



# Ministry of Labour & Employment Government of India

### Annual Report 2023-24





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EMPLOYMENT WORKING GROUP



# ANNUAL REPORT 2023-24

Ministry of Labour & Employment Government of India

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### **Chapter-1**

### HIGHLIGHTS OF IMPORTANT ACTIVITIES

#### INTRODUCTION

1.1 Work is a 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 with 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 and the

Occupational Safety, Health and Working Conditions Code, 2020 on 29th September, 2020. Codes are yet to be implemented.

**1.4** Codification of the Labour Laws has, inter alia, reduced 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 workers.

**1.5** As a step towards implementation of the four Labour Codes, this Ministry has pre published the draft Rules inviting comments of stakeholders (including general public) under the codes.

**1.6** "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 31.12.2023)

Name of	Name of States/UTs which have			
Code	pre-published the draft rules			
The Code on Wages, 2019	Pradesh, Chhattisga Haryana,	Pradesh, Assam, arh, Goa, Himachal I, Karnataka	Bihar, Gujarat, Pradesh,	

	Madhya Pradesh, Maharashtra, Manipur, Mizoram, Odisha, Punjab, Rajasthan, Sikkim, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Andaman & Nicobar Islands, Dadra and Nagar Haveli and Daman and Diu, Chandigarh, Jammu & Kashmir, Ladakh, NCT of Delhi and Puducherry (32)
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, Rajasthan, Sikkim, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Chandigarh, Dadra and Nagar Haveli and Daman and Diu, Jammu & Kashmir, Ladakh and Puducherry (30)
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, Rajasthan, Sikkim, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Andaman & Nicobar Islands, Dadra and Nagar Haveli and Daman and Diu, Chandigarh, Jammu & Kashmir, Ladakh and Puducherry (30)
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, Mizoram, Odisha, Punjab, Rajasthan, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of

Chandigarh, Dadra and Nagar Haveli and Daman and Diu, Jammu & Kashmir, Ladakh and Puducherry (29)

#### Implementation of Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM), and National Pension Scheme for Traders, Shopkeeper and Self-Employed Persons:

1.7 The PM-SYM and NPS Traders Scheme was launched in March and September, 2019 respectively with the objective to provide old age protection and assured 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 does not exceeding Rs.1.5 crore. The unorganised workers as well as traders and selfemployed persons in the age group of 18-40 years whose monthly income is Rs. 15000/- or less and who are not covered under EPFO/ESIC/NPS(Govt. funded) and income tax payee can join the scheme. Under this scheme, minimum assured monthly pension of Rs.3000/will be provided to the beneficiaries after attaining the age of 60 years. Under the scheme, the subscriber is required to pay the prescribed contribution amount which ranges Rs. 55-200/depending upon the entry age of the workers and the Central Government provides equal matching contribution. Enrolment to the Scheme is done through the Common Service Centres (CSC), through its network of over 4 lakh centres across the country. In addition, eligible persons can also self-enroll through visiting the portal www.maandhan.in. As on 31.12.2023, over 49.74 lakh and more than 53 thousand beneficiaries have been registered under PM-SYM and NPS Traders Scheme, respectively.

**1.8** Ministry of Labour and Employment launched the eShram portal on 26.08.2021 for creation of a National Database of Unorganised Workers (NDUW), seeded with Aadhaar. It is the first-ever national database of unorganised 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 realisation 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 31.12.2023 more than 29.27 crore unorganised workers** have been registered on eShram portal.

#### GOVERNANCE REFORMS THROUGH TECHNOLOGY

#### Shram Suvidha Portal:

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

- Office of the Chief Labour Commissioner (Central)
- Directorate General of Mines Safety
- Employees' Provident Fund Organisation; and
- Employees' State Insurance Corporation

**1.10** 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.

**1.11 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 42,72,657 units as on 31.12.2023.

**1.12 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.
- Complaints based inspections are determined centrally by Central Analysis and Intelligence Units (CAIU) of each of the enforcement agencies after examination based on data and evidence.
- Mandatory uploading of inspection reports within 48 hours.
- Since the launch of the Labour Inspection Scheme, 8,24,108 inspection reports across the four Central Labour Enforcement Agencies have been uploaded on Shram Suvidha Portal.

#### **ONLINE RETURN**

**1.13** 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, 3,67,256 online returns have been filed on the Shram Suvidha Portal as on 31.12.2023 in central sphere (sum of CLC and DGMS returns only).

**1.14** Returns under the Mines Act, 1952, Coal Mines Regulations, Metallurgical Mines Regulations and Oil Mines Regulations have been made online on Shram Suvidha Portal. As on 31.12.2023, 32,176 online returns have been filed on the Shram Suvidha Portal.

**1.15** Common Online Annual Return in respect of Haryana Labour Department has also been started on the portal. As on 31.12.2023, 11687 returns have been filed on Shram Suvidha Portal.

#### **COMMON REGISTRATION**

**1.16** Common Registration form for EPFO and ESIC has been made operational. 5,08,644 units with EPFO and 4,45,314 units with ESIC have been registered as on 31.12.2023.

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). Registration for EPFO & ESIC for new Public & Private Limited Companies and One Person Company has been stopped on Shram Suvidha Portal.

**1.17** Common Registration under three Central Acts namely the Building and Other Construction Workers (Regulation of Employment and Condition of Service) Act, 1996, the Inter-State Migrant Workmen (Regulation of Employment and conditions of Service) Act, 1979 and the Contract Labour (Regulation and Abolition) Act, 1970 is being provided online on Shram Suvidha Portal. 24,242 registrations have been issued using this facility as on 31.12.2023.

**1.18** 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. 101,091 licenses have been issued using this facility as on 31.12.2023.

#### **State Integration**

**1.19** Integration of States with Shram Suvidha Portal is under way. 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

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

1.21 States/UTs Governments have been advised to regulate the inspections for the Start-Ups, wherever applicable and extend the selfcertification compliance regime from 3 years to 5 years. 27 States/UTs have taken action on the advisores 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 startups wherever applicable.

#### **Industrial Relations**

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

**1.22** SAMADHAN (Software Application for

Monitoring and Disposal, Handling of Apprehended/Existing Industrial Dispute) is an online portal devised to provide the workers an easy way of filing their dispute with the concerned Conciliation Officer where Central Government is the appropriate government. The system brings all the stakeholders (viz. Workman, Conciliation officer, Appropriate Government, and Central Government Industrial Tribunals) on single platform i.e. SAMADHAN. In addition to this, the portal also has a separate module for workers, trade unions and other stakeholders to 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 to file Grievances, which are not covered under any of the aforementioned Act. (For more details please refer Chapter-3)

#### **Directorate General of Employment**

#### Aatmanirbhar Bharat Rojgar Yojana (ABRY)

**1.23** Government 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 RojgarYojana 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 23.47).

#### **National Career Service**

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

please refer chapter 23.

#### EMPLOYEES STATE INSURANCE CORPORATION (ESIC):

#### New initiatives – Upgrading Infrastructure

For upgrading infrastructure in view of increasing IP population and expanding medical coverage, ESIC has given in-principle approval for setting up of new ESI Hospitals and dispensaries in 2023 as under:

1. Newly Approved 36 ESI Hospitals in 2023: (Annexure A)

### 2. Newly Approved 86 ESI Dispensaries in 2023: (Annexure B)

Further, for upgrading the existing infrastructure, ESI Corporation has approved enhancement of bed strength of ESIC hospitals in 2023: (Annexure C)

#### 1.25 Medical

- 1. With an aim to strengthen in-house capacity, ESI Corporation has started chemotherapy administration facilities in all ESIC hospitals with the capacity of 100 beds and above.
- 2. ESIC has decided to on-board all its hospitals on the e-Sanjeevani Portal.
- ESI Corporation has issued guidelines for adoption of ICMR standard treatment workflow in ESIC hospitals and to align and register with National Cancer Registry Programme, ICMR in all ESIC medical colleges & hospitals.
- 4. ESIC has issued guidelines for home delivery of drugs and home sample collection to the IPs and beneficiaries as entitled.
- 5. ESI Corporation has set up a Public Health Unit (PHU) center and an online dashboard management system for various medical services at Hqrs. office, New Delhi.

6. ESI Corporation has launched AAA+ Mobile App for online appointments and has issued instruction to all its hospitals and dispensaries for facilitating the patients with online appointments.

#### 1.26 Non-Medical

- The Revenue Branch, Hqrs. Office has issued instruction on 01.11.2022 to all field offices regarding special survey drive for coverage of uncovered factories/ units/ establishments of newly covered areas/ existing areas for the period from 01.11.2022 to 31.12.2022.
- ESI Corporation has made provision for updation/editing particulars of IPs and their family members through online. It aims to remove the need of IPs visiting their designated Branch Office or employer for updating their personal/family details. Now an IP as well as his employer can easily raise a request for updating/editing his/her particulars viz. change in name, DOB, dispensary, gender, address, etc. and upload the supporting documents through IP Portal/Employer Portal. After approval of the same by the concerned ESIC Branch Office, the details get updated.
- ESIC has recently notified Aadhar authentication on voluntary basis for identification of beneficiaries and seamless delivery of benefits being provided under the ESIC Act, 1948. An online application has been deployed for this purpose through which existing Insured Persons/beneficiaries can seed Aadhaar number for self and their family members on voluntary basis through biometric or after verification of OTP received on mobile by UIDAI.
- ESIC has also made provision for submission of Maternity Benefit and other Cash Benefit claims through online application. It removes the hardships being faced by IPs/IWs for visiting the ESIC Branch Office for submitting

his/her claim. An IP/IW can submit his/her benefit claims through online portal at any time as per his/her convenience through IP Portal.

The Atal Beemit Vyakti Kalyan Yojana is a welfare scheme of the Employees State Insurance Corporation, under which the unemployed insured persons are provided cash relief for a period of maximum 90 days. The rate of the benefit is 50% of his average daily wages. The scheme came into existence on 01.07.2018 on a pilot basis initially for a period of two years, i.e. up to 30.06.2020. However, keeping in view the need of the IPs, the scheme has been extended from time to time. Recently, the scheme has further been extended for another two years, i.e. from 01.07.2022 to 30.06.2024 with relaxed contributory conditions.

#### 1.27.1 Medical Services – ESI Society

The ESI Corporation approved the structure of State Autonomous Body and subsequently, a revised structure of the State ESI Society has been approved, to be formed under section 58 of the ESI Act, 1948. States will register the body as a society as well as a trust and ESIC release the funds directly to the bank account the society. 22 States/UTs have consented to form the State ESI Society. The Central Government has accorded approval for formation of society to seven states viz, Tamil Nadu, Chhattisgarh, Maharashtra, Nagaland, Tripura, Punjab & Arunachal Pradesh. Presently, ESI societies are in operation in the states of Maharashtra, Chhattisgarh, Tripura and Himachal Pradesh.

Formation of State ESI Society gives flexibility for the States to improve the medical benefit service delivery to the Insured Persons and the beneficiaries of the ESI Scheme by way of better primary & secondary care. Dependency is on the states, which have to register the society as per the Societies Registration Act, 1860 and the State specific Public TrustAct.

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

- ESI Corporation has sanctioned 19 Dispensary Cum Branch Office (DCBOs), 36 ESI hospitals and 86 ESI dispensaries in 2023.
- As part of extending the social security benefits of ESI Scheme in the entire country, the Scheme has been notified in all States and Union Territories. The scheme stands extended to 661 districts of the country which includes 556 complete districts and 105 partially notified districts. The Scheme is not-notified in 117 districts.
- 3. Convergence between Employees' State Insurance Corporation (ESIC) and National Health Authority (AB-PMJAY):

ESIC and NHA 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 have also been selected for providing medical services to PMJAY beneficiaries.

List of ESIC hospitals opened for PMJAY beneficiaries: - (Annexure D)

#### 1.28 EMPLOYEES' PROVIDENT FUND ORGANISATION(EPFO)

**1.28.1** The Act provides for Provident Fund, Pension Scheme and Insurance Fund in factories/establishments employing twenty or more employees in industries mentioned in Schedule-I to the Act. The Government of India through the Employees' Provident Fund Organization (EPFO) administers the Act and the following three Schemes framed under the Act:-

- i. The Employees' Provident Funds Scheme, 1952 (EPF)
- ii. The Employees' Pension Scheme, 1995 (EPS)

iii. The Employees' Deposit Linked Insurance Scheme, 1976 (EDLI)

#### **RATE OF INTEREST**

**1.28.2** The rate of Interest declared on the deposits of members to the Employees' Provident Fund was 8.15% (on monthly running balance) for 2022-23.

#### CUMULATIVE CORPUS UNDER THE ACT

**1.28.3** Total cumulative investment corpus of all three Schemes administered by EPFO excluding the corpus managed by exempted Provident Fund Trusts as on 31.03.2023, stands at Rs. 21,15,931.27 crore.

#### ACTUARIAL VALUATION OF THE EMPLOYEES' PENSION SCHEME, 1995

**1.28.4** Employees' Pension Scheme, 1995 is a funded scheme with combined features of Defined Benefit and Defined Contribution. Accordingly, the scheme prescribes the rate of contribution payable as well as the scale of benefits admissible. A provision has been made under Para 32 of the Employees' Pension Scheme, 1995 for annual valuation of Employees' Pension Fund by a valuer appointed by the Central Government.

The Actuary appointed for the 22nd and 23rd valuation of Employees' Pension Fund for the year 2017-18 and 2018-19 has completed the valuation and the report has been approved by the Ministry of L&E. The valuer for  $24^{th}$ ,  $25^{th}$  and  $26^{th}$  valuation for the years 2019-20, 2020-21 and 2021-22 has been appointed.

#### PENSION DISBURSEMENT

**1.28.5** 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.

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.

### EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME

**1.28.6** Insurance Scheme came into force on  $1^{s}$  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.

#### **APPLICATION AND COVERAGE**

**1.28.7** This Scheme is applicable to all factories/establishments to which the EPF & MP Act 1952 applies. All the employees who are members of the provident fund are members of this Scheme.

#### INTERNATIONAL WORKERS DIVISION

**1.28.8** At present India has signed bilateral Social Security Agreement (SSA) with 21 countries and negotiations are going on with 17 countries to enter into the bilateral Social Security Agreement (SSA).

#### 1.28.9 NEW INITIATIVES UNDERTAKEN BY EPFO FROM JAN, 2023 TO DECEMBER, 2023

**1.** Pension on Higher wages joint options & validation of earlier option: A comprehensive Pension on Higher Wages (PoHW) functionality was developed and deployed on Unified Portal to enable the EPF members / pensioners to validate their options submitted earlier or file joint option for pension on higher wages in terms of the orders of Hon'ble Supreme Court of India as well as to

enable Regional Offices process the applications including reference to employers for information & document upload.

**2. Revamped member passbook:** Revamped Passbook has been launched on 28.03.2023 with the following features:-

- i. Need based display of information.
- ii. Available information relating to transactions in various EPF accounts linked to UAN.
- iii. Calculators for working out the benefits due at present and in future under the three schemes.
- iv. Service history of all EPF accounts- EPF Member Service Details & KYC details.
- v. Provision of full information & calculators to nudge: -
  - Members to avoid premature withdrawals.
  - Members to take informed decisions as to claiming any benefit.
  - Members for transfers of membership on change of jobs instead of withdrawals.

3. Industrial accident- payment of benefitsmonitoring dashboard: The Industrial accident monitoring dashboard was launched in June, 2023 for immediate benefits to the member.

4. Redesigned member Account & Interest Credit Processor (Revamped Annual Accounts Updation Processor): To fast track the process with roles of verifier and approver to the Regional Offices.

**5. Establishment e-report Card:** In line with Ease of Doing Business and Ease of living, Establishment e-Report has been launched by EPFO on 1<sup>st</sup> November 2023. The report available to public on the homepage of EPFO website contains all basic and critical coverage data- membership, remittances of contributions, payments against claims of members, filing of e-nominations, Pending

KYC to be approved etc. in the open domain for all the stakeholders. It will help in assessing default risk assessment of establishments for ensuring social security to employees.

6. MIS 3.0 Dashboard – MIS 3.0 Dashboard has been launched for providing efficient and relevant dashboards with easy navigation, facility for formatting of available reports. Some of the proposed fruitful results are Enhanced User Interface Experience, Better Navigation, Self-Customizable Reports, User-Oriented Reports Extraction and Download, Insights at a glance, convenient reports searching facility etc.

7. Online monthly return for EDLI Exempted Establishments: The functionality was developed and deployed in employers' login on Unified Portal dispensing with need to file physical copies. The EPFO can also monitor the compliance on month basis.

8. Issue of system generated intimation of Auto calculated due under section 7Q and 14B: A functionality developed on Unified Portal for issue of system generated intimation of autocalculated amount due under section 7Q and section 14B of the Act and submission of response by the employer. Summary of Amounts due, Paid, Pending- available in Employers' Login and in MIS of EPFO Regional Offices.

#### 9. On boarding of Project Management Consultant (PMC), Standardisation Testing and Quality Certification (STQC) and User Acceptance Testing (UAT) consultancy services:

The EPFO has engaged consultancy services of Tier-I consultants for project monitoring and User Acceptance Testing. All developments have been through VAPT by STQC before deployment

#### Monitoring & Evaluation Unit

**1.29** The Monitoring & Evaluation Unit (MEU) plays a vital role for output-outcome monitoring of 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 (MSJE), 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 M&E Unit is also a Nodal Unit for 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, deputation of Area / Nodal Officers to various States / UTs to monitor the functioning of Field Offices and implementation of schemes of MoLE, Vibrant Village Programme (VVP) of Ministry of Home Affairs and PM-GatiShakti National Master Plan (NMP) of Department for Promotion of Industry & Internal Trade (DPIIT), Ministry of Commerce & Industry.

In addition, the M&E Unit also monitors the progress of schemes of the MoLE on-boarded on PRAYAS portal.

**1.30** The Ministry of Finance provided an financial outlay of Rs. 12434.82 Crore for Central Sector (CS) schemes of the Ministry of Labour & Employment during the Financial Year 2023-24. In addition, this Ministry has earmarked Rs. 2064.19 (16.60% of total allocation) for DAPSC and Rs. 1069.42 Crore (8.60% of total allocation) for DAPST under CS schemes during the current FY 2023-24.

**1.31** On the 9<sup>th</sup> International Day of Yoga (IDY) on 21<sup>st</sup> June 2023, this Ministry was among one of the stakeholders for promotion of Yoga. The function was held successfully at Deputy Speaker Hall, Constitution Club of India (CCI), Rafi Marg.

A Lecture on importance of Yoga for Healthy Living was organised. Live streaming of Yoga Session of Hon'ble Vice President was also organised.



**1.32** 'Har Ghar Tiranga' campaign was launched under the aegis of Azadi Ka Amrit Mahotsav (AKAM) to encourage the citizen to hoist the National Flag of India in their homes. This year as well 'Har Ghar Tiranga' campaign was organized with same zeal and patriotism from 13-15August, 2023. To make the campaign successful, this Ministry distributed National Flag among its Officers/Staff and all employees under its administrative jurisdiction were encouraged to hoist the Indian National Flag in their premises during 'Har Ghar Tiranga' campaign and to put selfie with Tiranga on website www.harghartiranga.com



#### Labour Bureau

#### 1.33 Quarterly Employment Survey (QES):-

The reports of  $5^{th}(1^{st}$  Apr 2022 to  $30^{th}$  Jun 2022) and  $6^{th}(1^{st}$  Jul 2022 to  $30^{th}$  Sept 2022) round of QES have been recommended by the Expert Group.

Further, the field work/data collection of  $7^{th}$  ( $1^{st}$  Oct 2022 to  $31^{st}$  Dec 2022) and  $8^{th}$  ( $1^{st}$  Jan 2023 to  $31^{st}$  March 2023) round of QES and two rounds of Area Frame Establishment Survey (AFES) i.e. ( $1^{st}$  Oct 2022 to  $31^{st}$  Dec 2022) and ( $1^{st}$  Jan 2023 to  $31^{st}$  March 2023) has been completed and the data validation is under progress.

#### **All India Surveys**

Regular review meetings were held to monitor the progress of All India Surveys and other activities of Labour Bureau by Secretary (L&E) and Senior Labour & Employment Advisor (SLEA).

# Special Campaign 2.0 for disposal of pending matters from 15th September to 2nd October 2022.

Labour Bureau organized the "**Swachhta Hi Seva**" during the period 15th September, 2023 to 2nd October, 2023. With the theme "Garbage Free India", awareness was spread amongst employees of organisation and cleanliness drive was conducted by employees at surrounding areas. Smt. Shefali Dhingra, Economic Advisor, Ministry of Labour & Employment (MoL&E) visited Labour Bureau, Chandigarh on 29<sup>th</sup> September, 2023 to monitor the cleanliness drive under the "Swachhta Hi Seva".

#### **Recruitment under Mission Mode**

23 Investigator Grade-II and 01 MTS joined through Mission Mode between 01.01.2023 to 30.11.2023. Requisition to fill 65 posts of Investigator Grade-II and 12 posts of Investigator Grade-I was sent in the year 2022 to SSC (NWR) & UPSC respectively and the same have been advertised. Further, requisition for 02 posts of Investigator Grade-I has been sent to UPSC in Dec, 2023.

#### Training

 A workshop on Statistical Package for Social Sciences (SPSS) was conducted in Labour Bureau, Chandigarh in association with Punjab University, Chandigarh. Simultaneously, nominated officers and officials participated in IT tools training at ISTM, New Delhi.

- Under the chairmanship of Prof. S.P. Mukherjee a Training of Trainers (ToT) session for AFES/QES was conducted in Kolkata on 19th and 20th April, 2023.
- Further, the training of AQEES Survey at All India level including all ROs was conducted in 2nd & 3rd week of May, 2023.
- The Bureau's representatives contributed actively to the 'Action Plan for Convergence' meetings at VVGNLI, Noida on 16th & 17th May, 2023.
- Additionally, the training of 45th batch of ISS probationers was hosted from 26th June to 28th June, 2023 at Labour Bureau, Chandigarh.
- Officers from Labour Bureau participated in Course/Workshop on Big Data Analytics in Government (Basic) (BDAB-01) held from 17th to 19th July, 2023 at ISTM, New Delhi and a three day Training/Workshop on Structured Query Language (SQL) was held at Labour Bureau, Chandigarh on 4th, 5th and 6th September, 2023.
- Officers from Labour Bureau participated in Training Programme on "Stress Management/Work Beyond Stress" at the Art of Living International Centre, Bengaluru from 3rd to 7th October, 2023.
- Senior officers of Labour Bureau participated in panel discussion on "Addressing global skill gaps to prepare for a Brighter Future of Work" held on 6th November, 2023 at New Delhi. These diverse training sessions and engagements throughout the year aimed to enhance the knowledge and expertise of the Labour Bureau's officers in varied domains and skills.

Parliamentary Committee on Official Language:

Parliamentary Committee on Official Language reviewed the progressive use of Hindi in Labour Bureau, Chandigarh on 19<sup>th</sup> April, 2023.

**Hindi Pakhwada** was organized from 14 September to 29 September 2023 at Labour Bureau, Chandigarh. During the fortnight, various competitions like Hindi Essay Writing, Hindi Noting and Drafting, Hindi Word Knowledge, Calligraphy & Dictation, Hindi Typing on Computer and Picture Story Writing were organized.

#### **Revamping of website**

A revamped website with an expansive dashboard and user-friendly interface has been developed and launched during the year. The website provides seamless access to the latest as well as archival data available with Labour Bureau.

