0.21
	Live Register	26.08	26.06	26.39	25.05	25.36
OTHER BACKWARD CLASS	Registration	7.98	6.77	8.62	6.53	6.46
	Placement	0.05	0.06	0.05	0.05	0.06
	Live Register	118.21	114.86	115.15	114.07	114.28



## NATIONAL CAREER SERVICE CENTERS FOR DIFFERENTLY ABLED (NCSC for DA)

**24.10** 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)”**

**24.11** 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 2022 a total stipend of Rs. 1.65 Cr was given to the beneficiaries under DBT.

### **ASSISTANCE TO DIFFERENTLY ABLED EX-SERVICEMEN AND DEPENDANTS**

**24.12** 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:**

**24.13** 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
2017	32.1	2.2	700.6
2018	29.5	2.0	690.9
2019	32.0	2.5	689.5
2020	28.8	2.7	694.3
2021	28.0	2.6	704.8
2022	32.1	2.2	700.6

### **SPECIAL EMPLOYMENT EXCHANGES FOR DEFFERNTLY ABLED:**

**24.14** 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.

**24.15** 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.

**24.16** The performance of the Special Employment Exchanges for differently abled job-seekers is given in the following table:

Year	2017	2018	2019	2020	2021
Registration	2798	2488	2448	866	1659
Placement	71	184	175	102	145
Live Register	93295	90665	90471	87431	90902

### **WOMEN**

**24.17** Year-wise performance of Employment Exchanges in respect of women job-seekers is given below (Table 24.2):

Table 24.2

(In thousands)

Year	Registr ation	Placeme nt	Live Register Of Women	Total Live Register	% Of Live Register Of Women To Total Live Register
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	58.8	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	1548.5	85.1	15519.4	42444.9	36.6
2018	1437.0	58.2	15611.0	42122.3	37.1
2019	1375.2	55.2	15709.8	42405.1	37.0
2020	748.8	45.8	15873.2	42829.2	37.1
2021	1327.5	81.1	15829.7	44071.7	35.9
2022	2122.6	85.7	13694.8	40171.6	34.1

## MINORITIES

**24.18** 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 2021. These account for 13.3% of total job-seekers on the Live Register.

## **24.19. The details of the Budget Estimates of the Schemes of Employment**

**Directorate for Financial Year 2022-23 are given in Table-24.17 below:**

**Table 24.17**

S.No.	Schemes under Employment Directorate	Financial year 2021-22	
	Schemes/Programmes	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”.	23.00	14.01
2	National Career Service (NCS) Project	52.00	34.86
3	Aatmanirbhar Bharat Rojgar Yojana	6400.00	3950.00

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## Chapter-25

## GENDER BUDGETING

**25.1** The Gender Budget Cell is headed by Chief Controller of Accounts (CCA) who is assisted by Controller of Accounts (CA). The Gender Budget Statement (Statement 13) is released every year alongside with the Union Budget to reflect the expenditure on Women and Child under the various schemes.

The Gender Budget Statement (Statement 13) for the FY 2021-22 is at **Annexure 1**.

**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 (2022-23)	Total Public Expenditure on Woman/ for financial year (2022-23)	Gender Disaggregated Beneficiaries (extent of benefits to women) (2022-23)/ 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	14.50	7.25	72774 (50%)

**Annexure 1****(in Crores)**

S. No.	Name of the Scheme	Actual 2020-21	BE 2021-22	RE 2021-22	BE 2022-23
1	National Child Labour Project including grants in aid to voluntary agencies and reimbursement of assistance to bonded labour	42.54	120.00	30.00	30.00
2	Labour Welfare Scheme	55.61	150.00	119.00	120.00
3	Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM)	319.71	400.00	350.00	350.00
	Total	417.86	670.00	499.00	500.00

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

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