#### **ISO** Certification

Labour Bureau has obtained ISO certification of ISO: 9001 (Quality Management System), ISO: 14001 (Environmental Management System) and ISO: 50001 (Energy Management System) during the year 2023.

#### Vigilance Awareness Week

"Vigilance Awareness Week" was observed from 30th October to 5th November, 2023. During the week administration of Integrity Pledge was held on 30.10.2023 and "Rashtriya Ekta Divas Pleadge" ceremony was organized on 31.10.2023.

#### **SWACHH BHARAT MISSION**





**1.34** Under Swachhta Pakhwada. Special Campaign 3.0, the Ministry has started the campaign to reduce pendency in all work and disposing of waste/scrap from 2<sup>nd</sup> October to 31<sup>st</sup> October, 2023. During the Pakhwada, cleaning of office premises, corridors, rooms, stairs, toilets and

lifts were monitored daily. Napkin Dispensers were installed in ladies washrooms. During the period, beautification of the premises was done by keeping good quality plants and flowers. Obsolete items and scrap were disposed of and a sum of Rs. 5.05 Lakh was realized through auction.

#### The Right to Information Act, 2005

**1.35** 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 attributes in the administration and, therefore, the Government enacted the Right to Information (RTI) Act, 2005, which has come into effect from 12.10.2005.

**1.36** 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 and Employment. It includes dissemination of information in public domain relating to the particulars of organization, its function and duties, the designation of CPIO and Appellate Authority etc. The Ministry has also initiated suo-motu disclosure of information about various Labour Acts/Regulations, which were required to be made public for the use of citizens of this country, on the Ministry's website i.e., www.labour.gov.in. It is also to be mentioned that Attached & Subordinate offices and Autonomous organizations of the Ministry have their own websites which are linked to the Ministry's website.

**1.37** 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 3 years, including year 2023-2024 (Up to December, 2023), 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
3	2023-24 (as on 31.12.2023) (Manually and Electronically)	4467

**1.38** During the year from 1<sup>st</sup>January 2023 to 31<sup>st</sup> December, 2023, 11 applicants have gone to Central Information Commission (CIC) in the form of SecondAppeal.

#### Legal Cell

**1.39** 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. Ministry of Labour & Employment is one of the front runners in implementing LIMBS by uploading information of almost all Court cases (around 81,648 court cases till 31<sup>st</sup> December, 2023) on LIMBS portal.

#### Child Labour

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

#### Policy on Child Labour

**1.41** 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

**1.42** 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.

#### **Project Based Action Plan**

**1.43** 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.

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.

**1.44** A two-day meeting with State/UT Labour and Employment Secretaries was held in Agra, Uttar Pradesh from 29<sup>th</sup> June, 2023 to 01<sup>st</sup> July, 2023 under the chairpersonship of Secretary (L&E). 36 States/UTs Labour and Employment

Secretaries, Bureau Heads of Ministry of Labour and Employment, Team of officials from ESIC, and other Senior Officers of Ministry had participated in the meeting. Agenda for the meeting included Guidelines for welfare of Building and Other Construction Workers, Guidelines for welfare of Inter-State migrant workers, SOP for Shramik Chaupal, Integration of e-Shram with State Portals and sharing of data, Integration of National NCS with State Employment portals, Conduct of job fairs under NCS, ESIS hospitals to be given to ESIC for running these hospitals and Allotment of land and clearances to ESIC and EPFO.

**1.45** A two-day Conference of Labour and Employment Secretaries of States/UTs was held on 23-24 November 2023 at Bharat Mandapam, New Delhi. Ms. Arti Ahuja Secretary (Labour & Employment) chaired the conference. Labour Secretaries of States and UTs attended the event. Agenda of the conference included the issues of BOCW Act implementation, PM-SYM, inter-state migrant workers; Quality of services in ESIS and Occupational disease mapping; Ease of doing business and Cost of Regulatory compliance; E-Shram and discussion on integration of State database and EPFO and PF Act, 1925 (Constitution of Regional Committees, Land

requirement of EPFO and Notification of Exemption cases).

**1.46** A workshop on convergence of field offices of various organizations under Ministry of Labour & Employment was held on 31st October, 2023 at Bharat Mandapam, New Delhi to facilitate seamless delivery of services to workers by the field offices of the organizations under the Ministry and to simultaneously enhance ease of doing business for employers. More than 180 representatives from various organizations under the Ministry attended the workshop. Shri Rameswar Teli, Hon'ble Minister of State for Labour & Employment graced the workshop. A "Handbook on Convergence" was released by Shri Bhupender Yadav, Hon'ble Minister of Labour & Employment on 17 November 2023.



#### Annexure A

SI. No.	State	District	Location	No. of beds sanctioned	Date of sanction
1	Andhra Pradesh	Kurnool	Kurnool	30 (upgradable to 100 beds)	09.02.2023
2	Andhra Pradesh	Srikakulam	Srikakulam	30	24.07.2023
3	Bihar	Begusarai	Begusarai	30 (upgradable to 100 beds)	05.06.2023
4	Gujarat	Panchmahal	Halo	100	23.02.2023
5	Gujarat	Vadodara	Savli	100	01.05.2023
6	Haryana	Karnal	Karnal	30(upgradable to 100 beds)	03.04.2023
7	Himachal Pradesh	Una	Una	30 (upgradable to 100 beds)	12.03.2023
8	Kerala	ldukki	ldukki	100	02.01.2023
9	Madhya Pradesh	Satna	Satna	30 (upgradable to 100 beds)	06.11.2023
10	Maharashtra	Pune	Baramati	100	24.01.2023
11	Maharashtra	Aurangabad	Shendra	30 (upgradable to 100 beds)	09.06.2023
12	Maharashtra	Nashik	Sinnar	100	09.06.2023
<b>1</b> 3	Maharashtra	Aurangabad	Waluj	200	09.06.2023
<b>1</b> 4	Maharashtra	Chandrapur	Ballarpur	30 (extendable to 100 beds)	19.07.2023
15	Maharashtra	Amravati	Amrawati	100	04.09.2023
16	Maharashtra	Sangli	Sangli	100	04.09.2023
17	Maharashtra	Ahmednagar	Ahmednagar	100	04.09.2023
18	Maharashtra	Wardha	Wardha	30	04.09.2023
19	Maharashtra	Ratnagiri	Ratnagiri	30	04.09.2023
20	Maharashtra	Raigad	Karjat	30	20.09.2023
21	Maharashtra	Raigad	Khopoli	30	20.09.2023
22	Odisha	Jagatsinghpur	Paradeep	100beds(expandableto150 beds)	12.07.2023

23	Odisha	Balasore	Balasore	100 (upgradable to 150 beds)	27.02.2023
24	Odisha	Ganjam	Berhampur	100	18.04.2023
25	Punjab	SAS Nagar (Mohali)	SAS Nagar, Lalru	100	18.04.2023
26	Punjab	Malerkotla	Malerkotla	150	18.04.2023
27	Punjab	Patiala	Rajpura	30 (extendable to 100 beds)	16.02.2023
28	Rajasthan	Kotputli- Behror/Rath	Neemrana	150	18.04.2023
29	Rajasthan	Rajasthan Ajmer Kishangarh- Ajmer		100	03.02.2023
30	Sikkim	East Sikkim Rangpo (ESIC)		100	06.02.2023
31	Telangana	Mehabubnagar	Mehabubnagar	30 (upgradable to 100 beds)	05.06.2023
32	Telangana	Ranga Reddy	Shamshabad	100	25.01.2023
33	Tripura	West Tripura	Shyamlibazaar, Agartala	100	04.02.2023
34	Uttar Pradesh	Bulandshahar	Bulandshahar	30	05.06.2023
35	Uttar Pradesh	Gautambudh nagar	Greater Noida	350	24.02.2023
36	Uttarakhand	Udham Singh Nagar	Kashipur	30	05.09.2023

#### Annexure B

S.no	State	District	Location	Date of approval	No. of doctors
1	Assam	Korkajhar	Korkajhar	07.06.2023	2 doctors
2	Assam	Nalbari	Nalbari	07.06.2023	2 doctors
3	Assam	Kamrup	Bijoynagar	07.06.2023	2 doctors
4	Assam	Hailakandi	Hailakandi	07.06.2023	2 doctors
5	Assam	Nagaon	Hojai	07.06.2023	2 doctors
6	Assam	Sibsagar	Sibsagar	07.06.2023	3 doctors
7	Assam	Dhemji	Dhemji	07.06.2023	2 doctors
8	Gujarat	Bharuch	Dahej	15.11.2023	5 doctors
9	Gujarat	Bharuch	Jhagadiya	15.11.2023	5 doctors
10	Gujarat	Bharuch	Panoli	15.11.2023	3 doctors
1 <b>1</b>	Gujarat	Bharuch	Jambusar	15.11.2023	3 doctors
12	Gujarat	Jamnagar	Moti Khavdi	15.11.2023	5 doctors
13	Gujarat	Jamnagar	Sikka	15.11.2023	3 doctors
14	Gujarat	Jamnagar	Dared	15.11.2023	5 doctors
15	Gujarat	Kutch	Gandhidham	15.11.2023	5 doctors
16	Gujarat	Kutch	Mundra	15.11.2023	3 doctors
1 <b>7</b>	Gujarat	Rajkot	Shapar-Veraval	15.11.2023	3 doctors
18	Gujarat	Rajkot	Metoda	15.11.2023	3 doctors
19	Gujarat	Rajkot	Kuvadva	15.11.2023	2 doctors
20	Gujarat	Valsad	Umargam	15.11.2023	5 doctors
21	Gujarat	Valsad	Sarigam	15.11.2023	5 doctors
22	Gujarat	Valsad	Valsad-Gundlav	15.11.2023	5 doctors
23	Gujarat	Valsad	Pardi	15.11.2023	5 doctors
24	Gujarat	Gandhinagar	Vadsar	15.11.2023	5 doctors
25	Haryana	Jhajjar	Dadri Toe	19.03.2023	3 doctors
26	Haryana	Ambala	Mullana	19.03.2023	3 doctors
27	Haryana	Karnal	Gharaunda	19.03.2023	2 doctors
28	Haryana	Yamunanagar	Chaucharuli	19.03.2023	2 doctors
29	Haryana	Ambala	Saha	19.03.2023	3 doctors
30	Haryana	Rewari	Kosli	19.03.2023	3 doctors
31	Haryana	Gurugram	Farukhnagar	19.03.2023	5 doctors
32	Haryana	Sonipat	Kharkhoda	05.06.2023	3 doctors
33	Madhya Pradesh	Satna	Maihar	21.02.2023	3 doctors

34	Madhya Pradesh	Katni	Kymore	21.02.2023	2 doctors
35	Madhya Pradesh	Khargone	Nimrani	21.02.2023	2 doctors
36	Maharashtra	Mumbai Subrb	Dahisar	18.05.2023	5 doctors
37	Maharashtra	Thane	Mumbra	18.05.2023	3 doctors
38	Maharashtra	Palghar	Tarapur MIDC	18.05.2023	5 doctors
39	Maharashtra	Palghar	Vikramgad	18.05.2023	2 doctors
40	Maharashtra	Raigad	Nagothane	18.05.2023	3 doctors
<b>4</b> 1	Maharashtra	Raigad	Dronagiri	18.05.2023	3 doctors
42	Maharashtra	Raigad	Patalganga	18.05.2023	5 doctors
43	Maharashtra	Raigad	Mahad	18.05.2023	3 doctors
44	Maharashtra	Raigad	Tala	18.05.2023	3 doctors
45	Maharashtra	Raigad	Mangaon	18.05.2023	2 doctors
46	Maharashtra	Pune	Jejuri	18.05.2023	3 doctors
47	Maharashtra	Pune	Bhor	18.05.2023	2 doctors
48	Maharashtra	Pune	Indapur	18.05.2023	3 doctors
49	Maharashtra	Satara	Mahabaleshwar	18.05.2023	2 doctors
50	Maharashtra	Satara	Karad	18.05.2023	5 doctors
51	Maharashtra	Solapur	Madha	18.05.2023	2 doctors
52	Maharashtra	Sangli	Islampur MIDC	18.05.2023	3 doctors
53	Maharashtra	Sangli	Kavathemahankal	18.05.2023	3 doctors
54	Maharashtra	Kolhapur	Vathar	18.05.2023	3 doctors
<b>5</b> 5	Maharashtra	Kolhapur	Panhala	18.05.2023	2 doctors
56	Maharashtra	Kolhapur	Jaysingpur	18.05.2023	5 doctors
57	Maharashtra	Nashik	Musalgaon MIDC	18.05.2023	3 doctors
58	Maharashtra	Nashik	Niphad	18.05.2023	5 doctors
59	Maharashtra	Ahmednagar	Parner	18.05.2023	5 doctors
60	Maharashtra	Jalgaon	Shirsoli	18.05.2023	2 doctors
61	Maharashtra	Jalgaon	Bhusawal	18.05.2023	5 doctors
62	Maharashtra	Jalgaon	Jamner	18.05.2023	3 doctors
63	Maharashtra	Dhule	Shirpur MIDC	18.05.2023	3 doctors
<b>6</b> 4	Maharashtra	Nagpur	Mauda	18.05.2023	3 doctors
65	Maharashtra	Wardha	Samudrapur	18.05.2023	2 doctors
66	Odisha	Angul	Talcher	26.02.2023	2 doctors

Odisha	Balasore	Jaleswar	26.02.2023	2 doctors
Odisha	Balasore	Nilagiri	26.02.2023	2 doctors
Odisha	Balasore	Soro	26.02.2023	2 doctors
Odisha	Bhadrak	Dhamara	26.02.2023	2 doctors
Odisha	Cuttack	Trisulia	26.02.2023	2 doctors
Odisha	Cuttack	Adaspur	26.02.2023	2 doctors
Odisha	Jagatsinghpur	Jagatsinghpur	26.02.2023	3 doctors
Odisha	Keonjhar	Joda	26.02.2023	2 doctors
Odisha	Puri	Nimapada	26.02.2023	2 doctors
Odisha	Sundergarh	Banai	26.02.2023	2 doctors
Odisha	Sundergarh	Koira	26.02.2023	2 doctors
Odisha	Khordha	Jagannath Prasad, Bhubaneswar	17.07.2023	5 doctors
Odisha	Sambalpur	Ganeshnagar, Sambalpur	17.07.2023	5 doctors
Telangana	Rangareddy	Ibrahimpatnam	05.06.2023	2 doctors
Telangana	Medchal Malkajgiri	Gundla Pochampally	05.06.2023	3 doctors
Telangana	Sanagareddy	Sanagareddy	05.06.2023	3 doctors
Uttar Pradesh	Gautambudh Nagar	Sector-63, Noida	17.06.2023	5 doctors
Uttar Pradesh	Gautambudh Nagar	Chhalera. Sector- 44, Noida	17.06.2023	5 doctors
Uttar Pradesh	Gautambudh Nagar	Dadri, Greater Noida	17.06.2023	5 doctors
Uttar Pradesh	Gautambudh Nagar	Kasana, Greater Noida	17.06.2023	5 doctors
	Odisha Odisha Odisha Odisha Odisha Odisha Odisha Odisha Odisha Odisha Odisha Odisha Odisha Itelangana Telangana Telangana Uttar Pradesh Uttar Pradesh	OdishaBalasoreOdishaBalasoreOdishaBhadrakOdishaCuttackOdishaCuttackOdishaCuttackOdishaJagatsinghpurOdishaKeonjharOdishaPuriOdishaSundergarhOdishaSundergarhOdishaSundergarhOdishaSundergarhOdishaSundergarhOdishaSundergarhOdishaSambalpurItalanganaRangareddyTelanganaMedchal MalkajgiriTelanganaSanagareddyUttar PradeshGautambudh NagarUttar PradeshGautambudh NagarUttar PradeshGautambudh NagarUttar PradeshGautambudh NagarUttar PradeshGautambudh NagarUttar PradeshGautambudh NagarUttar PradeshGautambudh NagarUttar PradeshGautambudh NagarUttar PradeshGautambudh Nagar	OdishaBalasoreNilagiriOdishaBalasoreSoroOdishaBhadrakDhamaraOdishaCuttackTrisuliaOdishaCuttackAdaspurOdishaCuttackAdaspurOdishaJagatsinghpurJagatsinghpurOdishaJagatsinghpurJagatsinghpurOdishaKeonjharJodaOdishaPuriNimapadaOdishaSundergarhBanaiOdishaSundergarhKoiraOdishaSundergarhKairaOdishaSundergarhGaneshnagar, BhubaneswarOdishaSambalpurGaneshnagar, SambalpurOdishaSambalpurGaneshnagar, SambalpurTelanganaRangareddyIbrahimpatnamTelanganaSanagareddySanagareddyUttar PradeshGautambudh NagarChhalera. Sector- 44, NoidaUttar PradeshGautambudh NagarDadri, Greater NoidaUttar PradeshGautambudh NagarDadri, Greater Noida	OdishaBalasoreNilagiri26.02.2023OdishaBalasoreSoro26.02.2023OdishaBhadrakDhamara26.02.2023OdishaCuttackTrisulia26.02.2023OdishaCuttackTrisulia26.02.2023OdishaCuttackAdaspur26.02.2023OdishaJagatsinghpurJagatsinghpur26.02.2023OdishaJagatsinghpurJagatsinghpur26.02.2023OdishaKeonjharJoda26.02.2023OdishaPuriNimapada26.02.2023OdishaSundergarhBanai26.02.2023OdishaSundergarhBanai26.02.2023OdishaSundergarhKoira26.02.2023OdishaSundergarhBanai26.02.2023OdishaSundergarhBanai26.02.2023OdishaSundergarhBanai17.07.2023OdishaSambalpurGaneshnagar, Sambalpur17.07.2023TelanganaRangareddyIbrahimpatnam05.06.2023TelanganaSanagareddySanagareddy05.06.2023Uttar PradeshGautambudh NagarSector-63, Noida17.06.2023Uttar PradeshGautambudh NagarDadri, Greater Noida17.06.2023Uttar PradeshGautambudh NagarDadri, Greater Noida17.06.2023

#### Annexure C

SI. No.	State	Hospitals	Beds from	Beds to	Date
1.	Haryana	ESIC Hospital & Medical College, Faridabad	650	1150	14.06.2023
2.	Kerala	ESIC Hospital, Udyogmandal	100	150	27.05.2023
3.	Odisha	ESIC Hospital, Rourkela	75	150	13.09.2023
4.	Tamil Nadu	ESIC Hospital & Medical College, KK Nagar, Chennai	550	1000	08.05.2023
5.	Assam	ESIC Hospital, Beltola	50	85	28.03.2023
6.	Maharashtra	ESIC Hospital, Bibvewadi	100	120	18.08.2023

#### Annexure D

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.	Uttrakhand	ESIC Hospital, Rudrapur

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### **Chapter-2**

#### Labour Jurisdiction

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

	Table 2.1
ALLOCATION	OF SUBJECTS
Union List	Concurrent List
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

### ORGANISATIONAL STRUCTURE & FUNCTIONS

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

- 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.

<u>Shri Rameshwar Teli</u> has taken over the charge as Minister for State for Labour and Employment w.e.f. 07.07.2021. <u>Ms. Arti Ahuja, IAS (OR:1990)</u> 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**

SI. No.	Name with Designation	Service
1	Dr. Sandhya Krishnamurthy, DG(S)	ISS: 1987
2	Shri Ramesh Krishnamurthi, AS	(IRS:1992)
3	Sh. Alok Chandra, SLEA	(IES : 1992)
4	Ms. Vibha Bhalla, Joint Secretary,	IRS(IT: 1991)
5	Ms. Deepika Kachhal, Joint Secretary,	(IIS:1994)
6	Ms. G. Madhumita Das, JS & FA	(IPoS:1996),
7	Sh. Kamal Kishore Soan, Joint Secreatry,	IAS (JH:1998)
8	Sh. Nagesh Kumar Singh, DDG	ISS:2001
9	Sh. Rupesh Kumar Thakur, Joint Secretary	IAS (UT:2006)

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 (VVGNLI)

Dr. Arvind, Director General (AFHQ Civil Services 1996)

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

Shri Alok Chandra, Director General (IES:1992)

(9) Office of Dattopant Thengadi National Board for Workers Education (erstwhileCBWE)

#### Col. Neeraj Sharma, Director General

#### 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 the 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, threemonths Certificate Course in Industrial Health (Associate Fellow of Industrial Health -AFIH), four-weeks Specialized Certificate Course in Safety and Health for Supervisory Personnel working in Hazardous Process Industries etc.

**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 four divisions/ cells, namely, Factory Advice Service Division, Dock Safety Division, Awards Cell, and Construction Advisory Service Division.

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

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

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

**2.11** The Regional Labour Institutes (RLIs) in Chennai, Faridabad, Kanpur and Kolkata serve the respective regions of the country they are

located in. Each of these institutes has the following divisions/ sections:

- Industrial Safety
- > Industrial Hygiene
- > Industrial Medicine

**2.12** 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.

#### Labour Bureau

**2.13** 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)**

**2.14** 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

2.15 The Eighteen (18) offices of Welfare Commissioner 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 Ahmedabad, Ajmer, Bengaluru, Bhubaneswar, Chandigarh, Dehradun, Guwahati, Hyderabad, Jabalpur, Lucknow, Thiruvananthapuram, Kolkata, Nagpur, Patna, Ranchi, Raipur, Chennai and Srinagar, and are directly controlled by the Ministry of Labour & Employment.

#### AUTONOMOUS ORGANISATIONS

# Employees State Insurance Corporation (ESIC)

**2.16** 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)

**2.17** 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 (VVGNLI)

**2.18** 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' organization 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)

**2.19** The Board with its headquarters at Delhi 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 Tribunalscum-Labour Courts(CGITs)

2.20 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

**2.21** 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.

**2.22** 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

**2.23** 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 Tribunalscum-Labour Courts and National Industrial Tribunals,
- Workers Education,
- Labour and Employment Statistics,
- Employment Services,
- Administration of Central Labour &

Employment Services,

 International Cooperation in Labour & Employment matters.

#### **CENTRAL LABOUR SERVICE (CLS)**

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

2.25 The factories and mines employing 500 or more workers and plantations employing 300 or more workers are required to appoint prescribed number of welfare officer(s) under the relevant statutes. Assistant Labour Welfare Commissioners (Central) and Deputy Labour Welfare Commissioners (Central) discharge statutory functions and they also advise and assist the management of the concerned establishments in maintaining harmonious industrial relations in the areas of safety, health and welfare of workers etc. Moreover, by assisting the organization in resolution of workers' grievances, these officers prevent them from escalating to industrial disputes.

**2.26** In addition, officers appointed as Assistant Labour Commissioners (Central), Regional Labour Commissioners (Central), Deputy Chief Labour Commissioners (Central) in the Central Industrial Relations Machinery (CIRM), headed by the Chief Labour Commissioner (Central) are entrusted with the task of maintaining good Industrial relations in the Central sphere. The officers under CIRM are responsible for enforcement of all applicable labour laws in the establishments/ industries covered under Central Sphere. These officers perform quasijudicial authority under the Minimum Wages Act, 1948, the Payment of Wages Act, 1936, the

Payment of Gratuity Act,1972, the Industrial Dispute Act, 1947 etc. Apart from the above, they also conduct general verification of Central Trade Union Organization and also Trade Unions unit level membership verification under Code of Discipline.

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

**2.28** 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:

**2.29** Parliament Unit is the nodal unit of the Ministry for Parliament related matters. The main functions of the Unit are the following: -

- To coordinate receipt and forwarding of notices on Starred/ Unstarred Parliament Questions as well as Special Mentions/Resolutions/ Short Duration Discussions etc. from Lok Sabha / Rajya Sabha Question Branches to all concerned Divisions/officers in the Ministry for necessary action/ replies and furnish the replies/in puts 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, Textiles and Skill Development and other Parliament Committees.

To organise meetings of the Parliamentary Consultative Committee attached to this Ministry as per the convenience of Hon'ble Union Minister for Labour & Employment.

meeti	ings were: -	-		
	SI No.	Agenda of the Meeting	Date	Venue
	1	Building and Other	27th March, 2023	Parliament
		(BoCW)		House Annexe New Delhi
	2	Functioning of V. V. Giri National Labour Institute	14th December 2023	-
	3	Functioning of		
		Directorate General of Mines Safety (DGMS)	2023	
Durin were	added	2023, i.e. from 1st January 2		
Durin	g the year added No. of pe 01.01.23	2023, i.e. from 1st January 2 anding assurances as on	023 to 31.12.2023 to 31.12.2023	
Durin were	g the year added No. of pe 01.01.23 Addition	2023, i.e. from 1st January 2		
Durin were i. ii. Total	g the year added No. of pe 01.01.23 Addition 01.01.23	2023, i.e. from 1st January 2 ending assurances as on of new Assurance during to 31.12.23	17	
Durin were i. ii. Total 01.01	g the year added No. of pe 01.01.23 Addition 01.01.23 I Assuranc I.23 to 31.1	2023, i.e. from 1st January 2 ending assurances as on of new Assurance during to 31.12.23 es disposed during 2.23 es pending as on 31.12.23	17 11	· ·
Durin were i. ii. Total 01.01 No. c	g the year added No. of pe 01.01.23 Addition 01.01.23 I Assuranc I.23 to 31.1 of Assuranc	2023, i.e. from 1st January 2 ending assurances as on of new Assurance during to 31.12.23 es disposed during 2.23 es pending as on 31.12.23	17 11 13 .ok Sabha- 05 & Ra Winter Sessions o	jya Sabha- 10) f 2023) replies to
Durin were i. ii. Total 01.01 No. c	g the year added No. of pe 01.01.23 Addition 01.01.23 I Assuranc I.23 to 31.1 of Assuranc	2023, i.e. from 1st January 2 ending assurances as on of new Assurance during to 31.12.23 es disposed during 2.23 es pending as on 31.12.23 (L Budget, Monsoon, Special &	17 11 13 .ok Sabha- 05 & Ra Winter Sessions o	jya Sabha- 10) f 2023) replies to e as under-
Durin were i. ii. Total 01.01 No. c In Ye total {	g the year added No. of pe 01.01.23 Addition 01.01.23 I Assuranc I.23 to 31.1 of Assuranc	2023, i.e. from 1st January 2 ending assurances as on of new Assurance during to 31.12.23 es disposed during 2.23 es pending as on 31.12.23 Budget, Monsoon, Special & hent Questions were given, th	17 11 13 <u>ok Sabha- 05 &amp; Ra</u> Winter Sessions o e details of which ar	jya Sabha- 10) f 2023) replies to e as under-

#### FINANCIALADVISER

**2.30 Ms. Madhumita Das, JS & FA (IPoS: 1996)** holds the charge of Joint Secretary & Financial Advisor of the Ministry of Labour & Employment. She heads the Finance Division and Budget & Accounts (B&A) Section of the Ministry.

#### **KEY RESPONSIBILITIES**

- Budget Formulation and Coordination of the Budget Process.
- Medium Term Expenditure Framework.
- Project/Scheme Appraisal, Monitoring and Evaluation.
- Expenditure and Cash Management
- Public Financial Management System (PFMS);
- Chief Controller of Accounts (CCA) is the Nodal Officer for PFMS who shall assist FA.
- Screening of proposals to be referred to the Ministry of Finance;
- Administrative divisions should invariably seek the concurrence of FA for all proposals required to be referred to the Ministry of Finance.
- Monitoring of Non- Tax Revenues/ User Charges/Dividends.
- Monitoring of Assets and Liabilities.
- Foreign Visit Management System (FVMS).
- Ensuring guidelines on financial management of Schemes/ Programmes/ Projects are duly followed.
- Periodically reporting progress of implementation of Budget Announcements.
- Ensuring compliance of GFRs in respect of Autonomous Bodies.
- Assistance in Outcome Budget.

#### **FINANCE WING**

2.31 Secretary (M/o Labour & Employment) is

the Chief Accounting Authority of the Ministry of Labour & Employment and discharges his/her duties with the assistance of Joint Secretary & Financial Advisor (JS & FA) and Chief Controller of Accounts (CCA). JS&FA is the Head of Budget and Finance and CCA is the Head of the Accounting Organization in the Ministry of Labour & Employment.

#### Integrated Finance Division

**2.32** Integrated Finance Division is headed by the JS & FA in the Ministry. Deputy Secretary (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.
- 2.33 During the period from 01.01.2023 till

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

- With the objective to adhere to the 'Charter for Financial Advisers' issued by Department of Expenditure (DoE) and to ensure efficiency, effectiveness and promptness on functioning of IFD, norms were fixed for matters referred to IFD. As per these norms initial action on any proposal is taken within 5 working days in IFD and final opinion on any reference is rendered within 15 working days. More than 90% of the matters are being disposed off within the norms set.
- 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.
- Checklists related to subject matters requiring IFD's concurrence have been devised and circulated in order to streamline and expedite the process of examination in IFD.
- Proposal related to financial assistance to e-Shram registrants and their families in case of accidental death or permanent total disability with an estimated outlay of Rs.140 Crore was examined and was forwarded to DoE for approval. The mechanism for providing the benefit and guidelines were also examined and concurred.
- MoUs under Rule 229(xi) of GFR, 2017 between MoLE and two Autonomous Bodies under the administrative control of MoLE i.e. DTNBWED and VVGNLI were finalised/signed for the FY 2023-24
- Under the Mechanism of feedback from Financial Advisor to DoE, information on all activities of Ministry of Labour & Employment as per prescribed format

were sent monthly in D.O. letter from JS&FA.

- 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 examined.
- 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.
- Various proposal on Capital Expenditure related to establishment 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.
- 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.
- Cases related to relaxation of air travel have been settled.
- 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.
- Various proposals regarding court cases in respect of pay and allowance have been examined.
- 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.

#### **Budget & Accounts Section**

**2.34** B&A Division is an integral part of the Ministry of Labour & Employment and plays a vital role in the budget formulation of MoLE. This Division is headed by Joint Secretary & Financial Adviser (JS&FA) in the Ministry. US(B&A), Deputy Secretary (Finance and Budget) and Chief Controller of Accounts (CCA) assist the Financial Advisor in all the matter related to the Division.

### 2.35 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 JS&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/Sections 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 Audiit 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's meeting on "Demand for Grants" held in Parliament House Annexe on yearly basis. A full-fledged Report based on the discussion held and the information provided in the aforesaid documents, is also sent by Lok Sabha Secretariat for submitting Action Taken Report. Accordingly, B&A Section compiles Action Taken Report (ATR) on the Report containing the recommendations of Parliamentary Standing Committee. Laying of the Action Taken Report in both the Houses of the Parliament within six months of submitting the ATR to Lok Sabha Secretariat.
- To forward/upload the updated status of implementation of Budget Announcements to Ministry of Finance.
- Liasoning 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.
- Under the Mechanism of feedback from Financial Advisor to Department of Expenditure (DoE), information on all activities of Ministry of Labour & Employment as per prescribed format were sent monthly in D.O. letter from JS&FA.
- To provide secretariat assistance to Standing Audit Committee headed by Secretary (L&E).

### ROLE AND RESONSIBILITIES OF CHIEF CONTROLLER OF ACCOUNTS (CCA)

- Assist the FA in discharge of duties relating to financial management system in general and budgeting and accounting in particular.
- Primarily responsible for Financial Reporting, Accounts and Internal Audit.
- All other Role and Responsibilities as detailed in Para 1.3 of Civil Accounts Manual.
- CCA as head of the Accounts wing shall function under the overall superintendence and control of FA – Report to FA on administrative matters, file processing, APAR etc.
- Active association in the process of Budget formulation. Budget related files to be submitted to FA through CCA. Budget section should ordinarily function under CCA (exception will require concurrence of DoE).
- Nodal Officer for PFMS

#### During the financial year 2023-24, following major items of work were performed by the B&A Section:-

 Proposals for Revised Estimates (RE) 2023-24 and Budget Estimates 2024-25 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 29.12.2023.

- ATNs on 41st and 46th 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 NITIAayog.
- Present Status of the Action Taken Reports on the implementation of Budget Announcements for the years 2014-15 to 2023-24, 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.

#### **Audit Paras**

Main Secretariat:- At the beginning of FY 2022-23, MoLE had 95 outstanding audit inspection paras (pertaining to transaction audit of FY 2020-21), including some paras which were pending for decades. Drives were undertaken to find old files, review past data and formulate clear and comprehensive replies. Two workshops were also organized with D.G. (Audit Team), as a result of which, 84 out of 95 (88%) outstanding inspection paras could be settled. In current FY, the C&AG has conducted the transaction audit for FY 2021-22 in which only 10 new audit inspection paras have been received in July, 2023. Replies of 9 paras furnished.

- Further, 1068 UCs were pending in MoLE since 1979 amounting to Rs. 129.95 Cr. All pending UCs were traced from records of PAO. Further, a UC settlement drive was undertaken for National Child Labour Project (NCLP) UCs amounting to Rs. 117.43 Cr. As a result, 28% pending UCs reconciled.
- Audit workshops held for settlement of inspection paras of field units: Audit settlement workshops were held for field units of MoLE organizations under their respective jurisdictions.
  - Kolkata Zone: In December,2022, a total of 175 paras were outstanding, out of which 96 paras (54.86%) have been settled and rest are replied. In current FY, 158 Inspection paras have been received, out of which 66 paras (41.77%) have been settled and replies of remaining paras have been furnished.
  - Lucknow Zone: At the beginning of FY 2023-24, a total of 146 paras were outstanding, out of which 35 paras (23.97%) have been settled and rest are replied and 34 paras were not related to offices audited.

#### **Official Language**

#### Progressive use of Hindi

2.36 With a view to implement the Official

Language Policy of Government of India and rules made thereunder, there is a full-fledged Hindi Section in the Ministry. During the year 2023-24, The Ministry of Labour & Employment has made sincere efforts to promote the use of Hindi in official work and create interest among officers / staff to use Hindi extensively. 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. During the year under report, translation of Annual Report, papers to be placed before the Parliament including Parliament questions, Labour Laws, G20 related documents, Hon'ble Labour & Employment Minister's Speeches, Press release etc. and other routine work of the Ministry was carried out.

The 41st meeting of the Hindi Salahkar Samiti was organised on 26 June 2023 at Shram Shakti Bhawan, New Delhi under the chairmanship of Hon'ble Minister for Labour and Employment, Shri Bhupender Yadav. Members of the Committee and senior officers of the Ministry and its subordinate and attached offices attended the meeting.

Hindi Fortnight was observed during 14-29, September, 2023 to promote the use of Hindi in the official work of the Ministry. Hindi Workshops were also organised on quarterly basis to promote the use of Hindi among the officials of the Ministry.

#### Direct Benefit Transfer (DBT) Cell

**2.37** With the aim of reforming Government delivery system by re-engineering the existing process in welfare schemes for simpler and faster flow of information / funds and to ensure accurate targeting of the beneficiaries, de-duplication and reduction of fraud, Direct Benefit Transfer (DBT) of funds to beneficiaries was started on 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 thereto has been placed in Cabinet Secretariat under Secretary (Co-ordination & PG) w.e.f. 14.09.2015. DBT Mission at Cabinet Secretariat is mandated to act as nodal point for implementation and monitoring of Aadhaar-based DBT programmes of various Central Ministries / Departments as well as State Governments / UTs. DBT Mission has also developed a web-based MIS portal (www.dbtbharat.gov.in), which collects and compiles all DBT related information of Ministries / Departments i.r.o. following parameters on regular basis:

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

**2.38** In pursuance to the directions of DBT Mission, a DBT Cell was constituted in the Ministry of Labour & Employment, in August, 2016, for attending the work relating to Direct

Benefit Transfer. The Cell is working under overall supervision of Joint Secretary & Financial Advisor (L&E) assisted by Chief Controller of Accounts. Day-to-Day functioning of DBT Cell is looked after by Controller of Accounts. DBT Cell is coordinating and monitoring the progress of DBT in the Ministry as per the directions / instruction of DBT Mission. The list of 15 DBT Schemes of the Ministry of Labour & Employment covered under the DBT Program during 2023-24 is annexed at Table B.

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

**2.40** The Citizens' / Clients' Charter (CCC) contains information with respect to vision, mission, services / transactions rendered by the Ministry along with responsible persons and their contact details. Separately, contact details of Grievance Redressal Officer and information with reference to Attached / Subordinate Offices / Autonomous Bodies of the Ministry along with the contact details and address of their websites have been incorporated in the Charter.

Table A

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

Report No. & Year Paras Details of the Paras/PA Reports on which ATNs are pending SI.No. No. of ATNs sent but No. of ATNs No. of ATNs which Remarks not sent by have been finally returned with the Ministry observations and vetted by Audit but even for the audit is awaiting have not been first time their re-submission submitted by the Ministry to CAG/PAC. by the Ministry No CAG/PAC para is pending against the Ministry of Labour & Employment

# List of DBT Schemes of the Ministry of Labour & Employment covered under the DBT Program during 2023-24

## (From 1<sup>st</sup> April, 2023 upto 30<sup>th</sup> November, 2023)

Table B

SI. No.	Name of the Scheme	Number of Beneficiaries during 2023-24	Amount Given to the Beneficiaries during 2023-24 [Rs in Crore.]		
1	Employees Pensions Scheme (EPS) for EPF Members	6,39,28,942	5503.95		
2	Employees Pensions Scheme (EPS) for EPF Pensioners	17,27,741	586.13		
3	Family Pension-cum-Life Assurance & Deposit Linked Insurance Schemes for the Plantation Workers in Assam	2,05,634	45.60		
4	Financial Assistance for Education for the Wards of Beedi, Cine, IOMC, LSDM Workers	47,397	19.55		
5	Grants to Dattopant Thengdi National Board for Workers' Education & Development (DTNBWED) 77,325				
6	National Pension Scheme for Traders and Self Employed Persons	24,021	2.28		
7	Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM)	17,26,995	166.02		
8	Rehabilitation Assistance under the Scheme of Rehabilitation of Bonded Labour	133	0.26		
9	Revised Integrated Housing Scheme (RIHS) - 2016 for Beedi, IOMC, LSDM, Cine Workers	1892	20.80		
10	Stipend to Children in Special Schools under National Child Labour Project (NCLP)	0	0		
11	Stipend to Differently Abled Candidates under the Scheme of Vocational Rehabilitation Centres for Handicapped (VRCs)	2230	1.95		
12	Stipend to Trainees under the Scheme of Welfare of SC / ST Job-Seekers through Coaching, Guidance & Vocational Training (CGC)	10,391	2.57		
13	Grants to V.V. Giri National Labour Institute (VVGNLI)	1392	0.66		
14	National Database for Unorganised Workers (NDUW)	0	0		
Aadha	ar Enabled Service				
15	National Career Service (NCS).	94,87,604*	NA		

\*Figures From Jan-2023 to December, 2023

## 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 2023 (January to December, 2023) are as under:-

Head	January to December, 2023
Industrial Disputes Handled	11,376
Industrial Disputes Disposed off	7,760
Strike Averted	146

(b) Benefits to Workers due to Intervention by CIRM

Year	January to December,2023
Numbers of Workers Benefited	102666
Amount of Relief to the above workers (In Crore.)	6762
Number of workers Regularised / Re-instated	719

#### 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:

- 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,
- 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.
- 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 Shram Suvidha Portal within 48 hours, so as to enable employers to make good the irregularities and deficiencies noticed during inspections. Special emphasis is given to enforcement of beneficial enactments such as Minimum Wages Act. 1948: The Contract Labour (Regulation & Abolition) Act, 1970, and The Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 in the un-organised Sector. Prosecutions are launched against persistent defaulters and in respect of major violations. Details of Inspections for the period January to December, 2023 are given as under:-

3.1	Statement Showing No. of Inspections			
Etc.	Under Various Labour Laws For The			
Period January To December, 2023				

Head	January to December, 2023
Inspection Conducted	36,583
No. of irregularities detected	1,46,240
No. of irregularities rectified	46,114
No. of prosecution cases filed	4,724
No. of convictions secured	1906

#### 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, 2023, 1639 awards were received/brought forward out of these 194 were implemented, implementation of 868 Awards were stayed by Hon'ble High Courts & implementation of 479 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 EmploymentRule, 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, the 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, 1948, Payment of Wages Act, 1936 and Payment of Gratuity Act, 1972 are given in the table below:-

Head	January to December, 2023
Claim cases received incl. brought forward	19,620
Claims cases decided	12511
Amount Awarded (In Crore)	173.37
Claims cases pending	7109

#### 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	52459
Received (for year 2023)	

## 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 1st January 2023 to 31 December 2023 has conducted the Secret Ballot Election in the following establishments:

- 1. Electronics Corporation of India Ltd, Hyderabad
- 2. HAL Koraput Sunabeda Odisha,
- 3. BHELRCPuram,
- 4. BHEL Machilipatnam,
- 5. BBMB Punjab Nangal,
- 6. Airport Authority of India,

- 7. M/s. BHEL Visakhapatnam,
- 8. Haldia Oil Refinery,
- 9. Central Warehousing Corporation (CWC),
- 10. ONGC WOU Mumbai.
- 11. M/s. Hindustan shipyard Ltd, Visakhapatnam
- 12. The Fertilizers and Chemicals Travancore Ltd., Udyogamandal Kochi.
- 13. Singareni Collieries, Hyderabad.

In addition to above, verification of membership of Trade Unions through Secret Ballot Election in respect of 19 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 **205 CLS** Officers/LEOs were imparted training during the year 2023-2024 (January to December, 2023) 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.
- Investigations of complaints as per direction of the Ministry of Labour & Employment.
- 4. Assisting Central Advisory Contract Labour Board as convener of different subcommittees 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.
- Supplying information to Ministry in replying Parliament Question on various labour laws enforced by CLC(C) organisation.
- 7. Advising Ministry of Labour & Employment in Conflict situations like strikes of All India Nature and other labour matters.
- 8. Attending to Parliamentary Committees and other important delegations as per advice of the Ministry.
- 9. Keeping Liaison with State Government Labour Departments for collection of information as per direction of Ministry.
- 10. Imparting training to the Officers of Central Labour Service and LEO(C).

#### 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 46 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 **2218** RTI applications and **181** nos. of appeals. The details of RTI

applications First Appeals dealt during the period previous year and current year in CLC(C) organisation is as below:-

	Online	Offline	Total
RTI Applications	1968	250	2218
First Appeal	168	13	181

#### 13. PUBLIC GRIEVANCES:-

During the Year 2023-2024 (Jan to Dec. 2023) a total number of 10,817 (9,904 online and 804 offline) public grievances were received and a total number of 10712 (9848 online and 921 offline) public grievances have been disposed of, which accounts for 99% of disposal.

## <u>Statement showing : Online\Offline</u> <u>Grievances Statues during Year 2023-2024</u> (Janto Dec. 2023)

	B/F	Public Grievances received	Grievances	Pending as on 31.12.2023
Online	204	9904	9848	260
Offline	134	804	921	17

14. Major Industrial Relations Events During 1<sup>st</sup> January, 2023 To 31<sup>st</sup> December, 2023 In Which CIRM Played Important Role: -

The details of the strikes in different establishments from 1<sup>st</sup> January 2023 to 31<sup>st</sup> December, 2023 is as follows:-

#### 14.1. TRANSPORT

## <u>Container Corporation of India Ltd. (Concor)</u> <u>Employees Union (Regd.)</u>

Strike notice dated 18.04.2023 received from General Secretary, Container Corporation of India Ltd. (Concor) Employees Union had proposed to go call an indefinite strike from 29.5.2023 in all establishment of Container Corporation of India Ltd. to keep their demands.

ALC(C)-II, Delhi intervened and seized the matter into conciliation on 10.5.2023, both the parties were advised to hold the bilateral discussion on the demands of union. The union was advised to defer the strike till the pendency of conciliation.

## 14.2. <u>BANK</u>

## (i) India Post Payments Bank Officers' Association (Regd).

Strike notice served by the India Post Payment Bank Officers' Association, Bangalore to proposing to go on strike on 30.01.2023 and 31.01.2023 to press their demands.

Dy. CLC(C), New Delhi intervened and the matter was seized into conciliation on 12.01.2023.

#### (ii) Bank of Maharashtra Employees Union

Strike notice served by Bank of Maharashtra Employees Union proposing to go on strike on 16.01.2023 to press their demands.

Despite pendency of conciliation proceedings strike took place in Bank of Maharashtra on 16.01.2023.

Summary of the strike:

Total Award Staff	2536
Total Strike Participation	1590
Participation %	62.70

#### (iii) United Forum of Mahabank Unions

United Forum of Mahabank Unions (UFBU) had served a strike notice, proposing to go on nationwide strike on 27.01.2023 followed by two days strike on 9<sup>th</sup> and 10<sup>th</sup> February, 2023 to press their demands.

Dy. CLC(C), Mumbai intervened but the strike could not be averted.

## (iv) <u>United Forum of Bank Unions</u>

Notice of Strike dated 13.01.2023 served by United Forum of Bank Unions proposing to go on nationwide strike on 30.01.2023 and 31.01.2023 to press their demands.

Dy. CLC(C), Mumbai intervened and the matter has been seized under conciliation on 24.01.2023 and 27.01.2023 and due to effective discussion, the strike was deferred.

## (v) Federation of Bank of India Staff Unions

Notice of Strike dated 12.01.2023 served by Federation of Bank of India Staff Unions proposing to go on **strike on 27.01.2023 and also on 27<sup>th</sup> and 28<sup>th</sup> February, 2023** to press their demands.

On receipt of the strike notice, the CLC(C) intervened in the matter and the matter was seized in to conciliation on 24.01.2023 and due to effective discussion, the strike was deferred.

## (vi) <u>The Canara Bank Officers' Association</u> (Regd.)

Strike notice served by the Canara Bank Officers'Association (Regd.), proposing to go on strike on 30.01.2023 and 31.01.2023 to press their demands.

Dy. CLC(C) Mumbai intervened and the matter has been seized under conciliation on 24.01.2023 and 27.01.2023 and due to effective discussion the strike was deferred.

## (vii) <u>All India Punjab & Sind Bank Officers'</u> <u>Federation – Code 91</u>

Strike notice served by served by Shri Charanjeev Joshi, President, All India Punjab & Sind Bank Officers' Federation – Code 91 proposed to go on All India Stay Out Strike by Officers on 13.03.2023 to press their demands.

The Federation has deferred the proposed strike which was scheduled on 13.03.2023.

## (viii) Joint Forum of BOB Sponsored RRBs Union

Strike notice served by Joint Forum of Bank of

Baroda Sponsored RRBs Union had proposed to go for one day Strike on 31.03.2023 to press their demands.

The Union has called off/deferred the strike which was scheduled on 31.03.2023.

## (ix) United Forum of Mahabank Unions

Strike notice dated 14.03.2023 jointly served by the United Forum of Mahabank Unions had proposed to go for strike on 28th and 29th March, 2023 to press their demands.

Dy. CLC(C), Mumbai intervened and seized the matter into conciliation/joint discussion on 27.03.2023 and the strike was withdrawn by the union.

## (x) <u>Bengal Provincial Banks' Contract</u> Employees'Association

Strike notice dated 31.03.2023 received from Shri Syed Md. Sahabuddin, General Secretary, Bengal Provincial Banks' Contract Employees' Association had proposed to go for strike on 17.04.2023 to keep their demands.

Dy. CLC(C), Kolkata intervened and seized the matter into conciliation/joint discussion on 13.04.2023 and the strike was withdrawn by the union.

## (xi) Joint Forum of Union Bank Unions

Strike notice dated 12.06.2023 received from Shri Jagannath Chakraborty, Convener of Joint Forum of Union Bank Union has proposed to go on strike in Union Bank of India on 27.06.2023 to keep their demands.

ALC(C), Kolkata-II intervened and seized the matter into conciliation on 26.06.2023 and Joint Forum of Union Bank Unions decided to call off the strike.

## (xii) Joint Forum of Gramin Bank Unions

Strike notice dated 29.05.2023 served by Joint Forum of Gramin Bank Unions, proposed to go on National Dharna in Delhi on 25th July, 2023 followed by two days strike during winter session of Parliament to keep their demands.

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 04.07.2023 in the O/o CLC(C) due to effective discussion and the strike was averted.

## (xiii) <u>Maharashtra Sanghrsha Kamgar</u> <u>Sanghatana</u>

Notice of Strike dated 03.07.2023 served by Shri Vinod Hiralkar, President, Maharashtra Sanghrsha Kamgar Sanghatana, proposed to go on strike on indefinite strike from 17.8.2023 over the legitimate demands of the contract labours of HDFC Bank Ltd.

RLC(C), Nagpur intervened and seized the matter into conciliation on 26.07.2023 and further discussions/conciliation was held on 01.08.2023, 08.08.2023, 18.08.2023, 25.08.2023. The next date of Discussion/ Conciliation is fixed on 12.09.2023. The proposed strike has deferred.

#### (xiv) Bank of India Staff Association

Notice of Strike dated 01.08.2023 served by Shri Ananta Kumar Mishra, General Secretary, Bank of India Staff Association, UP to the management of Bank of India, Varanasi Zone proposed to go on strike on 19.8.2023 to press their demands.

Dy. CLC(C), Kanpur intervened and seized the matter into conciliation on 07.08.2023 on the aid and advice of the conciliation officer the proposed strike has been deferred.

## (xv) <u>All India Union Bank SC/ST Staff Welfare</u> <u>Association</u>

Notice of Strike dated 31.07.2023 served by Shri C. Thangamani, General Secretary, All India Union Bank SC/ST Staff Welfare Association to the management of Union Bank of India, Mumbai proposed to go on strike on **21.08.2023** to press their demands.

Dy. CLC(C), Chennai intervened and seized the matter into conciliation on 16.08.2023. The union

was advised not to go for strike and the strike has averted.

#### (xvi) Joint Forum of Baroda UP Bank Unions

Notice of Strike dated 08.09.2023 served by Shri Shivkaran Dwivedi, Convener, Joint Forum of Baroda UP Bank Unions to the management of Baroda UP Bank, Gorakhpur, proposed to go on one day bank wide token strike on 3.10.2023 to press their demands.

RLC(C), Kanpur intervened and seized the matter for conciliation, but both the parties remained adamant on their views, due to which the strike was not averted.

## Strike report: no. of workmen: 6285, Wages lost: 16316895, Branch closed: 1894.

#### (xvii) Bank of India Employees' Union, Odisha

Notice of Strike dated 04.10.2023 served Shri Sachidananda Nanda, President, Bank of India Employees' Union, Odisha to the Managing Director & CEO, Bank of India, Head Office, Star House, Bandra Kurla Complex, Mumbai has proposed to go on strike on **30.10.2023** to press their demands.

Dy. CLC(C), Bhubaneswar intervened and seized the matter under conciliation and next date of hearing is 04.11.2023 and the strike has deferred.

#### (xviii) Bhartiya Kamgaar Sena

Strike notice dated 11.10.2023 received from Shri Santosh Chalke, General Secretary, Bhartiya Kamgaar Sena to the M/s Compass India Food Services Pvt Ltd. has proposed to go on strike on or after **25.10.2023** at the site of HSBC Bank, NESCO complex, Mumbai to press their demands.

The strike was deferred after intervention of Dy. CLC(C), Mumbai.

#### (xix) Bhartiya Kamgaar Sena

Strike notice dated 12.10.2023 served by Dr Raghunath Kuchik, General Secretary, Bhartiya

Kamgaar Sena to the Chairman & Managing Director, Axis Bank Limited, Mumbai and the Director, M/s Seven-S Banking Management Consultancy Services (P) Ltd has proposed to go on strike on **23.11.2023** to press their demands.

As per information received from Dy. CLC(C), Mumbai the said strike has averted.

### (xx) <u>All India Bank Employees' Association</u>

Notice of strike dated 15.11.2023 served by Shri C.H. Venkatachalam, General Secretary, All India Bank Employees' Association to the Chairman, Indian Banks' Association and others proposing to go on all India Strike on various dates in various banks starting from 4<sup>th</sup> December, 2023 and two days(19-20, January, 2023) continuous All India strike in all banks to press their following demands:

- i) Adequate recruitment of Award Staff in all the Banks.
- ii) No outsourcing of permanent jobs in Banks.
- iii) Stop violation of provisions of BP settlement relating to outsourcing.

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 24.11.2023 due to effective discussion the union has agreed to defer the strike proposed for 4.12.2023.

## (xxi) <u>All Bengal Contract Security Workers</u> <u>Union</u>

Strike Notice dated 23.11.2023 served by Shri Apurba Bandyopadhyay, General Secretary, All Bengal Contract Security Workers Union to the Assistant General Manager (ATM), State Bank of India has proposed to go on strike on **18.12.2023** to press their demands.

ALC(C)-I, Kolkata intervened and seized the matter under conciliation on 14.12.2023 and the next date of conciliation has been fixed on 22.01.2024. As per the advice of conciliation

officer the union did not resort to proposed strike on 18.12.202.

### (xxii) <u>United Forum of Central Bank Unions</u>

Strike Notice dated 05.12.2023 served by United Forum of Central Bank Unions to the management of Central Bank of India has proposed to go on All India Strike in Central Bank of India on **26.12.2023** to press their demands.

Dy. CLC(C), Mumbai intervened and seized the matter under conciliation on 18.12.2023 and the strike has deferred.

## 14.3 <u>PORT</u>

#### (i) PPWU, PP&DMU and UP&DWU

Strike Notice served by PPWU, PP&DMU and UP&DWU proposing to go on Strike on or after any date w.e.f. 02.01.2023.

Dy. CLC(C), Bhubaneswar intervened and the matter has been seized into conciliation and strike has been deferred.

## (ii) <u>Mumbai Port Trust, Dock and General</u> <u>Employees' Union</u>

Strike notice dated 07.04.2023 received from Shri S.R. Apraj, General Secretary, Mumbai Port Trust, Dock and General Employees' Union had proposed to go for strike on or after 24th April 2023 to keep their demands.

Dy. CLC(C), Mumbai intervened and seized the matter into conciliation/joint discussion on 19.04.2023, due to effective discussion Union was agreed to defer the strike.

## (iii) Cochin Port Employees' Organisation

Strike notice dated 31.03.2023 received from Shri CD Nandkumar, General Secretary, Cochin Port Employees' Organisation had proposed to go for strike from any day on or after 14.04.2023 to keep their demands.

RLC(C), Cochin intervened and seized the matter into conciliation/joint discussion on 13.04.2023, due to effective discussion, strike

was not occurred.

#### (iv) Paradip Port Shramik Karmchari Union

Strike notice dated 26.06.2023 served by Shri Ratnakar Swain, General Secretary, Paradip Port Shramik Karmchari Union, informing that they decided to go on strike on 10.07.2023 instead of 07.07.2023 to press their demands.

As per the report received from the Union the said strike was postponed.

#### (v) Paradip Port Shramik Karmachari Union

Notice of Strike dated 13.09.2023 served by Shri Ratnakar Swain, General Secretary, Paradip Port Shramik Karmachari Union to the management of M/s Raj Enterprises, Paradip Parivahan Pvt Itd and M/s JM Baxi, Paradip International Cargo Terminal Pvt Ltd, proposed to go on one day token strike on 29.09.2023 in front of the outside gate of Paradip International Cargo Terminal, Near Gate No.5, Paradip Port.

Dy. CLC(C), Bhubaneswar intervened and seized the matter into conciliation and next date of hearing is 10.10.2023. The proposed strike has deferred.

#### (vi) Akhil Bhartiya Safai Mazdoor Sangh

Notice of Strike dated 25.09.2023 served by Shri Jigar, Solanki, National General Secretary, Akhil Bhartiya Safai Mazdoor Sangh to the Chairman and Secretary, ISRO HQ, Bangalore and M/s Hardik Construction (Contractor), Ahmedabad has proposed to go on strike from 9.10.2023 in front of the gate of ISRO, Bhopal until their demands are fulfil.

RLC(C), Ahmedabad intervened and seized the matter under conciliation, a MOS signed between the parties on 4.10.2023 and the strike was averted.

## (vii) <u>Coordination Committee of Trade</u> <u>Unions</u>

Notice of strike dated 27.09.2023 served by Coordination Committee of Trade Unions to the Chairperson, Paradip Port Authority has proposed to go on one-day token strike on 26.10.2023 regarding its demands.

Dy. CLC(C), Bhubaneswar intervened and seized the matter under conciliation and the management of Paradip Port Authority intimated that the strike was deferred.

#### (viii) <u>Calcutta Port Shramik Union</u>

Notice of strike dated 27.09.2023 served by Calcutta Port Shramik Union to the Chairperson, Syama Prasad Mookerjee Port Authority has proposed to go on one-day token strike on 26.10.2023 regarding their demands.

Dy. CLC(C), Kolkata intervened and seized the matter under conciliation and the management of Haldia Dock Complex, Syama Prasad Mookerjee Port intimated that the strike was deferred.

## (ix) <u>Paradip Port Shramik Karmchari</u> <u>Union</u>

Notice of strike dated 05.11.2023 served by Shri Ratnakar Swain, General Secretary, Paradip Port Shramik Karmchari Union has proposed to go on strike in the shape of stoppage of work on and from 22.11.2023 to press their demands.

Dy. CLC(C), Bhubaneswar intervened and seized the matter under conciliation and the last conciliation proceeding was held on 20.11.2023. The next date of hearing is scheduled on 6.12.2023 and the strike was deferred.

#### 14.4 Insurance

#### a) Joint Forum of Unions and Association

Strike notice dated 20.12.2022 received from Joint Forum of Unions and Association (National Insurance Company Officers' Association, General Insurance Employees' All India Association, the Oriental Insurance Company Officers' Association) to press their demands.

On receipt of the strike notice, the CLC(C) intervened in the matter and the matter was

seized in to conciliation on 02.01.2023 and, due to effective discussion the strike was deferred.

## b) <u>All India Insurance Employees'</u> <u>Association</u>

Strike notice served by All India Insurance Employees' Association had proposed to go on strike on 29.03.2023 to press their demands.

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 27.03.2023 in the O/o CLC(C) and the strike was averted.

#### 14.5 <u>Coal and non-coal</u>

#### Koyala Mazdoor Sabha

Strike notice dated 20.12.2022 received from Shri Uday Pratap Singh, Working President, Koyala Mazdoor Sabha (HMS) proposing to go on strike on 30.01.2023 to press their demands.

### 14.6 Press

#### Bank Note Press Karmchari Congress (INTUC)

Strike notice served Shri Jahid Pathan, General Secretary, Bank Note Press Karmchari Congress (INTUC), Devas, Madhya Pradesh proposing to go on strike on 15.02.2023 to press their demands.

Strike called off by the Union.

## 14.7 <u>Electricity</u>

## i) <u>BAPEGTU/INTUC/ BAPEU/NFITU/ BAP</u> <u>staff Union/ AWU/ATP/ BAP Mazdoor</u> <u>Sangam(BMS)</u>

Strike notice dated 09.03.2023 received from BAPEGTU/INTUC/ BAPEU/NFITU/ BAP staff Union/ AWU/ATP/ BAP Mazdoor Sangam(BMS) had proposed to go for one day token strike on 24.03.2023 to press their demands.

ALC(C), Chennai intervened and seized the matter into conciliation on 22.03.2023 and the strike was deferred.

## ii) <u>Central Organisation of Tamilnadu</u> <u>Electricity Employees, CITU, NTPL Branch</u>

Strike notice dated 28.4.2023 received from Shri S. Appadurai, Secretary, Central Organisation of Tamilnadu Electricity Employees, CITU, NTPL Branch had proposed to call a strike on 12.5.2023 to keep their demands.

As per the information received from Dy. CLCC(C), Chennai Strike has not happened on the proposed date.

## 14.8 <u>Oil</u>

## i) <u>unions of Refineries, Pipelines and R&D</u> <u>Centre of India Oil Corporation Ltd</u>

Strike notice dated 15.02.2023 served by the recognized unions of Refineries, Pipelines and R&D Centre of India Oil Corporation Ltd proposing to go one day token strike any day after 15.03.2023 to press their charter of demands.

On receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 14.03.2023 and next discussion were held on 24.03.2023 and the next discussion will be held on 12.04.2023. Due to effective discussion the strike was deferred.

## ii) Oil Field Employees Association

The President, Oil Field Employees Association served notice dated 12.06.2023 to the management of ONGC Limited proposing to go on strike on 5.07.2023 to press their demands.

RLC(C), Mumbai intervened and seized the matter into conciliation on 04.07.2023. The said strike has been deferred.

#### 14.9 <u>Mine</u>

#### i) Indian National Mine Workers' Federartion

Strike notice served by Indian National Mine Workers' Federation had proposed to go on Dharna, Pardarshan, economical blockage from 16.4.2023 to 22.4.2023 and after that strike from 24.04.2023 to press their demands.

RLC(C), Asansol intervened and seized the matter into conciliation/joint discussion on 25.04.2023, in this representative of union were not present. However, as per information received from ECL, HQ, there is no strike happened.

## ii) <u>Mithun Naik, Representative of the</u> workman

Strike notice served by Mithun Naik, Representative of the workman had proposed to go on indefinite strike in front of the mining gate from 15.5.2023 to press their demands.

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

#### iii) United Mines Mazdoor Union

Strike notice served by Shri Harish Ray, Secretary, United Mines Mazdoor Union had proposed to go on strike on 17.5.2023 to indefinite period to press their demands.

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

#### iv) Keonjhar Mining workers Union

Strike notice dated 11.05.2023 received from Shri Indramani Behra, Keonjhar Mining workers Union, proposed to go on strike w.e.f. 08.06.2023 according to provisions of ID Act, 1947.

LEO(C), Barbil intervene in the matter and strike has been averted.

#### v) Koyla Mazdoor Sabha (HMS)

Strike notice dated 31.05.2023 received from Akhtar Javed Usmanee, Dy. General Secretary, Koyla Mazdoor Sabha (HMS) had proposed to go on one day strike on 26.06.2023 in all the mines and administrative units under

Jhagrakhand Sub Area, General Manager Office, CHM & MRS.

As per the report received from the Dy. CLC(C), Raipur and Management of SECL the said strike has been deferred for the period of one month.

## vi) <u>Donimalai Iron Ore Project Employees</u> <u>Association and Metal Mine Workers Union</u>

Strike notice dated 20.07.2023 served by Donimalai Iron Ore Project Employees Association and Metal Mine Workers Union informing that if the management does not withdraw its decision within 14 days, then Union will be bound to take direct action after the expiration of the notice period.

RLC(C), Bellary intervened and seized the matter into conciliation on 28.07.2023 and 08.08.2023, and the union representatives categorically has agreed to withdraw the strike notices for time being.

#### vii) Keonjhar Mining Workers Union

Notice of Strike dated 27.07.2023 served by Shri Indramani Behera, General Secretary, Keonjhar Mining Workers Union to the management of Banaspani Iron Ore Mines proposed to go on strike from 07.08.2023 to press their demands.

LEO(C), Barbil, Odisha intervened and seized the matter into conciliation and the strike was not held on 07.08.2023.

#### viii) Rashtriya Mazdoor Manch, Tumsar

Notice of Strike dated 08.08.2023 served by Shri Harihar Malik, President/General Secretary and others, Rashtriya Mazdoor Manch, Tumsar to the management of Pasepic Minerals Private Limited Company, proposed to go on strike from 26.08.2023 to press their demands.

As per the report received from the RLC(C), Jabalpur the matter is already being dealt under Industrial Act 1947 and Union has not proceeded on strike on 26.8.2023.

## ix) Indian National Mine Workers' Federation (INTUC)

Strike notice dated 25.08.2023 served by Shri Chandrashekhar Dubey, President, Indian National Mine Workers' Federation to the management of M/s Coal India Limited, proposed to go on strike on and from 03.10.2023 in all coal producing unit under M/s Coal India Limited for fulfillment of 07 points of charter of demands.

Dy. CLC(C), Kolkata intervened and seized the matter into conciliation on 19.09.2023 and after exhaustive discussion between the parties the union has agreed to postpone their strike till further notice.

#### x) In-charge(Koyala Udyog, BMS) and others

Notice of Strike dated 14.09.2023 served by Shri K Lakshma Reddy, In-charge(Koyala Udyog, BMS) and others to the management of Coal India Limited and Singreni Collieries Company Limited proposed that workers of all establishments of subsidiary companies including their headquarters will be on strike for three days (05.10.2023 to 07.10.2023).

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 27.09.2023 and 10.10.2023 in the O/o CLC(C) due to effective discussion the union has agreed to defer the strike.

## xi) Indian National Mine Official & Supervisory Staff Association (INMOSSA)

Strike notice dated 23.09.2023 served by the General Secretary, INMOSSA to the management of Mahanandi Coalfields Ltd proposed to go on strike from 15.10.2023 to 23.10.2023 to press their demands.

Dy. CLC(C), Bhubaneswar intervened and seized the matter under conciliation and next date of hearing is 04.11.2023 and the strike has deferred.

## xii) <u>Aluminum Majdoor Sangha, Nalco.</u>

Notice of Strike dated 25.09.2023 served by

Aluminum Majdoor Sangha, Nalco to the Group General Manger(S), Smelter Plant, Nalco has proposed to go on strike from 10.10.2023 to press their demands.

Dy. CLC(C), Bangalore intervened and seized the matter under conciliation and next date of hearing is 3.11.2023 and the strike has deferred.

## xiii) Nalco Thika Shramika Co-ordination Committee

Strike Notice dated 29.11.2023 served by Shri Anil Baral, General Secretary, Nalco Thika Shramika Co-ordination Committee to the management of S&P Complex, Smelter, NALCO, Angul has proposed to go on strike on 20.12.2023 to press their demands.

Dy. CLC(C), Angul intervened and seized the matter under conciliation and the conciliation proceeding was held on 13.12.2023. The strike was deferred.

#### xiv) Gangpur Labour Union

Strike Notice dated 06.12.2023 served by Shri Sandeep Mishra, General Secretary Gangpur Labour Union to the Business Head, M/s Bisra Stone Lime Company Itd has proposed to go on token strike on 20.12.2023 to press their demands.

The matter seized in conciliation and the date of proceeding conciliation fixed on 15/12/2023 at 11:00 AM at O/o the RLC(C) Rourkela. The strike was deferred.

#### 14.10 Defence

## i) All India Defence Employees' Federation

Strike notice dated 15.05.2023 received from Shri C Srikumar, General Secretary, AIDEF propose to go on relay hunger strike from 05.06.2023 to 09.06.2023 in support of the unsettled demands of DRDO employees.

Dy. CLC(C), New Delhi intervened and seized the matter into conciliation on 1.06.2023 and the efforts made by Dy. CLC(C), New Delhi the strike was averted.

## ii) <u>All India Cantonment Board Employees</u> <u>Federation</u>

Strike notice dated 05.07.2023 served by the General Secretary, All India Cantonment Board Employees Federation to the Defence Secretary, MoD and others proposing to go on one day strike on 26.07.2023 and indefinite strike from 02.08.2023 to press their demands.

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 14.07.2023 in the O/o CLC(C), on persuasion of the CLC(C), the federation agreed to call of their strike.

## 14.11 <u>MINT</u>

i) Strike notice served by Suhel Khan, General Secretary, Mint Shramik Sangh Noida, proposed to go on strike on or after 20.06.2023 against the order no. IGMN-13013-132/2022-HR/139 dated 19.05.2023.

RLC(C), Noida intervened and seized the matter in to conciliation proceeding on 14.06.2023 and next date of conciliation is 07.07.2023 and the said strike has been deferred.

## ii) <u>Tanksal Karmika Sangh/ Calcutta Mint</u> <u>Employee's Union/ Hyderabad Security</u> <u>Printing Press Employees Union/ Tanksal</u> <u>Mazdoor Sabha</u>

Notice of Strike dated 29.09.2023 served by aforementioned unions to the Chairman & Managing Director, Security Printing & Minting Corporation of India Itd. 16th Floor, Janpath, New Delhi has proposed to go on strike on 01.11.2023 to press their demands.

On the receipt of the strike notice, the CLC(C) intervened and the matter was seized into conciliation and accordingly discussions were held on 27.10.2023 and next date of hearing is 8.12.2023 in the O/o CLC(C) due to effective discussion the union has agreed to defer the strike.

### 14.12 Miscellaneous

## i) <u>AIIMS Out Sourcing Employees Union,</u> <u>Raipur</u>

Strike notice dated 30.01.2023 received from Shri Maruti Dongre, Chairman, AIIMS Out Sourcing Employees Union, Raipur proposed to go on indefinite Strike to press their demands.

## ii) <u>Hindustan Engineering and General</u> <u>Mazdoor Union</u>

Strike notice dated 09.02.2023 served by Shri Narayan Singh, General Secretary, Hindustan Engineering & General Mazdoor Union proposed to go on hunger strike 16.03.2023 to press their demands.

Dy. CLC(C), New Delhi intervened and seized the matter into conciliation/joint discussion on 06.03.2023 and the efforts made by Dy. CLC(C), New Delhi the strike was averted.

## iii) <u>NLC Jeeva Oppanda Thozhilalargal</u> <u>Sangam</u>

Strike notice served by General Secretary, NLC Jeeva Oppanda Thozhilalargal Sangam had proposed to go on strike from any day after 14 days of expiry of receipt of notice (notice dated 01.06.2023).

ALC(C), Puduchchery intervened and seized the matter into conciliation on 13.06.2023 and advised the union not to resort to strike as proposed. As per the report of NLC India Ltd the said strike was averted.

## iv) <u>All India Association of MSTC Ltd.</u> <u>Employees'Union</u>

The General Secretary, All India Association of MSTC Ltd. Employees' Union served notice dated 12.06.2023 to the management of MSTC Limited proposing to go on strike on 5th and 6th July 2023 to press their demands.

Strike was withdrawn by the Union.

## v) <u>Kalpakkam Atomic Energy Contract</u> workers & Labour Union

The General Secretary, Kalpakkam Atomic Energy Contract workers & Labour Union served notice dated 29.06.2023 to the management of M/s Rupan Raj Caterers Pvt Itd proposing to go on strike on or after 14.07.2023 to press their demands.

ALC(C), Chennai intervened and seized the matter into conciliation on 13.07.2023. The union was advised not to proceed on strike and the union is deferred the strike.

## vi) <u>M.E.S. Civilian Workers & Employees</u> <u>Union Ferozpur (PB)</u>

Dharna notice dated 11.09.2023 served by Shri Rajesh Kumar, General Secretary, M.E.S. Civilian Workers & Employees Union Ferozpur (PB) to the Garrison Engineer (West), Ferozpur Cantt, proposed to go on Dharna w.e.f. 29.09.2023 for five days in front of gate of Garrison Engineer (West) Ferozpur Cantt to press their demands.

As per the report received from M.E.S. Civilian Workers & Employees Union Ferozpur (PB) the aforesaid dharna has postponed till the next date of meeting.

## vii)<u>All India Postal Employees Union Gramin</u> <u>Dak Sevak</u>

Strike Notice dated 13.12.2023 served by Shri Tapan Bhowmik, General Secretary, All India Postal Employees Union Gramin Dak Sevak to the Secretary, Department of Posts, Dak Bhawan has proposed to go on Indefinite Strike from 14.12.2023 to press their demands.

Deputy CLC(C) New Delhi had taken the matter under conciliation and has submitted the conciliation report on the matter along with the reply of the Management. In response to the Management it was stated that the said Association/Union is not recognized under EDA Rules, 1995 and the GDS Association cannot be included in any Federation. **viii)** Letter/strike notice received from 15 workers addressed to the Managing Director of BDRCL has proposed to go on hunger strike on and from 2.10.2023.

RLC(C), Vadodara intervened and seized the matter under conciliation, matter concluded on 27.9.2023 as failure ex-parte, management was absent on the day. In FOC union/workmen were clearly advised not participate any kind of strike/hesitation as their dispute was seized in conciliation. As per report received from the management there is no strike and work has not affected.

#### ix) Central of Indian Trade Unions (CITU)

Strike Notice dated 18.12.2023 served by Shri Subhash Pande, President, Central of Indian Trade Unions (CITU) has proposed to go on Strike on 29.12.2023 regarding various pending issues of telecom workers.

As per the information received from the union the proposed strike was postponed by the telecom workers.

## x) Indian National Trade Union Congress (INTUC)

Strike Notice dated 01.11.2023 served by Shri N.G. Arun, General Secretary, Indian National Trade Union Congress has proposed to go on strike in all Public Sector/ Undertaking/ Government & Semi Government organization, all establishments of Government of India as well as Private Sector to press their demands as per the program mentioned below:

- 1. Dhama Pradarshan from 25.11.2023 to 5.12.2023.
- 2. Dharna at Jantar Mantar on 15.12.2023.
- 3. Token strike on 20.12.2023.

Dy. CLC(C), Kolkata intervened and seized the matter under conciliation on 11.1.2024 and the strike has deferred.

## 14.13. SIGNIFICANT MEMORANDUM OF SETTLEMENT DURING 1<sup>ST</sup> JANUARY, 2023 TO 31<sup>ST</sup> DECEMBER, 2023 IN WHICH CIRM PLAYED IMPORTANT ROLE:-

<u>Office of Chief Labour Commissioner(C),</u> <u>NewDelhi</u>

## Major Settlements arrived at during the period from January 2023 to December 2023:

- A memorandum of settlement arrived on 13.01.2023 before the Dy. CLC(C), Chennai between India cements General Employees Union, The Indian Cements Employees Union, Sankari Cement Alai Dravida Thozhilalar Munnetra Sangam and Sankari Cement Alai Dravida Thozhilalar Munnetra Sangam over revision of wages and other benefits/ service conditions. As a result of this settlement 212 employees are benefitted to the tune of ₹ 8,37,07,776/-.
- 2. A memorandum of settlement was signed on 03.01.2023, between the management of Hindustan Copper Itd and its workmen presented by Bhartiya Khanij Mazdoor Sangh (BMS), Khetri Tamba Shramik Sangh (AITUC), ICC workers Union (AITUC), Engineering Workers' Association (INTUC), Hindustan Copper Head office Staff Union (INTTUC) over the revision of wages and other benefits before the Dy. CLC(C), Kolkata.

As a result of this settlement 886 numbers of workers PAN India get financial benefit of around 100 crores.

- A memorandum of settlement was signed on 19.05.2023, between the M/s UCC-INFRA(JV), Contractor engaged at Kusunda Area of M/s BCCL and Rashtriya Mazdoor Union before the Dy. CLC(C), Dhanbad. As a result of this settlement workers have got benefit of Rs.5,25,096.
- **4.** A memorandum of settlement was signed on 09.05.2023, between the management

of Vasundhara Traders and Shri Lekhraj, GS, CITU regarding pending dues/wages of workers before the ALC(C), Dehradun. As a result of this settlement 34 workers have got benefit of Rs.37,22,000/-.

- 5. A memorandum of settlement was signed on 25.05.2023, between the management of M/s Broadcast Engineering Consultant India Ltd.(BECIL) and AIIMS Divyang Federation regarding variable dearness allowance before the Dy. CLC(C), New Delhi. As a result of this settlement approx. 2700 workers have got benefit of Rs.3,20,81,400/-.
- 6. A memorandum of settlement was signed on 18.05.2023, between the management of Airport Authority of India, Begumpet and workers regarding reinstatement of 90 Workers before the Dy. CLC(C), Hyderabad. As a result of this settlement 90 workers have got benefit of Rs.2,43,00,000/-.
- 7. A memorandum of settlement was signed on 19.05.2023, between the management of AP Security Guards & Contract Workers Union, Vijayawada and workers regarding illegal termination before the Dy. CLC(C), Hyderabad. As a result of this settlement workers have got benefit of Rs.1,79,64,000/-.
- 8. A memorandum of settlement was signed on 03.05.2023, between the management of Great Eastern Energy Corporation Ltd. And contract workers regarding outstanding dues before the Dy. CLC(C), Asansol. As a result of this settlement 109 contract workers have got benefit of Rs.69,23,126/-.
- A memorandum of Settlement (MoS), as per Section 12(3) of the ID Act, 1947 during conciliation proceedings before Shri Remis Tiru Chief Labour Commissioner (Central), New Delhi in the Industrial Dispute between employees represented

by the Cement Manufacturers' Association and Cement Workmen represented by INCWF (INTUC), ABCMS (BMS), AICWF (AITUC), AICEF(HMS), CITU and CWPUF (LPF) regarding revision of wages and other benefits/ service conditions of the workmen working in Cement Factories, Mines/ Quarries of Cement manufactures reached on 21st June, 2023. As a result of this settlement approx. 18285 employees have been benefitted with a tune of Rs. 700 crore approx. for four years.

- 10. A Memorandum of Settlement (MoS) was signed on 14.06.2023 between Management of Balmer Lawrie & Co. Itd and Balmer Lawrie & Co Workers' Union before the CLC(C). As a result of this settlement 11 employees from the northern region have been benefitted with a tune of Rs. 65 lakh for five years.
- 11. A memorandum of settlement was signed on 07.06.2023 between the management of Indian Oil Corporation Limited, Refineries Division, Gujarat Refinery and Gujarat Refinery Kamdar Sangh before the RLC(C), Vadodara. As a result of this settlement 1241 workmen have got monetary benefit of the amount Rs.25,31,640/- per annum.
- 12. Two Memorandum of Settlement was signed on 07.06.2023 before the Dy. CLC(C) Ahmedabad under Section 12(3) of the ID Act, in two Industrial Disputes i.e. Dispute ID No. 300037160 dated 31.05.2023 raised through Samadhan Portal by the Indian Oil Pipeline Employees Union and Dispute ID No. 300037180 dated 31.05.2023 raised by the Petroleum Employees Union against the management of IOCL, WRPL, Rajkot regarding revision of work related items / facilities relating to workmen, by which 285 employees of WRPL have been benefitted and financial implications for the FY 2023-24 will be approx. Rs. 1.10 crore.

- 13. A memorandum of Settlement was signed between the management of HMT machine tools ltd and M/s S Max India, Contractor on 06.06.2023 before the RLC(C), Cochin over the issue of reimbursement of enhanced minimum wages to M/s S Max India. As a result of this settlement 75 workers get monetary benefit of Rs. 6,76,968/-.
- 14. Memorandum of Settlements arrived at locally between the employers represented by the Indian Oil Corporation Limited and all 21 Refinery Units/ Locations and their workmen represented by their recognized union. The approximate financial implication on account of revision of work related items/ facilities work out to Rs. 832.08 lakhs for four years.
- 15. MOS dated 27-7-2023 signed before the RLC(C) Vadodara: Industrial Dispute i.e. 300042132 dated 17.07.2023 raised through Samadhan Portal by General Secretary, Rashtriya Mazdoor Union against Management of GAIL (India) Ltd. and Contractor M/s Progressive Technical Workers Co-Operative Society demanding wage revision in respect of workman Shri Ritesh H Sadhu. One workman benefitted by this settlement and getting monetary benefit of Rs. 2,40,000/- (app.)
- 16. Memorandum of Settlement was signed on 03.08.2023 between the management of M/s Inspectorate Griffith India Pvt Ltd and Paradip Port and Dock Mazdoor Union over charter of demands before Dy. CLC(C), Bhubaneswar. As a result of this settlement approx 103 workmen benefitted financially of the amount of Rs. 16,92,350/per annum.
- Memorandum of Settlement was signed on 14.8.2023 between the management of M/s Tower Vision India Pvt Ltd, contractor engaged by M/s Royal Command Protection Group and Bhartiya Private Telecom Mazdoor Sangh (BMS) over the

issue of bonus for the year 2022-23 before the RLC(C), Cochin. As a result of this settlement 31 workers get monetary benefit of Rs. 4,12,520/-

- 18. Memorandum of Settlement was signed on 14.8.2023 between the management of M/s Royal Command Protection Group and Kerala Samsthana Mobile Phone Tower Employees Union (CITU) over the issue of wage revision of RCPG Alarm Monitoring Team Employees before the RLC(C), Cochin. As a result of this settlement 14 workers get monetary benefit of Rs. 3,34,428/-
- 19. Memorandum of Settlement was signed on 24.8.2023 between the management of M/s GSUS Star Technologie Pvt. Ltd. and Bhartiya Private Telecom Mazdoor Sangh (BMS) over the issue of bonus for the year 2022-23 before the RLC(C), Cochin. As a result of this settlement 09 workers get monetary benefit of Rs. 90,000/-.
- 20. MOS dated 11-8-2023 signed before the RLC(C)Ahmedabad: Industrial Dispute i.e. 300040891 dated 04.07.2023 raised through Samadhan Portal by General Secretary, Food Corporation of India Handling-Worker's Union, New Delhi against Management of Divisional Manager, Food Corporation of India, Ahmedabad & Others over charter of demands dated 04.07.2023. Fourteen workmen benefitted by this settlement and getting monetary benefit of Rs. 15,00,000/- (app.)
- 21. Memorandum of Settlement was signed on 24.8.2023 between the management of Uranium Corporation Of India Limited, Tummalapalle, Andhra Pradesh and their workmen represented by Uranium Employees Union, YSR Uranium Project Employees & Workers Union, Uranium workers union and YSR uranium Project Employees & workers union in the strike notice dated 17.09.2022 over a charter of

demands. 425 number of workmen benefitted to a tune of Rs, 17,60,000/towards HRA arrears and Rs. 1,14,75,000/per year towards children education allowance.

- 22. Memorandum of Settlement was signed on 21.09.2023 between the management of Employees State Insurance Corporation, New Delhi and their workmen represented by All India ESIC Nursing Officers' Federation over charter of demands before Dy. CLC(C), New Delhi. As a result of this settlement 250 Nursing employees will get financial benefit amounting to apporx Rs. 1,25,00,000/- towards arrear payment of due MACP.
- 23. Memorandum of Settlement was signed on 25.09.2023 between the management of M/s Peregrine Security Services Private Limited, contractor engaged by M/s Bharti Airtel and their workmen represented by Bhartiya Private Telecom Mazdoor Sangh (BMS) over the charter of demands before the RLC(C), Cochin. As a result of this settlement 26 workers get monetary benefit of Rs. 1,04,000/-.
- 24. Memorandum of Settlement was signed on 27.09.2023 between the management of M/s Veremax Technologies Services Itd, contractor engaged by M/s Reliance JIO and their workmen represented by Bhartiya Private Telecom Mazdoor Sangh (BMS) over the issue of non-payment of statutory holiday wages to the employees at M/s Veremx before the RLC(C), Cochin. As a result of this settlement 1250 workers get monetary benefit of Rs. 1,00,00,000/-.
- 25. An Industrial Dispute i.e. Dispute ID No. 300046100 dated 29.08.2023 raised through Samadhan Portal by the GGCL Staff Union, Ankleshwar against the management Gujarat Gas Ltd. regarding revision of wages, Memorandum of Settlement under Section 12(3) of the ID Act

have been signed before the Dy. CLC(C) Ahmedabad on 12.09.2023, by which total 72 employees benefitted by this settlement is 72, and the monetary benefit involved is Rs. 3,58,21,636/- (Rupees Three crore Fifty eight lakh Twenty one thousand Six hundred Thirty six only) towards arrears for the year 2019-20 to 2022-23.

- 26. MOS dated 26-9-2023 signed before the RLC(C)Ahmedabad: Industrial Dispute i.e. 300039212 dated 17.06.2023 raised through Samadhan Portal by Western Railway Contractor's Union, Vadodara over the matter of retrenchment of 04 contract employees & other demands via notice dated 05.06.2023. Four Contract labours are benefitted by this settlement with reinstatement along with arrear of wages of total Rs. 1,00,000/- (Rs. 25,000/- each).
- 27. MOS dated 26-9-2023 signed before the RLC(C) Vaododara: Industrial Dispute i.e. 300035995 dated 21.05.2023 raised through Samadhan Portal by General Secretary, Glorious Petroleum Mazdoor Sangh against management of Executive Director, ONGC Ltd Cambay & Contractor M/s Checkmate Security Service Pvt Ltd over charter of demand dated 21.05.2023. One workman is reinstated by this settlement.
- 28. Memorandum of Settlement was signed on 05.10.2023 between the management of M/s MBK Logistics, contractor engaged by M/s Ambuja Cements and Cochin Thuramugha Thozhilali Union(CITU) over the issue of service conditions and against the unilateral decision to make change in the deploying of workers before RLC(C), Cochin. As a result of this settlement 41 workers get monetary benefit of Rs 1,33,69,289/-.
- **29.** Memorandum of Settlement was signed on 12.10.2023 between the management of Regional Contractors Association & BPCL

Contractors Association, Ambalamugal, contractors engaged by M/s BPCL- Kochi Refinery and Ambalamugal Mekhala Motor Drivers Union Contress (INTUC) over a charter of demands before RLC(C), Cochin. As a result of this settlement 90 workers get monetary benefit of Rs 28,08,000/-.

- 30. Memorandum of Settlement was signed on 18.10.2023 between the management of M/s V5 Global Services Pvt Ltd, contractor engaged by M/s Bharti Airtel Ltd and Bhartiya Private Telecom Mazdoor Sangh (BMS) over the issue bonus for the year 2022-23 before RLC(C), Cochin. As a result of this settlement 14 workers get monetary benefit of Rs 95,953/-.
- 31. Memorandum of Settlement was signed on 27.09.2023 between the management of M/s Kudumbashree Centre, Ernakulam, contractor engaged by M/s Kochi Metro Rail Ltd Ernakulam and Kochi Metro Staff & Workers Association- INTUC, Ernakulam and Kochi Metro Staff & Workers Union-CITU over the charter of demands before RLC(C), Cochin. As a result of this settlement 544 workers get monetary benefit of Rs 3,00,00,000/-.
- 32. Memorandum of Settlement was signed on 30.10.2023 between the management of M/s ONGC LTD., Ankleshwar and Mr. Sanjay Agarwal over payment of dues before RLC(C), Vadodara. As a result of this settlement 1 workers get monetary benefit of Rs 21,40,583/-.
- 33. Memorandum of Settlement was signed on 30.10.2023 between the management of M/s J Kumar Infraprojects Limited contractor of GMRCL, Surat and Ms Aastha Bansal over payment of dues before RLC(C), Vadodara. As a result of this settlement 1 workers get monetary benefit of Rs 43,656/.
- **34.** Memorandum of Settlement was signed on 17.10.2023 between the management of

M/s Telecom Electronics contractor of IOCL, Gujarat Refinery, Vadodara and Solanki Kanubhai and another workman over appointment and other dues before RLC(C), Vadodara. As a result of this settlement 2 workers get monetary benefit of Rs 36,960/-.

- **35.** Memorandum of Settlement was signed on 16.10.2023 between the management of contractors of M/s Gujarat Gas Ltd and union Operation and Maintenance Mazdoor Sangh over payment of dues before RLC(C), Vadodara. As a result of this settlement 305 workers get monetary benefit of Rs 52,41,178/-.
- 36. Memorandum of Settlement was signed on 6.10.2023 between the management of M/s Het Chint Hospitality Pvt Ltd contractor of Heavy Water Board, Vadodara and Mr. Lalak Singh and 02 other workmen over appointment and other dues before RLC(C), Vadodara. As a result of this settlement 03 workers get monetary benefit of Rs 2,51,648/-.
- **37.** Memorandum of Settlement dated 04.10.2023 signed before RLC(C), Ahmedabad between the Management of ISRO Ahmedabad Propertior M/s Hardik Construction, Ahmedabad and Akhil Bartiya Safai Mazdoor Sangh, Vadodara over the charter of demand 28.06.2023. Three workers are reinstated.
- 38. Memorandum of Settlement dated 17-10-2023 Signed before ALC(C), Adipur between the Management of M/s Montecarlo Ltd, Kutch Sub Contractor M/s Bhardwaj Infrastructure Pvt Ltd Ahmedabad and Shri Harijan Ashabhai Hira, Driver, Lakhpat over illegal termination from service. The worker is reinstated.
- Memorandum of Settlement was signed on 11.10.2023 between the management of Prayatansheel Cement and Khadan Mazdoor Union Hirmi versus M/s Kopram

Verama and 22 other contractors of Hirmi over wage settlement before ALC(C), Raipur. As a result of this settlement 1400 workers get monetary benefit of Rs 9,00,00,000/-.

- 40. Memorandum of Settlement was signed on 16.10.2023 between the management of M/s S.S.Engineers, contractor of Ship Building Centre Visakhapatnam and Mr. Pilaka Kurma Rao over Non-payment of terminal benefits before Dy. CLC(C), Hyderabad. As a result of this settlement 01 workers get monetary benefit of Rs 17,000/-.
- 41. Memorandum of Settlement was signed on 16.10.2023 between the management of Ferro Scrap Nigam Ltd, Burnpur Unit and FSNPEU-Burnpur before Dy. CLC(C), Asansol. As a result of this settlement 62 workers get monetary benefit of Rs 3,06,00,000/-.
- 42. Memorandum of Settlement was signed on 17.10.2023 between the management of Ferro Scrap Nigam Ltd, Durgapur Unit and Durgapur FSNL Permanent Employees Union (INTTUC) before ALC(C), Raniganj at Durgapur. As a result of this settlement 38 workers get monetary benefit of Rs 3,83,00,000/-.
- 43. Memorandum of Settlement was signed on 09.10.2023 between the management of M/s GTL Infrastructure Ltd& M/s Innovsource Services Pvt Ltd and Kerala Samsthana Mobile Phone Tower Employees Union over the issue of revision of wages before RLC(C), Cochin. As a result of this settlement 38 workers get monetary benefit of Rs 54,72,000/-.
- 44. A Memorandum of Settlement on COD was signed on 05 Oct 2023 between New Maritime and General Kamgar Sanghatana And M/S CIEL HR Services Pvt Ltd Contractor of M/S IAV Infrastructures Pvt Ltd (JNPA) for Three years benefitting to 13 workers.

- 45. Memorandum of Settlement was signed on 23.11.2023 between the management of M/s Maxeed Telecom and Utility Solutions (A division of Quees Corp Ltd) contractor engaged by M/s Ericsson India Pvt Ltd and Bhartiya Private Telecom Mazdoor Sangh (BMS) over a charter of demands before RLC(C), Cochin. As a result of this settlement 12 workers get monetary benefit of Rs 06,78,587/-.
- 46. Memorandum of Settlement was signed on 17.11.2023 between the management of M/s Beumer India Pvt Ltd, contractor engaged by M/s Cochin International Airport Itd and CIAL Contract Employees Union (CITU) over the issue of revision of wages before RLC(C), Cochin. As a result of this settlement 07 workers get monetary benefit of Rs 6,75,000/-.
- **47.** Memorandum of Settlement was signed on 17.11.2023 between the management of M/s Force India Management Services and Securities, contractor engaged by HMT Machine Tools Ltd and M/s HMT Machine Tools Ltd, Kalmassery over the issue of reimbursement of enhanced variable dearness allowance before RLC(C), Cochin. As a result of this settlement 10 workers get monetary benefit of Rs 1,42,180/-.
- 48. Memorandum of Settlement was signed on 23.11.2023 between the management of M/s Ascent Telecom Infrastructure Pvt Ltd contractor engaged by M/s Radha Bhargavi Telecom Solutions and Bhartiya Private Telecom Mazdoor Sangh over the issue of bonus of the year 2022-23 before RLC(C), Cochin. As a result of this settlement 34 workers get monetary benefit of Rs 3,93,000/-.
- **49.** Memorandum of Settlement was signed on 20.11.2023 between the management of M/s Rukmini Electricals, Electrical Work Contractor engaged by M/s IOCL,

Irumpanam Terminal, Irumpanam and Kerala Petroleum & Gas Workers Union(CITU) over the issue of wage revision and other benefits for contract employees before RLC(C), Cochin. As a result of this settlement 05 workers get monetary benefit of Rs 4,20,000/-.

- 50. Memorandum of Settlement was signed on 20.11.2023 between the management of M/s Sigma Infotech contractor engaged by M/s Hindustan Petroleum & Gas Workers union (CITU) over a charter of demands before RLC(C), Cochin. As a result of this settlement 09 workers get monetary benefit of Rs 3,78,000/-.
- 51. Memorandum of Settlement was signed on 29.11.2023 between the management of M/s Chozha Industrial Caterers contractor engaged by M/s Hindustan Petroleum Corporation Ltd Irimpanam Installation and Kerala Petroleum & Gas Workers Union (CITU) over the issue of wage revision and other benefits for contract employees before RLC(C), Cochin. As a result of this settlement 05 workers get monetary benefit of Rs 60,000/-.
- 52. Memorandum of Settlement was signed on 29.11.2023 between the management of M/s CIS Global Infratech Pvt Ltd contractor engaged by M/s Hindustan Petroleum Corporation Limited, Irimpanam Installation and Kerala Petroleum & Gas Workers Union(CITU) over the issue of wage revision and other benefits for contract employees before RLC(C), Cochin. As a result of this settlement 06 workers get monetary benefit of Rs 3,60,000/-.
- 53. Memorandum of Settlement was signed on 29.11.2023 between the management of M/s Outsourcing Solutions contractor engaged by M/s Hindustan Petroleum Corporation Ltd Irimpanam Installation and Kerala Petroleum & Gas Workers Union (CITU) over the issue of wage revision and

other benefits for contract employees before RLC(C), Cochin. As a result of this settlement 02 workers get monetary benefit of Rs 1,20,000/-.

- 54. Memorandum of Settlement was signed on 20.11.2023 between the management of M/s The Fertilizers and Chemicals Travancore Ltd and 7 recognized trade unions of FACT over the issue regarding fixation of pay of Technicians recruited on Corporate basis who were absorbed into regular rolls in 2026 before RLC(C), Cochin. As a result of this settlement 14 workers get monetary benefit of Rs4,37,640/-.
- 55. Memorandum of Settlement was signed on 20.11.2023 between the management of M/s The Fertilizers and Chemicals Travancore Ltd and 7 recognized trade unions of FACT over the issue regarding payment of perks and allowances before RLC(C), Cochin. As a result of this settlement 724 workers get monetary benefit of Rs 6,69,72,000/-.
- 56. Memorandum of Settlement was signed on 20.11.2023 between the management of M/s Mawkynroh Women's Service Agency and Mr Gredencial Sunn over the matter of termination before RLC(C), Guwahati. As a result of this settlement 01 workman reinstates.
- 57. Memorandum of Settlement dated 21-11-2023(BRC/RLC/8(145)/2023 – M/s Bharti Airtel Ltd and its contractor M/s Vartiv Energy Pvt Ltd AND Parivartan Mazdoor Sanghathan over legal dues to Smt. Rekhaben R parmar Wife of late Shri Rameshbhai R Parmar. Due to the settlement -Number of workman benefited: one, Tune of relief to the workman as Rs. 11,23,265/-.
- Memorandum of Settlement dated 07.11.2023 signed before ALC(C) Ahmedabad between management of M/s Selan Exploration Technology Ltd.

Gandhinagar and Glorious Petroleum Mazdoor Sangh, Ahmedabad over the issue of revision of wages. Through this settlement 54 workers will get financial benefit of Rs. 1,58,61,080/-.

- 59. Memorandum of Settlement was signed on 07.11.2023 between the management of Satgram Project under Satgram Area of ECL versus Colliery Mazdoor Union(INTUC) over the charter of demands before RLC(C), Asansol. As a result of this settlement 01 workman get monetary benefit of Rs. 12,312.
- **60.** Memorandum of Settlement was signed on 24.11.2023 between Shri Shams Ajhar versus M/s Ursha Construction working in IOCL, Durgapur over the matter of termination before ALC(C), Raniganj. As a result of this settlement 01 workman reinstates.
- 61. Memorandum of Settlement was signed on 30.11.2023 between the management of M/s Anandmoyee Engineers, contractor of Larsen & Turbo Ltd, main contractor of Ship Building Centre, Visakhapatnam and Sri Lenka Srinivas over the matter of illegal termination from service before Dy.CLC(C), Hyderabad. As a result of this settlement 01 workman get monetary benefit of Rs. 55,000/-.
- 62. Memorandum of Settlement was signed on 17.02.2023 between the management of Gujarat Gas Ltd Surat and GGCL Employees Union Surat over the issue of wage revision before the Dy. CLC(C), Ahmedabad. As a result of this settlement 81 workers get monetary benefit of Rs. 7.72 crore.
- **63.** Memorandum of Settlement was signed on 13.04.2023 between the management of Tide Water Oil Co India Ltd, Silvassa and Petroleum Employees Union over the issue of wage revision before the Dy. CLC(C), Ahmedabad. As a result of this

settlement 35 workers get monetary benefit of Rs. 1,26,19,060/-.

- **64.** Memorandum of Settlement was signed on 05.01.2023 between the management of Bhilai Steel Plant (SAIL) Bhilai, M/s Prashikshu Kalyan Samiti and Smt Kunti and 48 other female housekeeping workers over the issue of illegal termination before ALC(C), Raipur. As a result of this settlement 48 number of workers were reinstated.
- 65. Memorandum of Settlement was signed on 16.01.2023 between the management of M/s Ripusudan Verma, M/s Vandana Construction over the issue of wage settlement in Raipur Region. As a result of this settlement 350 workers get monetary benefit of Rs 27,50,000/-.
- 66. Memorandum of Settlement was signed on 11.05.2023 between the management of Ultratech Cement Ltd Kukurdih and Cement and Khadan Shramik Sangh over the issue of illegal termination in Raipur region. As a result of this settlement 30 numbers of workers were reinstated.
- **67.** Memorandum of Settlement was signed on 23.05.2023 between the management of Ambuja Cement Ltd, M/s Sharda Associate, M/s Tilak Chand Jain, M/s Alert Bureau, M/s Aditya Enterprises and Cement and Khadan Shramik Sangh over the issue of wage settlement in Raipur Region. As a result of this settlement 650 workers get monetary benefit of Rs 3,59,20,000/-.
- 68. Memorandum of Settlement was signed on 27.10.2023 between the management of Ultratech Cement Ltd Rawan and Cement and Khadan Shramik Sangh over wage settlement before ALC(C), Raipur. As a result of this settlement 1900 workers get monetary benefit of Rs 10,84,00,000/-.
- **69.** Memorandum of Settlement was signed on

27.10.2023 between the management of Ultratech Cement Ltd Rawan and Cement and Khadan Shramik Sangh over the issue of Ex-gratia Bonus before ALC(C), Raipur. As a result of this settlement 288 workers get monetary benefit of Rs 6,08,00,000/-.

- 70. Memorandum of Settlement was signed on 02.11.2023 between the management of Ultratech Cement Ltd Hirmi Cement works and Cement and Khadan Shramik Sangh over the issue of Ex-gratia Bonus in Raipur region. As a result of this settlement 250 workers get monetary benefit of Rs 1,00,00,000/-.
- 71. Memorandum of Settlement was signed on 02.11.2023 between the management of Ultratech Cement Ltd Hirmi Cement works and Cement and Khadan Shramik Sangh over the issue of wage settlement in Raipur region. As a result of this settlement 1600 workers get monetary benefit of Rs 1,50,00,000/-.
- 72. A memorandum of settlement arrived on 09.05.2023 before the RLC(C), Madurai between the management of M/s PSA Sical Terminal Ltd., Tuticorin and PSA Sical Container Terminal Staff Union over revision of wages. As a result of this settlement 103 employees are benefitted to the tune of ₹ 90,00,000/-.
- 73. A memorandum of settlement arrived on 03.07.2023 before the RLC(C), Madurai between the management of M/s Dakshin Bharat Gateway Terminal Pvt Ltd., Tuticorin and Tuticorin Port Trust Democratic Staff Union over revision of wages. As a result of this settlement 34 employees are benefitted to the tune of ₹ 36,00,000/-.
- 74. A memorandum of settlement arrived on 31.10.2023 before the RLC(C), Madurai between the management of M/s PSA Sical Terminal Ltd., Tuticorin and Tuticorin

Port Trust Democratic Staff Union over the issue of bonus for the year 2022-23. As a result of this settlement 76 employees are benefitted to the tune of ₹6,61,200/-.

- 75. A memorandum of settlement arrived on 06.11.2023 before the RLC(C), Madurai between the management of M/s Sri Sai Enterprises, Contractor of NHAI, Tirchy and Melur Vatta Pothu Thozhilalar Sangam (CITU) over the issue of bonus for the year 2022-23. As a result of this settlement 46 employees are benefitted to the tune of ₹ 7,73,598/-.
- 76. A memorandum of settlement arrived on 30.01.2023 before the ALC(C)-I, Chennai between the management of Indian Bank and Indian Bank Employees Union over the issue of special pay to Shri E. Srikanth. As a result of this settlement 1 employees are benefitted to the tune of ₹ 93,340/-.
- 77. A memorandum of settlement arrived on 28.02.2023 before the ALC(C)-I, Chennai between the management of Indian Bank and Indian Bank Employees Union over the issue of leave fare concession. As a result of this settlement 1 employees are benefitted to the tune of ₹5,000/-.
- 78. A memorandum of settlement arrived on 28.02.2023 before the ALC(C)-I, Chennai between the management of Indian Bank and Indian Bank Employees Union over the issue of increment arrears of terminal. As a result of this settlement 1 employees are benefitted to the tune of ₹8,52,470/-.
- 79. A memorandum of settlement arrived on 10.05.2023 before the ALC(C)-I, Chennai between the management of CPCL and HMS Union over the issue of wage revision. As a result of this settlement 60 employees are benefitted to the tune of ₹60,97,400/-.
- **80.** A memorandum of settlement arrived on 10.05.2023 before the ALC(C)-I, Chennai between the management of CPCL and

MRLAnna Workers Union over the issue of wage revision. As a result of this settlement 82 employees are benefitted to the tune of ₹40,00,000/-.

- 81. A memorandum of settlement arrived on 10.05.2023 before the ALC(C)-I, Chennai between the management of CPCL and Tamil Nadu Petroleum and Gas Workers Union over the charter of demands. As a result of this settlement 73 employees are benefitted to the tune of ₹80,47,600/-.
- 82. A memorandum of settlement arrived on 06.06.2023 before the ALC(C)-I, Chennai between the management of IOCL and IOCL Employees Union over the issue of wage revision. As a result of this settlement 61 employees are benefitted to the tune of ₹46,00,000/-.
- 83. A memorandum of settlement arrived on 07.07.2023 before the ALC(C)-I, Chennai between the management of IOCL and IOCL Employees Union over the issue of wage revision. As a result of this settlement 622 employees are benefitted to the tune of ₹ 1,97,14,000/-.
- 84. A memorandum of settlement arrived on 09.10.2023 before the ALC(C)-I, Chennai between the management of IOCL and IOCL Employees Union over the issue of wage revision. As a result of this settlement 262 employees are benefitted to the tune of ₹ 1,01,13,829/-.
- 85. A memorandum of settlement arrived on before the ALC(C)-II, Chennai between the management of Indian Bank and All India Joint Committee, the Federation of Indian Bank Employees Union and All India Allahabad Bank Employees Coordination Committee over the charter of demands. As a result of this settlement 118 employees are benefitted to the tune of ₹ 61,00,000/-.
- **86.** A memorandum of settlement arrived on 26.10.2023 before the ALC(C)-II, Chennai

between the management of Bharat Petroleum Corporation Lt/ Karthik Tpt/AKt Tpt/Vadivel and Tamilnadu Petroleum and Gas Workers Union over the issue of revision of wages. As a result of this settlement 40 employees are benefitted to the tune of ₹ 3,74,400/-.

- 87. A memorandum of settlement arrived on 14.11.2023 before the ALC(C)-II, Chennai between the management of Indian Bank and Indian Bank Employees Union over the issue denial of annual increment and non-payment of clerk salary to S Rajagopal SRNo 40516-dismissed. As a result of this settlement 1 employees are benefitted to the tune of ₹ 11,04854/-.
- 88. A memorandum of settlement arrived on 27.04.2023 before the ALC(C), Puducherry between the management of M/s Vishal Testing & Services, Chennai (Contractor)/ IOC Ltd, Muttam and Indian Oil Contract Employees Union, Chennai over the issue of retrenchment compensation. As a result of this settlement 18 employees are benefitted to the tune of ₹ 1,38,28,951/-.
- 89. A memorandum of settlement arrived on 09.08.2023 before the ALC(C), Puducherry between the management of Dalmia Cement Bharat Itd, Dalmiapuram and Dalmia Cement National Workers Union, INTUC, Dalmiapuram over the issue of Bonus for the year 2022-23. As a result of this settlement 279 employees are benefitted to the tune of ₹1,67,40,000/-.
- 90. A memorandum of settlement arrived on 09.01.2023 in Cochin region between the management of M/s Alampilly Pressure Testing Company Pvt Itd, contractor engaged by M/s Indian Oil Corporation Ltd., LPG Bottling Plant, Udayamperoor and Kerala Petroleum & Gas Workers Union (CITU) over charter of demands. As a result of this settlement 8 workers are benefitted to the tune of ₹27,36000/-.

- A memorandum of settlement arrived on 91. 04.01.2023 in Cochin region between the management of M/s The Fertilizers and Chemicals Travancore Ltd and FACT Employees Association (CITU), FACT Workers' Union, FACt Employees' Congress (INTUC), FACT (CD) Employees Association, FACT (CD) Employees Sangh, FACT(CD) Workers Congress (INTUC), FACT Workers' Organisation & FACT Employees Organisation (BMS) over the issue of implementation of Long Term Settlement for revision of scales of pay due from 01.01.207. As a result of this settlement 837 workers are benefitted to the tune of ₹ 70.00.000/-.
- 92. Memorandum of Settlement was signed on 14.03.2023 between the management of M/s Ericsson India Pvt Ltd, M/s Talent Pro, M/s Quess Corp, & M/s N R Switch-N-Radio Services Pvt Ltd and Bhartiya Private Telecom Mazdoor Sangh (BMS) over a charter of demands before RLC(C), Cochin. As a result of this settlement 50 workers get monetary benefit of Rs 1,17,00,000/-.
- 93. Memorandum of Settlement was signed on 17.07.2023 between the management of M/s Thomas Construction Pvt Ltd., M/s SH Infranet Management Solutions (LLP), M/s Quebec Communications Pvt Ltd., M/s Cell Tech Optical network Solutions, M/s MJ Teleservices Ultimate Fiber Solutions contractor engaged by M/s Tata Communications Transformations Services Itd. and Kerala Samsthana Mobile Phone Tower Employees Union (CITU) over a charter of demands before RLC(C), Cochin. As a result of this settlement 86 workers get monetary benefit of Rs 1,48,16,988/-.
- 94. Memorandum of Settlement was signed on 03.07.2023 between the management of M/s Tata Communication, M/s Thomas Construction Pvt Ltd., M/s ITHIEL Constructions, M/s SH Infranet

Management Solutions (LLP), M/s Cell Tech, M/s Quebec Communications Pvt Ltd., , M/s MJ Teleservices, M/s Veremax Technologie Services Ltd contractor engaged by M/s Tata Communications Transformations Services Itd. and Bhartiya Private Telecom Mazdoor Sangh (BMS) over a charter of demands before RLC(C), Cochin. As a result of this settlement 107 workers get monetary benefit of Rs 1,89,72,288/-.

- 95. A memorandum of settlement arrived on 7.10.2023 in Kanpur region between the management of Baroda UP Bank and Joint Forum of BOB sponsored RRBS Union over the issue of non-payment of bonus. As a result of this settlement 602 employees are benefitted to the tune of ₹ 92,00,000/-.
- 96. A memorandum of settlement arrived on 31.5.2023 in Kanpur region between the management of IOCL Mathura Refinery, Mathura and Indian Oil Mathura Refinery Karmchari Sangh over the issue of revision of work related allowances and other facilities. As a result of this settlement 592 employees are benefitted to the tune of approx. ₹ 29,60,00,000/-.
- 97. A memorandum of settlement arrived on 17.03.2023 in Kanpur region between the management of Punjab National Bank and Bhartiya Poorva Sainik Bank Karmchari Sangh over the issue of non-payment of arrears of salary. As a result of this settlement 1 employees are benefitted to the tune of ₹ 48,637/-.
- 98. A memorandum of settlement arrived on 23.03.2023 in Kanpur region between the management of M/s Suresh Chand Gupta Contactor engaged by NTPC and Thermal Power House Construction Thekedar Karmchari Sangh, Unchahar Raebarli over the issue of retrenchment benefit. As a result of this settlement 1 employees are benefitted to the tune of ₹ 48,000/-.

- 99. A memorandum of settlement arrived on 17.05.2023 in Kolkata region between the management of SAIL and SAIL Stock Yard Contractor Staffs & Workmen's Union over the issue of wage revision. As a result of this settlement 7 employees are benefitted to the tune of ₹ 48,000/-.
- 100. A memorandum of settlement arrived on 17.05.2023 in Kolkata region between the management of SAIL and SAIL Stock Yard Contractor Staffs & Workmen's Union over the issue of wage revision. As a result of this settlement 7 employees are benefitted to the tune of ₹ 5,46,000/-.
- 101. A memorandum of settlement arrived on 02.06.2023 in Kolkata region between the management of Indian Oil Corporation Ltd and Haldia Refinery Employees' Union over the issue of work related items/facilities. As a result of this settlement 870 employees are benefitted to the tune of ₹ 6.5 crore.
- **102.** A memorandum of settlement between the management of M/s. OMDC Ltd., Vrs. All the operating unions was signed before the Dy. Chief Labour Commissioner (Central) Bhubaneswar on 17/07/2023, whereby 548 workers are benefited to the tune of Approx. Rs. 5, 00, 00,000/-.
- **103.** A memorandum of settlement between the management of M/s. Bisra Stone Lime Stone Ltd., Biramitrapur Vrs General Secretary, Biramitrapur Mazdoor Munch was signed on 05/09/2023 before the Dy. Chief Labour Commissioner (Central) Bhubaneswar, whereby 489 workers are benefited to the tune of (approx). Rs. 82, 99,938/-.
- **104.** A memorandum of settlement between the management of M/s. Techocon Services Pvt. Ltd., contractor of Reliance JIO Vrs Shri Jitendra Kumar & Others was signed on 16/10/2023 before the Dy. Chief Labour Commissioner (Central) Bhubaneswar, whereby 1163 workers are benefited to the tune of (approx). Rs. 96,00,000/-.

- 105. A memorandum of settlement between the management of M/s. Executive Security Service Pvt. Ltd., contractor of OMDC Ltd., Vrs Barbil Mazdoor Sangh was signed on 22/12/2023 before the Dy. Chief Labour Commissioner (Central) Bhubaneswar, whereby 115 workers are benefited to the tune of (approx.) Rs. 52,00,000/-.
- **106.** A memorandum of settlement between the management of M/s. Service Master Cleaning Vrs. East Coast Railway Thika Shramik Union was signed on 21.11.2023 before the Regional Labour Commissioner (Central) Bhubaneswar, whereby 368 workers are benefited to the tune of (approx.) 71,37, 368/-.
- 107. A memorandum of settlement arrived on 11.05.2023 in Jabalpur region between the management of Dy. General Manager (Marketing) IOCL, Jayant and Bhartiya Chemical Mazdoor Sang over charter of demands. As a result of this settlement 560 employees are benefitted to the tune of ₹ 70,25,313/-.
- **108.** A memorandum of settlement arrived on 15.03.2023 in Jabalpur region between the management of Madhyanchal Gramin Bank and National Federation of RRB Employees over Illegal Termination of 14 Temporary on 27.09.2023. Reinstatement of 14 workers.
- **109.** A memorandum of settlement arrived on 02.08.2023 in Jabalpur region between the management of RCCPL Pvt. Ltd. Koyla khadan and Rashtriya Koyla Khadan Mazdoor Sangh over charter of demands. As a result of this settlement 25 employees are benefitted to the tune of ₹77.79 lakhs.
- **110.** A memorandum of settlement arrived on 09.01.2023 in Jabalpur region between the management of Bank Note Press, Dewas and Bhartiya Note Bank Press Mazdoor sangh, Dewas over the issue of incentive scheme. As a result of this settlement 706

employees are benefitted to the tune of ₹ 91,03,321/-.

- 111. A memorandum of settlement arrived on 18.04.2023 in Jabalpur region between the management of M/s Reliance Projects& Property Management Services Ltd. and Shri Sunil Puchhiya over the issue of full & final settlement. As a result of this settlement 1 employees are benefitted to the tune of ₹ 10,05,876/-.
- 112. A memorandum of settlement arrived on 4.12.2023 in Jabalpur region between the management of ISGEC Heavy Engineering Limited Engaged at NTPC Gadarwara and Anand Kaurav and Aditya Kaurav over the issue of full & final settlement. As a result of this settlement 2 employees are benefitted to the tune of ₹ 1,60,000/-.
- 113. A memorandum of settlement arrived on 10.05.2023 in Jabalpur region between the management of M/s L & T Ltd. at Adani ACC Cement, Katni and Shri Vivek Singh Chauhan over the issue of full & final settlement. As a result of this settlement 1 employees are benefitted to the tune of ₹ 1,03,000/-.
- 114. A memorandum of settlement arrived on 24.01.2023 in Jabalpur region between the management of M/s Shree Contractor & M/s Choubey & Co. at Prism Johnson Cement, Satna and Zila Santa Steel Foundry Khadan Kamgar Union (AITUC), Satna over a charter of demands. As a result of this settlement 400 employees are benefitted to the tune of ₹2,40,00,000/-.
- **115.** Memorandum of Settlement was signed on 18.05.2023 between the management of IOCL and IOEU over a charter of demands in Bangalore Region. As a result of this settlement 501 workers get monetary benefit of Rs 15,65,49,263/-.
- **116.** Memorandum of Settlement was signed on 20.10.2023 between the management of

HAL and HAEA&HACWA over a charter of demands in Bangalore Region. As a result of this settlement 4825 workers get monetary benefit of Rs. 21 Crore/-.

- **117.** Memorandum of Settlement was signed on 06.06.2023 between the management of Indian Oil Pipeline Panipat Refinery and Indian Oil Pipeline Employees' Association over the issue of wage revision in Chandigarh Region. As a result of this settlement 151 workers get monetary benefit of Rs 20.5 lakh/- per annum.
- **118.** Memorandum of Settlement was signed on 09.06.2023 between the management of Indian Oil Pipeline Panipat Refinery and Indian Oil Panipat Refinery Employees Union, Panipat over the issue of wage revision in Chandigarh Region. As a result of this settlement 1146 workers get monetary benefit of Rs 56 lakh/- per annum.
- **119.** Memorandum of Settlement was signed on 07.11.2023 between the management of M/s NCC and Shri Kushal Kumar over the issue of retrenchment compensation in Chandigarh Region. As a result of this settlement 1 worker get monetary benefit of Rs 1,20,000/-.
- **120.** Memorandum of Settlement was signed on 04.10.2023 between the management of Indian Oil Pipeline Panipat Refinery and Indian Oil Pipeline Employees' Association over the issue of termination of 7 workers in Chandigarh Region. As a result of this settlement 07 reinstate in their jobs.
- 121. Memorandum of Settlement was signed on 14.11.2023 between the management of National Highway Authority of India, Jammu M/s Gayatri Constructions, Jammu (Contractor) and Nirman Mazdoor Union, Jammu over the issue of full and final settlemen in Chandigarh Region. As a result of this settlement 29 workers get monetary benefit of Rs 8,23,425/-.
- **122.** Memorandum of Settlement was signed on

03.01.2023 between the management of Bharat Electronics Ltd., (BEL) and Bharat Electronics Workers Union over the issue of payment of performance incentive scheme in Chandigarh Region. As a result of this settlement 277 workers get monetary benefit of Rs 1,80,05,000/-.

- **123.** Memorandum of Settlement was signed on 24.11.2023 between the management of Ambuja Cement Ltd and Ambjua Cement Worker Union, Nalagarh, Solan (HP) over the issue of wage revision in Chandigarh Region. As a result of this settlement 109 workers get monetary benefit of Rs 15,57,600/-.
- **124.** Memorandum of Settlement was signed on 11.08.2023 between the management of M/s Max Infra Ltd., Bilaspur and HP Bhawan Awam Sadak Nirman Mazdoor Union over the issue of arrear of wages in Chandigarh Region. As a result of this settlement 154 workers get monetary benefit of Rs 4,36,677/-.
- **125.** Memorandum of Settlement was signed on 10.02.2023 between the management of HMT, Pinjore and HMT Karmik Sangh, Pinjore over the issue of incentive payment in Chandigarh Region. As a result of this settlement 131 workers get monetary benefit of Rs 5,46,000/-.
- **126.** Memorandum of Settlement was signed on 03.04.2023 between the management of M/s Dhruv Security and facility Management and HP Bhawan Awam Sadak Nirman Mazdoor Union over the issue of wages and arrears in Chandigarh Region. As a result of this settlement 122 workers get monetary benefit of Rs 16,85,267/-.
- 127. Memorandum of Settlement was signed on 26.07.2023 between the management of M/s Dilip Buildcorn Ltd and HP Bhawan Awam Sadak Nirman Mazdoor Union over the issue of wages and arrears in Chandigarh Region. As a result of this

settlement 312 workers get monetary benefit of Rs 1, 19, 91, 895/-.

- **128.** Memorandum of Settlement was signed on 16.01.2023 between the management of M/s Patel Engg. Ltd., and Luhari Hydro Electric Project Workers Union over the issue of arrear of wages in Chandigarh Region. As a result of this settlement 226 workers get monetary benefit of Rs 97,98,339/-.
- 129. Memorandum of Settlement was signed on 27.10.2023 between the management of M/s Rudnav Infra Pvt Itd and Shri Mamraj Thakur and 5 others over the issue of full and final payment in Chandigarh Region. As a result of this settlement 6 workers get monetary benefit of Rs 4,84,000/-.
- 130. Memorandum of Settlement was signed on 13.12.2023 between the management of M/s Hindustan Organic Chemicals Ltd., Ambalamugal and the Joint Forum of Trade Unions-HOCL, Ambalamugal (Hindustan Organic Chemicals Workers' Union (CITU), HOCL Mazdoor Sangh (BMS) & HOCSWU (INTUC) over the issues of regularization of temporary employees before RLC(C), Cochin. Total number of workers involved in the dispute was 150 and monetary benefits involved were nil (regularization).
- 131. Memorandum of Settlement was signed on 26.12.2023 between the management of Employees' State Insurance Corporation, New Delhi and their Workmen represented by All India ESIC (Medical) Employees' Federation over the charter of demands before Dy. CLC(C), New Delhi. As a result of this settlement approx. 1038 paramedical staffget monetary benefit of Rs 180,875,500 towards arrear payment of MACP and monthly financial benefit approx. Rs. 16,27,200/- to 1038 paramedical staff.
- **132.** Memorandum of Settlement was signed on 26.12.2023 between the management of

M/s Henry and Farad Private Ltd and Kerala Samsthana Mobile Phone Tower Employees Union (CITU) over the issue of operational disturbance caused by the CITU union works are not be adhering to the instruction of the management before RLC(C), Cochin.

- **133.** Memorandum of Settlement was signed on 22.12.2023 between the management of M/s Air India Express Itd and Air India Express Employees Union (BMS) over the issue of revision of suitable compensation for the accident occurred in the course of employment before RLC(C), Cochin. As a result of this settlement 01 workers get monetary benefit of Rs 56,080/-.
- **134.** Memorandum of Settlement was signed on 26.12.2023 between the management of M/s Henry and Farad Private Ltd and Kerala Samsthana Mobile Phone Tower Employees Union (CITU) over the issue of reinstatement of increased VDA with wage hike before RLC(C), Cochin. As a result of this settlement 03 workers get monetary benefit of Rs 95,784/-.
- **135.** Memorandum of Settlement was signed on 13.06.2023 between the management of IOCL Barauni Refinery and Barauni Telshodhak Mazdoor Union over the issue of work revision in Patna region. As a result of this settlement 750 workers get monetary benefit of Rs 6,75,56,000/-.
- **136.** Memorandum of Settlement was signed on 19.06.2023 between the management of IOCL Barauni Kanpur Pipeline and IOC Pipeline Workers' Union over the issue of work revision in Patna region. As a result of this settlement 135 workers get monetary benefit of Rs 1, 11, 91, 600/-.
- 137. Memorandum of Settlement was signed on 05.04.2023 between the management of Dalmia Bharat Cement Ltd., Chandrapur and Dalmia Cement Mazdoor Sanghatana, Naranda, Distt. Chandrapurover over the

issue of wage revision and other issues in Nagpur region. As a result of this settlement 400 workers get monetary benefit of Rs 70,00,000/-.

- **138.** Memorandum of Settlement was signed on 27.02.2023 between the management of SAIL and Sanyunkt Sangarsh Samiti over the issue of non-payment of Sunday wages in Dhanbad region. As a result of this settlement 13 workers get monetary benefit of Rs 18,96,195/-.
- 139. Memorandum of Settlement was signed on 31.03.2023 between the management of The General Manager ,Bastacolla Area of M/s B.C.C.L, P.O -Jharia, District-Dhanbad-828111 and Koyla Ispat Mazdoor Panchayat over the issue of wages in Dhanbad region. As a result of this settlement 1 workers get monetary benefit of Rs 2,00,357/-.
- 140. Memorandum of Settlement was signed on 05.04.2023 between the management of BCCL and Koyla Ispat Mazdoor Panchayat over the issue non-grant of SLP in Dhanbad region. As a result of this settlement 1 workers get monetary benefit of Rs 5,00,000/-.
- 141. Memorandum of Settlement was signed on 05.04.2023 between the management of BCCL and Koyla Ispat Mazdoor Panchayat over the issue non-grant of SLP in Dhanbad region. As a result of this settlement 1 workers get monetary benefit of Rs 5,00,000/-.
- 142. Memorandum of Settlement was signed on 19.05.2023 between the management of UCC INFRA(JV) and Rashtriya Majdoor Union over the issue of Non-payment of full and final dues in Dhanbad region. As a result of this settlement 7 workers get monetary benefit of Rs.6,12,612/-.
- 143. Memorandum of Settlement was signed on 07.06.2023 between the management of The General Manager, Eastern Jharia

Area of M/s B.C.C.L, P.O- Bhowra, District-Dhanbad-828302 (Jharkhand) and United Coal Workers over the issue of nonpayment of pay slip SPRA to Shri Subhash Kumhar in Dhanbad region. As a result of this settlement 1 workers get monetary benefit of Rs 2, 19,000/-.

- 144. Memorandum of Settlement was signed on 15.06.2023 between the management of JSWISPL and Bihar Colliery Kamgar Union over the issue of non-payment of Non-payment of arrear HPC wages in Dhanbad region. As a result of this settlement 350 workers get monetary benefit of Rs 10,00,00,000/-.
- 145. Memorandum of Settlement was signed on 07.09.2023 between the management of General Manager, Lodna Area of M/s. B.C.C.L., P.O-Bhaga, District-Dhanbad (Jharkhand) and Dhanbad Colliery Karamchari Sangh over the issue of revision of wages in Dhanbad region. As a result of this settlement 350 workers get monetary benefit of Rs 2,20,499/-.
- **146.** Memorandum of Settlement was signed on 09.10.2023 between the management of Hindalco Industries Limited, Lohardagga and Bhartiya Majdoor Sangh over the issue of Non-increse/payment of VDA in Dhanbad region. As a result of this settlement 431 workers get monetary benefit of Rs 12,93,000/-.
- 147. Memorandum of Settlement was signed on 10.10.2023 between the management of BCCL and National Majdoor Union over the issue of Non-payment of LCS amount in Dhanbad region. As a result of this settlement 1 workers get monetary benefit of Rs 40,000/.
- 148. Memorandum of Settlement was signed on 02.11.2023 between the management of BCCL and Bihar Colliery Kamgar Union over the issue of Non-grant of SLU/SLP in Dhanbad region. As a result of this

settlement 1 workers get monetary benefit of Rs 5,00,000/-.

- **149.** Memorandum of Settlement was signed on 30.11.2023 between the management of BCCL and National Majdoor Union over the issue of Non-payment of LCS amount in Dhanbad region. As a result of this settlement 1 workers get monetary benefit of Rs 40,000/.
- 150. Memorandum of Settlement was signed on 13.01.2023 between the management of India Cements Limited, Chilamkur and Coromandel Cement Factory Employees' Union - F435 & ICL Employees Union -Reg. N. F-222 over a charter of demands before Dy. CLC(C), Hyderabad. As a result of this settlement 48 workers get monetary benefit of Rs 1,26,00,000/-.
- 151. Memorandum of Settlement was signed on 13.01.2023 between the management of India Cements Limited, Vishnupuram and Raasi Cement Limited Staff and Workers Union A/532 & India Cements Limited Employees Union - A-3743 over a charter of demands before Dy. CLC(C), Hyderabad. As a result of this settlement 189 workers get monetary benefit of Rs 5,67,00,000/-.
- **152.** Memorandum of Settlement was signed on 23.02.2023 between the management of Vedantha India Limited, Oil & Gas Projects and The Ravva Contract Employees Union over a charter of demands before Dy. CLC(C), Hyderabad. As a result of this settlement 284 workers get monetary benefit of Rs 3,18,00,000/-.
- **153.** Memorandum of Settlement was signed on 25.04.2023 between the management of Indian Oil Corporation Limited, Southern Region and Indian Oil Contract Employees Union over a charter of demands before Dy. CLC(C), Hyderabad. As a result of this settlement 496 workers get monetary benefit of Rs 2,53,79,940/-.

- 154. Memorandum of Settlement was signed on 09.06.2023 between the management of Indian Oil Corporation Limited and Indian Oil LPG Contract Workers Union SR over a charter of demands before Dy. CLC(C), Hyderabad. As a result of this settlement 36 workers get monetary benefit of Rs 11,69,28,006/-.
- 155. Memorandum of Settlement was signed on 05.07.2023 between the management of Indian Oil Corporation Limited and Telangana Petroleum & Gas Casual Contract Workers-Drivers & All Workers Union over a charter of demands before Dy. CLC(C), Hyderabad. As a result of this settlement 28 workers get monetary benefit of Rs 1,19,10,000/-.
- **156.** Memorandum of Settlement was signed on 12.07.2023 between the management of Indian Oil Corporation Limited and IOC LPG Bottling Plant Contract Workers Union over a charter of demands before Dy. CLC(C), Hyderabad. As a result of this settlement 48 workers get monetary benefit of Rs 2,03,10,000/-.
- **157.** Memorandum of Settlement was signed on 13.07.2023 between the management of Oil and Natural Gas Corporation and National Crane Operators and Workers Union over a charter of demands before Dy. CLC(C), Hyderabad. As a result of this settlement 100 workers get monetary benefit of Rs 15,00,000/-.
- 158. Memorandum of Settlement was signed on 02.08.2023 between the management of Uranium Corporation of India Limited, Tummallapalle, YSR Kadapa Dist. AP and YSR TUMMALAPALLE URANIUM LABOUR UNION, 1/40, Mc Palle, Vemula Mandal, YSR Kadapa Dist. AP 516349, Uranium Employees Union, 5-2-105, Chinnarangapuram, Pulivendula, YSR Kadapa Dist. AP 516390 over a charter of demands before RLC(C), Hyderabad. As a result of this settlement 397 workers get

monetary benefit of Rs. 21,23,621/- as pending arrear and Rs.11,47,000/- per annum as Children Education Allowance.

- .159. Memorandum of Settlement was signed on 01.09.2023 between the management of Contractor Association of NTPC, Mancherial and General Secretary, Ramagundam Region Contract Workers & Constructions Labour Union, NTPC, Jyothinagar 505215, General Secretary, Ramagundam Region Contract Workers & Constructions Labour Union, NTPC, Jyothinagar 505215 over a charter of demands before RLC(C), Hyderabad. As a result of this settlement 2500 workers get monetary benefit of Rs.3.06 crore.
- 160. Memorandum of Settlement was signed on 30.10.2023 between the management of M/s ASI Limited Ramganjmandi and Rashtriya Mazdoor Union INTUC Ramganjmandi over the issue of bonus settlement for 2022-23 in Ajmer Region. As a result of this settlement 1595 workers get monetary benefit of Rs. 2,60,00,000/-.
- 161. Memorandum of Settlement was signed on 15.06.2023 between the management of M/s Laxmi Security (Gujrat) Pvt. Ltd and Employee State Corporation Hospital over the issue of wages in Ajmer Region. As a result of this settlement 65 workers get monetary benefit of Rs.43,91,846/.
- 162. Memorandum of Settlement was signed on

31.08.2023 between the management of GAIL, Pipeline Division Abu Road and Sri Mukesh Kumar & 35 Others over the issue of Difference of Wages & Overtime payment in Ajmer Region. As a result of this settlement 36 workers get monetary benefit of Rs. 8,80,714/-.

- **163.** Memorandum of Settlement was signed on 28.07.2023 between the management of Dalmia (Bharat) Cement and Umrongsho Industrial Contractual Workers Union over the issue of wage, leave, bonus gratuity in Guwahati Region. As a result of this settlement 358 workers get monetary benefit of Rs. 4,2240,000/-.
- 164. Memorandum of Settlement was signed on 29.05.2023 between the management of North Eastern Hill University and all Nehu Workers Union Others over the issue of equal pay for equal work in Guwahati Region. As a result of this settlement 198 workers get monetary benefit of Rs. 19,24,03,659/-.
- 165. Memorandum of Settlement was signed on 13.04.2023 between the management of the Chief Plant Manager, IOCL, Bishalgarh, LPG Bottling Plant, Tripura and Shri Ripan Saha and 33 others over the issue of alleged termination of services in Guwahati Region. As a result of this settlement 348 workers reinstate in their job and get monetary benefit of Rs. 6,95,130/-.

## VISION STATEMENT OF CLC(C) 'S 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 conciliation in <b>30 days</b> by	in	1.	Disposal of Industrial Disputes in conciliation in <b>40 days</b> by

i.Continuous engagement with employers & Trade unions.i.Continuous en employers & Tii.Strengtheninggrievanceii.Strengthening	gagement with		
I I ii. Strengthening grievance I I ii. Strengthening			
handling machinery at handling m			
establishment level. establishment			
	Securing full compliance in r/o 10		
	Labour Laws by		
•	cking of default		
and violations through IT- and violations	through field		
enabled systems. level intellige	nce and IT-		
ii. Taking corrective action enabled system	ns.		
within 2-3 days. ii. Taking corre	ective action		
within 7 days.			
3. Disposal of claim applications under 3. Disposal of claim app	plications under		
MW Act, PW Act, and ER Act within 2 MW Act, PW Act,	MW Act, PW Act, and ER Act		
months by within 3 months by	within <b>3 months</b> by		
i. On-line filling of claims. i. On-line filling c	of claims.		
ii. Disposal on the basis of on-	e basis of		
line records. iii. available recor	ds.		
4. Passing of order under Payment of 4. Passing of order und	der Payment of		
Gratuity Act within 2 months by Gratuity Act within 3 r	Gratuity Act within <b>3 months</b> by		
i. On-line filling of claims. i. On-line filling c	of claims.		
ii. Disposal on the basis of on-	the basis of		
line records. available recor	ds.		
5. Disposal of appeals under Payment 5. Disposal of appeals	Disposal of appeals under Payment		
	of Gratuity Act within 30 days.		
6. Issue of Registration/License under 6. Issue of Registration	/License under		
CL(R&A) Act, BOCW Act and ISMW CL(R&A) Act, BOCW			
Act within <b>3 days</b> . Act within <b>5 days</b> .			
7. Disposal of appeals under CL(R&A) 7. Disposal of appeals	under CL(R&A)		
Act, BOCW Act and ISMW Act Act, BOCW Act a	nd ISMW Act		
within 15 days. within 30 days.			

## 14.14. 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 2018-2023 are as follows:

Statement showing the Number of Strikes,

Lockouts and Mandays lost during 2018-2023(P)

Year	Strikes	Lock outs	Total	Mandays Lost
1	2	3	4	5
2018	69	17	86	3,149,554
2019(P)	65	14	79	3,328,103
202 <b>0(P</b> )	43	8	51	2,572,393
2021(P)	38	8	46	<b>2,113,46</b> 1
2022(P)	30	5	35	6 <b>1</b> 0,511
2023(P) (Jan. to Sep.)	29	1	30	339,169

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.

#### 14.15.Closure

(i) Statement showing the Number of Closures and Workers affected (both in Central and State Spheres) during 2018-23

Year	Closures	Workers Affected
1	2	3
2018	12	2143
2019(P)	24	2726
2020(P)	23	2880
2021(P)	11	1 <b>61</b> 8
2022(P)	4	143
2023(P) (Jan. to Sep.)	-	-

Note: '-' Nil/ Not reported.

(*P*) = Provisional and based on the returns/clarifications received in the Bureau till 30nd October, 2023.

Source: 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.

#### 14.16. 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 2018-2023 were as follows:

(iii) Statement showing the Number of Units Effecting Lay-offs and Workers Laid-off (both in Central and State Spheres) during 2018-23.

Year	Lay-offs	Workers Affected
1	2	3
2018	31	6561
2019(P)	44	6538
2020(P)	40	6376
2021( <b>P</b> )	28	4978
2022( <b>P</b> )	20	2761
2023( <b>P)</b> (Jan. to Sep.)	1	513

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)

#### 14.17. Retrenchment

As per the provisions contained in Chapter (i) 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 2018-2023 are as follows:

Statement showing the Number of Units Effecting Retrenchment and Workers Retrenched (both in Central and State Spheres) during 2018-23

Year	Retrenchment	Workers Affected
1	2	3
2018	9	116
2019(P)	7	316
2020(P)	15	645
2021( <b>P</b> )	7	12
2022(P)	12	1364
2023(P) (Jan. to Sep.)	2	12

Note: (P) = Provisional and based on the returns/clarifications received in the Bureau till  $30^{nd}$  October, 2023.

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

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

(i) The Trade Unions Act, 1926 is a Central Act, 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 in 2001 and enforced w.e.f. 09.01.2002. 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 D is p u t e s A c t , 1 9 4 7 . (https://samadhan.labour.gov.in/)

**15.** The prime responsibility of the Ministry of Labour & Employment has always been to protect, preserve and uplift the interests of workers. The primary objective of the Industrial

Disputes Act, 1947 (ID Act) is to make provisions for the investigation and settlement of Industrial Disputes (IDs) which are defined under sections 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 digitization, the Ministry developed an e-portal i.e. SAMADHAN (Software Application for Monitoring and Disposal, Handling of Apprehended/Existing Industrial Disputes) for filing disputes by workmen in a very simple and lucid manner.

**17.** SAMADHAN, the web portal, was launched in February 2019 in 6 pilot regions i.e. Ajmer, Bengaluru, Bhubaneswar, Delhi, Raipur and Jabalpur to start with which was later extended to pan India on 17<sup>th</sup> September 2020.

**18.** In addition to this, a separate module was developed and launched on 3-10-2022 for workers, trade unions and other stakeholders to 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 also to file Grievances, which are not covered under any of the aforementioned Acts.

**19.** Samadhan Portal has become a "One Stop" to go to by the workers for raising their grievance in the form of industrial disputes, charters of demand, claims under applicable labour laws and other grievances related to employment.

#### 20. PURPOSE OF SAMADHAN PORTAL

1. This online portal is user-friendly, easy to understand for filing Industrial disputes, transparent in a way that the status is visible to all stakeholders at all times.

2. The aggrieved workers can raise and

track their cases independently by themselves without taking any assistance.

3. 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 documents thus reducing the communication gap.

4. The system enables the automatic distribution of disputes to the concerned Conciliation Officers and makes dispute redressal faster.

5. The portal allows Filing of 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 to file Grievances, which are not covered under any of the aforementioned Act.

6. The portal has user friendly interface and has enhanced transparency and efficiency of grievance resolution for all stakeholders. The portal also has tools for internal monitoring of grievances.

7. To facilitate workers and increase outreach, the portal has also been integrated with Common Services Centres (CSCs), the SANDES app and the UMANG app.

**21.** As on 31st December, 2023, the total number of User IDs as on date is 77,348 out of which 68,690 are Individual User IDs and 8658 are Trade Union User IDs. Since the portal was launched, there have been 52,321 raised cases, with 25,243 being disposed of, 11,757 Claim cases, with 4715 being disposed of, and 8419 general complaints received, with 6497 being disposed of.

**22.** Regular monitoring and analysis of MIS is done by the Program Management Unit (PMU) in the Ministry. The review meetings are also conducted by the senior officers from time to time to appraise the performance of the portal.

#### **Monitoring of Industrial Relations**

**23.** The Industrial Disputes Act, 1947 (ID Act) aims to promote industrial peace and harmony by creating tools and procedures for investigating and resolving industrial disputes through negotiations that foster mutually beneficial relationships between an employer and employee.

**24.** ID Act enables Central Government to investigate and resolve industrial disputes, prevent illegal strikes and lockouts, and offer assistance to workers facing layoffs, retrenchment, or unfair dismissal.

25. Matters relating to lay-off and retrenchment in industrial establishments are governed by the provisions of the Industrial Disputes Act, 1947 (ID Act). As per the ID Act, establishments employing 100 persons or more are required to seek prior permission of the appropriate Government before effecting, retrenchment or lay-off. Further, any retrenchment and lay-off not carried out as per the provisions of ID Act are deemed to be illegal. IDAct, also provides for right of workmen laid off and retrenched for compensation and it also contains provision for re-employment of retrenched workmen. Based on their respective jurisdictions, Central and State Governments take actions to address the issues of the workmen and protect their interests as per the provision of the Act. In the establishments that lie in the jurisdiction of Central Government, the Central Industrial Relations Machinery (CIRM) is entrusted with the task of maintaining harmonious Industrial relations and protecting the interests of workers including on the matters relating to lay-off and retrenchment and their prevention. The jurisdiction in the matters with regard to multi-national and Indian companies in IT, social media, Edu Tech firms and related sectors lies with the respective State Governments which also maintain related details.

#### 26. 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. 15.09.2010 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.

To reduce the time taken in processing of (iv) an Industrial dispute, Ministry of Labour & Employment by exercising the power under Section 39 of the Industrial Disputes Act, 1947, delegated the power to the Conciliation Officer under Section 2A of the I.D. Act to directly refer the industrial disputes 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.1262(E) and S.O.1263(E) dated 17.03.2023. Subsequently, S.O. No. 1936(E), dated 10.06.2019 has been rescinded by S.O. No. 1762(E), dated 17.04.2023.

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

#### 27. <u>The Plantations Labour Act, 1951</u>

The Plantations Labour Act, 1951 is a (i) 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. 07.06.2010. 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 and Social Security Code 2020

# 28. The Industrial Employment (Standing Orders) Act, 1946

The Industrial Employment (Standing Orders) Act, 1946 is an Act enacted to require employers in the industrial establishments formally to define with sufficient precision the conditions of employment under them and to make the said conditions of employment known to workmen employed by them for which they have to get the Standing Orders certified which should be in conformity with the Model Standing Order. This

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Act applies to every industrial establishment wherein one hundred or more workmen are employed or were employed on any day of the preceding twelve months viz. (i) industrial establishments as defined in Section 2(ii) of the Payment of Wages Act, 1936; (ii) Section 2(m) of the Factories act, 1948; (iii) Railways; (iv) establishment of a person who, for the purpose of fulfilling a contract with the owner of any industrial establishment, employs workmen. Appropriate Government is competent to extend the Act to other classes of industrial establishments or to grant exemption where necessary.

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

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

# 29. 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. 06.03.1976. 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 31.01.2011 which are as under:

i. Cosmetics, soaps, household cleaners and disinfectants.

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

## **30.** 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.

### Chapter-4

### NATIONAL LABOUR AWARDS

**4.1** The DGFASLI, on behalf of the Ministry of Labour & Employment, implements the Prime Minister's Shram Awards, Vishwakarma Rashtriya Puraskar and the National Safety Awards scheme to appreciate the contribution made by the factories and docks towards producing quality goods and providing efficient services in safe and healthy conditions. The details of these awards are as given below:

#### 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 The number of awards has been awards. 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) and National Safety Awards

**4.4** The DGFASLI on behalf of the Ministry of Labour & Employment has been implementing the 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 2007. The schemes presently in operation are as follows:

- A. Vishwakarma Rashtriya Puraskar (VRP): 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).

#### B) 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 manhours.

#### Awards for the performance year 2018

#### I. Prime Minister's Shram Awards

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

employing 500 or more workers in recognition of their distinguished performance, innovative abilities, outstanding contribution in the field of productivity and exhibition of exceptional courage and presence of mind.

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

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

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

- 1. SHRAM BHUSHAN: Total number of Shram Bhushan Awards are four (4). It carries a cash award of Rs. 1,00,000/and a 'Sanad'. Total numbers of Shram Bhushan Awardees are ten (10) for the year 2018 in respect of Public Sector Undertaking and Private Sector.
- 2. SHRAM VIR/VEERANGANA: Total numbers of Shram Vir/Shram Veerangana Awards are twelve (12). It carries a cash award of Rs. 60,000/- and a 'Sanad'. Total numbers of Shram

Vir/Shram Veerangana awardees are twenty-one (21) including one (1) women worker for the year 2018.

- 3. SHRAM SHREE/DEVI: Total numbers of Shram Shree/Shram Devi Awards are seventeen (17). It carries a cash award of Rs. 40,000/- and a 'Sanad'. Total numbers of Shram Shree/Shram Devi Awardees are thirty-eight (38) including seven (7) women workers.
- II. Vishwakarma Rashtriya Puraskar (VRP): Vishwakarma Rashtriya Puraskar (VRP) and National Safety Awards (NSA), for the performance year 2018, were presented by Shri Bhupender Yadav, Hon'ble Union Minister of Labour and Employment, Environment, Forest, and Climate Change, in the presence of Shri Rameswar Teli, Hon'ble Minister of State for Labour and Employment and Petroleum and Natural Gas; and Shri Sunil Barthwal, IAS, Secretary (L&E) on 8<sup>th</sup> March, 2022 in New Delhi.

For the performance year 2018, total of 28 Vishwakarma Rashtriya Puraskar awards were given to 96 awardees. In case of National Safety Awards, a total of 141 (80 winners & 61 runners up) awards were given.

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For the performance year 2018, a total of 28 Vishwakarma Rashtriya Puraskar awards were given in three categories A, B and C to 96 awardees. The details of which are as follows:

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

III. National Safety Awards: For the performance year 2018, the total number of NSA winners and runners-up in all the twelve schemes adds up to 141 (80 winners and 61 runners-up) who are selected out of 408 applications received under various schemes.

**N.B.:** The assessment of applications for Awards for the performance years 2019 and 2020 is in progress; while the performance year 2021 is declared as "NIL Year" vide MoL&E letter No. 13011/20/2022-ISH-I dated 07.12.2022.

### **Chapter-5**

**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. 01.10.2023 are at Table 5.1

### WAGES

<b>Table 5.1</b>
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Area wise Rates of Minimum Wages for Scheduled Employments in the Central Sphere. As on 01.10.2023

Sr.	Scheduled	Category of Workers	Rates of Wa	ges including V.D.A pe	er day (in Rs.)	
No.	Employment		Area A	Area B	Area C	
1.	Agriculture	Unskilled	480	438	433	
		Semi-skilled/Unskilled Supervisory	523	482	443	
		Skilled/Clerical	569	523	481	
		Highly-skilled	629	586	523	
2.	Sweeping and Cleaning+	Unskilled	751	628	504	
3.	Watch and Ward	Without Arms (Upgraded to skilled with training)	915	832	709	
		With Arms( Upgraded to highly skilled for supervision)	992	915	832	
4.	Loading & Unloading#	Unskilled	751	628	504	
5.		Unskilled	751	628	504	
	Construction <sup>^</sup>	Semi-skilled/Unskilled Supervisory	832	709	589	
		Skilled/Clerical	915	832	709	
		Highly-skilled	992	915	832	
6.	Workers engaged in	1.Excavation & removal lift:*	of over burde	n with 50 meters lead/	1.5 meters	
	Stone Mines (a) Soft Soil			508		
	Breaking and	(b) Soft Soil with Rock		763		
	Stone	(c) Rock		1010		
	Crushing	2. Removal and Stakin stones with 50 lead/1.5metres lift*		408		
		3. Stone breaking or Sto	one Crushing f	or the stone size of ca	tegory**	
		(a) 1.0 inch to 1.5 inches	5	3101		
		(b) Above 1.5 Inches to 3.0 Inches		2652		
	(c) Above 3.0 Inches to :		5 Inches	1557		
		(d) Above 5.0 Inches		1280		
7.	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		504	628	
		Semi-skilled/Unskilled S	Supervisory	628	751	
		Skilled/Clerical		751	875	
		Highly-skilled		875	978	

\*Per 2.831 cubic meters or 100 cubic feet

\*\* Per truck load of 5.662 cubic meters or 200 cubic feet

+*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).

<sup>^</sup>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.

AREA "A"					
Ahmedabad	(UA)	Hyderabad	(UA)	Faridabad complex	
Bangaluru	(UA)	Kanpur	(UA)	Ghaziabad	
Kolkata	(UA)	Lucknow	(UA)	Gurgaon	
Delhi	(UA)	Chennai	(UA)	Noida	
Greater Mumbai	(UA)	Nagpur	(UA)	Secunderabad	
Navi Mumbai		Pune	(UA)		
		AREA "B"			
Agra	(UA)	Gwalior	(UA)	Port Blair	(UA)
Ajmer	(UA)	Hubli-Dharwad	(M. Corpn)	Puducherry	(UA)
Aligarh	(UA)	Indore	(UA)	Raipur	(UA)
Allahabad	(UA)	Jabalpur	(UA)	Raurkela	(UA)
Amravati	(M.Corpn)	Jaipur	(M.Corpn)	Rajkot	(UA)
Amritsar	(UA)	Jalandhar	(UA)	Ranchi	(UA)
Asansol	(UA)	Jalandhar-Cantt.	(UA)	Saharanpur	(M.Corpn)
Aurangabad	(UA)	Jammu	(UA)	Salem	(UA)
Bareilly	(UA)	Jamnagar	(UA)	Sangli	(UA)
Belgaum	(UA)	Jamshedpur	(UA)	Shillong	
Bhavnagar	(UA)	Jhansi	(UA)	Siliguri	(UA)
Bhiwandi	(UA)	Jodhpur	(UA)	Solapur	(M.Corpn)
Bhopal	(UA)	Kannur	(UA)	Srinagar	(UA)
Bhubaneshwar	(UA)	Kochi	(UA)	Surat	(UA)
Bikaner	(M.Corpn)	Kolhapur	(UA)	Thiruvanantapuram	(UA)
Bokaro Steel City	(UA)	Kollam	(UA)	Thrissur	(UA)
Chandigarh	(UA)	Kota	(M.Corpn)	Tiruchirappalli	(UA)

#### CLASSIFICATION OF AREA

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)

NB: U.A. stands for Urban Agglomeration.

#### 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 reconstituted 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 reconstituted 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** 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

**5.8** 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.

**5.9** 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.

**5.10** 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.

**5.11** 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

**5.12** 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

**5.13** 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.

**5.14** 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 The Wage Boards are Ministry of Labour. 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.

**5.15** 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 which has been notified on 29.09.2020.

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

**5.16** 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.

**5.17** 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:.

SI. No:	Name of the Industry	Date of appointm ent 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
۱.	Wage Board for Working Journalists	02-05-1956	NA	11-05-1957	Divatia Wage Board
11.	(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	
<b>  </b> .	(a) Wage Board for Working Journalists	11-06-1975	13-08-1980	26-12-1980 &	Palekar Wage Board
	Wage Board for Non- Journalist Newspaper Employees	06-02-1976		20-07-1981	
IV.	Wage Board for Working Journalists and Non- Journalist Newspaper Employees	17-07-1985	30-05-1989	31-08-1989	Bachawat Wa ge 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 Wag e Board
VI.	Wage Board for Working Journalists & Non- Journalist Newspaper Employees	24-05-2007	31-12-2010	11-11-2011	Majithia Wage Board

**5.18** 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.

**5.19** The implementation of the recommendations rests with the State Government/UTs, and the same was communicated to the State Governments and Union Territory Administrations for compliance. The Majithia Wage Board Recommendations are presently in vogue.

**5.20** In order to monitor the implementation of the Wage Board Awards, a Central Level Monitoring Committee (CLMC) has been set up. The present composition of the Committee is as under:

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

The last meeting of the Committee was held through VC on 28.02.2023 and 01.03.2023 covering all States/UTs to review the implementation of the Wage Board Awards in the country. The implementation status is obtained from the States/ UTs through Quarterly Progress Reports. 25 States, excluding the States having one-man establishments, have intimated constitution of Tripartite Committee in order to monitor the state level implementation status.

#### The Payment of Bonus Act, 1965

**5.21** 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 the Code on Wages, 2019 which has been notified on 08.08.2019.

**5.22** 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 Aof the Act.

**5.23** 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:

SI. No		Eligibility limit (Rupees	Calculating Ceiling (Rupees per month)
	ment	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 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 InsuranceAct, 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 along with 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 undertaking, newspaper establishments, educational & medical institutions, establishments engaged in insurance business, non-banking financial companies, port trusts, 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. 21,000/- per month and Rs. 25,000/- per month for persons with disabilities are covered under the scheme. The ESI Scheme is now extended to all 36 states/Union Territories. As on 31.03.2023, 3.43 crore Insured Persons and 13.31 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. 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 Hgrs. of the ESI Corporation is located at New Delhi. The Corporation has 64 field offices- 24 Regional Offices, 40 Sub Regional Offices. Besides, there are 606 Branch Offices and 96 Dispensary cum Branch Offices (DCBO) 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 the 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 Governments for providing medical care to ESI beneficiaries. At present, the prescribed ceiling is Rs 3,000/-per Insured Person family unit per Annum. The expenditure on medical care benefit is shared between ESI Corporation and the State Government in the ratio of 7:1 within the ceiling. Formation of State ESI Society under section 58(5) of the ESI Act has been initiated, where additional incentive of bearing of 100% expenditure, up to the ceiling, is proposed. Further, all capital expenditure on construction of ESI hospitals and other building including their maintenance is borne exclusively by ESIC. The expenditure on tertiary care is also borne entirely by ESIC.

#### 6.7 Investment

All contribution received under ESI Act and all other money belonging to the Fund which are not immediately required for defraying day to day expenses are invested in the manner prescribed under Rule 27 of the ESI (central) Rules, 1950. Investment of ESIC Fund is done in State Development Loans (SDLs), Govt. securities (G-Sec), AAA rated PSU Bonds, Fixed Deposits etc. as per the approved Investment Policy of ESIC through Portfolio Managers appointed by the ESI Corporation.

As on 30th September, 2023 the total investment of Fund stands at Rs.1,41,329.54 crore including Special Deposit account (SDA).

#### 6.8 Arrears of ESI Dues

A sum of Rs. 5444.73 Crores is due as arrears as on 31.3.2023 on account of default / dues by the employers of covered factories / establishments. An amount of Rs.2819.67 Crore was found not immediately 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. 2625.06 Crores, represents immediately recoverable arrears. The ESI Corporation has been taking necessary recovery action through recovery mechanism, legal and penal actions, and prosecution, under the provision of the Employee's State insurance Act-1948 and under the Indian Penal Code for recovery of ESI dues from the defaulting employers.

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

The Employees' State Insurance Scheme provides comprehensive medical care in the form of medical attendance, treatment, drugs and dressings, specialist consultation and hospitalization to Insured Persons and also to their dependents.

An Insured Person and his dependents 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 Offices (DCBOs), Insurance Medical Practitioners (IMP) clinics, and Employers' 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 1**.

#### 6.10 Medical Education

ESI Corporation (ESIC) has established medical education institutions across the country which includes medical colleges, dental colleges, nursing colleges and a paramedical college. To improve the quality of services under the Employees' State Insurance Scheme, The Employees' State Insurance Act, 1948 was amended in 2010 and section 59-B was 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 scarcely available qualified medical manpower to serve beneficiaries (2) Carry out medial related research, especially in occupational diseases and training to medical and para-medical officers/officials and (3) Promotes inclusivity, as specified seats in medical colleges are earmarked for the wards of Insured Persons / workers. **(Annexure 2).** 

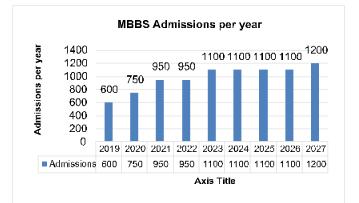
Initially, each of the medical colleges began functioning with 100 MBBS seats. In 2020, the number of seats for all the six medical colleges were increased to 125 each, with the approval of National Medical Commission (NMC).

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



Annual intake of MBBS candidates in Medical Colleges: Three ESIC medical colleges have 325 seats (125 X 3). In the year 2023, three ESIC Medical Colleges (Gulbarga, Rajajinagar & K.K. Nagar) have 450 seats (150x3) with the approval of NMC 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 1025 MBBS seats which will be increased to 1200 by the year 2027.

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**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 earmarked seats for wards of IPs at each of the medical college are -Faridabad and Hyderabad - 43 each, Joka - 65, Gulbarga and Bengaluru -68 each, Chennai -30, 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 Governments who have started MBBS courses at these locations. These colleges contribute seats to the ESIC pool for 'Seats allocated for wards of insured persons (IPs) which are 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, the total number of 437/438 MBBS seats are earmarked for wards of Ips.

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 specialty services in the field of cardiology, neurology, oncology and transplant of organs, have been developed in ESIC Medical College Hospitals.



## 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 (the Act) and the Schemes framed there under. The Act 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 & MP ACT, 1952

Following three Schemes have been framed under the Act:-

i. The Employees' Provident Funds Scheme, 1952 (EPF) – (w.e.f 1st November, 1952) Provident Fund is based on a defined contribution scheme where both the employees and the employers contribute their mandated share.

- ii. The Employees' Pension Scheme, 1995 (EPS) (w.e.f 16th November, 1995) {replacing the Employees' Family Pension Scheme, 1971} Amix of "defined contribution" and "defined benefit" forms the Pension Scheme. The employees do not have to contribute to this scheme.
- iii. The Employees' Deposit Linked Insurance Scheme, 1976 (EDLI) (w.e.f. 1st August, 1976) Insurance Scheme is a deposit linked Scheme that provides for benefits up to Rs. 7,00,000/- without any contribution from employees.

### 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 01.01.2023 to 31.12.2023

i.	Total No. of	2,71,731
	Establishments	
	covered	
ü.	New joined EPF	2,12,394
	Membership	
	(Exempted)	
iii.	New joined EPF	1,10,01,883
	Membership	
	(Unexempted)	
iv.	Total Contributing	6,51,50,509
	members	
V.	Total Contributing	7,40,378
	establishments	
vi.	Total Claims settled	4,42,22,064

#### 6.14 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.

# 6.15 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

**6.16** The category-wise break up of pension claims (all benefits) settled by the Employees' Provident Fund Organization during the year 2023 is indicated in the following table:

Category of Claims	Number of Claims Settled for period 01.01.2023 to 31.12.2023 (A)	Projections for period Jan –Mar 2024(A/4)
Monthly Pension Benefits*	2,98,017	74,504
Other than Monthly Pension **	31,56,132	7,89,033
Total * 10C claims settled	34,54,149	8,63,537

\* 10C claims settled

\*\* Form 10D claims settled

#### 6.17 EPS Payments (Rs. in Crores)

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 the 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	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	51,953.14	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
2022-2023	56,170.84	8714.76	64,885.60	51,985.82	7,80,308.93

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

## 6.19 IMPLEMENTATION OF MINIMUM PENSION PROVISION

During the year 2014-15, one of the longawaited 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)
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
2022-23	20,55,878	1,463.01	2,432.77	969.76
2023-24 (upto December, 2023)	20,55,521	1,471.30	2,450.38	979.08
Projections for Jan –Mar, 2024	21,33,630	368.00*	612.60*	244.77*

Projection for January-March 2024 has been calculated by taking out average % increase during the last five FYs divided by 4.

\* Calculated by dividing the total amount by 4.

#### 6.20 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.

#### **APPLICATION AND COVERAGE** 6.21

Insurance Scheme is applicable to all factories/establishments to which the EPF & MP Act, 1952 applies. All the employees who are members of the Employees Provident Fund are members of this Scheme.

#### 6.22 **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:-

- The family will get an amount equal to the i. 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.

#### **Key figures of EDLI** 6.23

Important Amendments in the EDLI Scheme vide G.S.R. 299 (E) dated 28.04.2021:

- Maximum assurance benefits enhanced • to ₹7,00,000/- from earlier ₹6,00,000/-
- Minimum assurance benefits of • ₹2,50,000/- has been restored retrospectively w.e.f. 15.02.2020.
- The minimum and maximum assurance benefits will be payable to member who was in employment for continuous period of 12 months preceding the month in which member died irrespective of change of establishment during the said period.
- Power to grant exemption to a class of employees under Para 28 (4) of EDLI Scheme has been delegated to ACC Zone.
- The monetary fine payable under Paragraph 29 of EDLI Scheme has been enhanced to Rs 25,000 w.e.f. 29.04.2021.
- EDLI Claims settled and amount disbursed in the last 5 years and in 01.01.2023 to 31.12.2023 is as under :-

Key Figures for the last 5 Financial Years			
Financial Year	Claims Settled	Total Amount (in Rs. Crore)	
2018-2019	36938	780.21	
2019-2020	38022	894.51	
2020-2021	34459	874.81	
2021-2022	69640	2081.7	
2022-2023	78016	2185.29	
01.01.2023 to 31.12.2023	76347	2099.41	

### 6.24 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

#### 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. 12.37 crore for the year 2022-23 under the Deposit Linked Insurance Scheme for the Plantation workers in Assam. Further, a sum of Rs. 9.74 crore has been released during the year 2023-2024 (upto 16.01.2024) 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. 47.63 crore for the year 2022-23 under the Family Pension cum Life Assurance Scheme for the Plantation workers in Assam. Further, a sum of Rs. 40.26 crore has been released during the year 2023-2024 (upto 16.01.2024) under the said scheme.

#### Major Achievements:-

- a. Around 19,259 new P.F Members have been enrolled under ATEPFO during 2022-23.
- b. 36 Nos. of T.E./Tea Factory have been brought under ATEPFO during 2022-23.
- c. Generation of individual members accounts through online mode with below mentioned facilities like:
  - i. Members Passbook Generation
  - ii. PF balance checking facility, etc.
- d. Online deposit of P.F and other allied dues under ATEPFO through payment gateway of SBI/PNB.

Financial Awareness Camps organized in different zones

# 6.25 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.

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

6.27 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

**6.28** The Maternity BenefitAct, 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 woman having two or 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.
- Ne 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.

#### Annexure - 1

SI. No.	State	S.No.	District	Name of Hospital
	Andhra Pradesh	1.	Vishakapatnam	Visakhapatnam
1.		2.	East Godawari	Rajamahendravarm,
		3.	Chitoor	Tirupati
		4.	Krishna	Vijaywada.

#### List of ESIC/ESIS Hospitals

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		5.	Kamrup	Beltola (ESIC)
2.	Assam		Metropolitan	
		6.	Tinsukia	Tinsukia(ESIC)
		7.	Patna	Phulwarisharif ( ESIC)
3.	Bihar	8.	Rohtash	Dalmianagar *
		9.	Munger	Munger *
		10.	Patna	Bihta ( ESIC)
4.	Chandigarh (UT)	11.	Chandigarh	Ramdarbar (ESIC)
5.	Chhattisgarh	12.	Raipur	Raipur (ESIC)
	Omatiogam	13.	Korba	Korba(ESIC)
		14.	West Delhi	Basaidarapur ( ESIC)
6.	Delhi	15.	Shahdara	Jhilmil ( ESIC)
		16.	South East Delhi	Okhla ( ESIC)
		17.	North West Delhi	Rohini ( ESIC)
7.	Goa	18.	South Goa	Margao
8.	Gujarat	19.	Ahmedabad	Bapunagar (ESIC)
	•	20.	Ahmedabad	Naroda, (ESIC)
		21.	Ahmedabad	Rajpur Hirpur
		22.	Gandhinagar	Kalol
		23.	Vadodara	Baroda
		24.	Surat	Surat
		25.	Rajkot	Rajkot
		26.	Bhavnagar	Bhavnagar
		27.	Valsad	Vapi ( ESIC)
		28.	Jamnagar	Jamnagar
		29.	Bharuch	Ankleshwar (ESIC)
		30.	Vadodara	Vadodara (Chest)*
		31.	Gurgaon	Gurgaon (ESIC)
9.	Haryana	32.	Yamuna Nagar	Jagadhari

		33.	Panipat	Panipat
		34.	Faridabad	Ballabgarh
		35.	Bhiwani	Bhiwani
		36.	Gurgaon	Manesar (ESIC)
		37.	Faridabad	Faridabad MC & Hospital (ESIC)
10.	Himachal	38.	Solan	Parwanoo
	Pradesh	39.	Solan	Baddi (ESIC)
1 <b>1</b> .	Jammu & Kashmir	40.	Samba	Bari Brahmana (ESIC)
		41.	Dhanbad	Maithan (ESIC)
12.	12. Jharkhand	42.	Seraikela- kharsawan	Adityapur (ESIC)
		43.	Ranchi	Namkum, Ranchi (ESIC)
		44.	Bangalore Urban	Rajaji Nagar (ESIC)
		45.	Bangalore Urban	Indira Nagar
		46.	Uttara Kannada	Dandeli
		47.	Davangere	Devangere
		48.	Dharwad	Hubli
13.	Karnataka	49.	Mysore	Mysore
		50.	Dakshina Kannada	Mangalore
		51.	Kalaburagi (Gulbarga)	Shahbad *
		52.	Belgaum	Belgaum
		53.	Bangalore Urban	Peenya ( ESIC)
		54.	Kalaburagi (Gulbarga)	Gulbarga ( ESIC)
		55.	Alappuzha	Alleppy
14.	Kerala	56.	Kollam	Asramam (ESIC)
		57.	Ernakulam	Ernakulam
		58.	Kollam	Ezhukone (ESIC)

		59.	Thrissur	Mulamkunnathukam
		60.	Thrissur	Olarikara
		61.	Palakkad	Palakkad
		62.	Thiruvananthapuram	Peroorkada
		63.	Ernakulam	Udyogmandal (ESIC)
		64.	Kottayam	Vadavathoor
		65.	Kozhikode	Feroke
		66.	Kannur	Thottada
		67.	Indore	Nanda Nagar(ESIC)
15.	Madhya	68.	Indore	Indore
	Pradesh	69.	Ujjain	Ujjain
		70.	Gwalior	Gwalior
		71.	Bhopal	Bhopal (ESIC)
		72.	Dewas	Dewas
		73.	Ujjain	Nagda
		74.	Mumbai City	Andheri (ESIC)
		75.	Thane	Ullhasnagar
		76.	Thane	Thane
		77.	Mumbai Suburban	Mulund
		78.	Mumbai City	MGM
		79.	Osmanabad	Vashi
		80.	Mumbai City	Worli
16.	Maharashtra	81.	Mumbai City	Kandivali
		82.	Solapur	Sholapur
		83.	Nashik	Nasik
		84.	Nagpur	Nagpur
		85.	Aurangabad	Aurangabad
		86.	Pune	Chinchwad
		87.	Kolhapur	Kolhapur (ESIC)
		88.	Pune	Bibvewadi ( ESIC)
L				

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		89.	Sundargarh	Kansbahal
		90.	Cuttack	Choudwar
		91.	Rayagada	Jaykapur
17.		92.	Jharsuguda	Brajrajnagar *
· · · ·	Odisha	93.	Khurdha	Bhubhaneswar
		94.	Kendujhar (Keonjhar)	Barbil *
		95.	Sundargarh	Rourkela (ESIC)
		96.	Angul	Angul (ESIC)
18.	Puducherry	97.	Puducherry	Gorimedu
		98.	Amritsar	Amritsar
		99.	Jalandhar	Jalandhar
		100.	Ludhiana	Ludhiana ( ESIC)
19.	Punjab	101.	SAS Nagar (Mohali)	Mohali
		102.	Kapurthala	Phagwara
		103.	Hoshiarpur	Hoshiarpur
		104.	Fatehgarh Sahib	Mandi Gobindgarh
		105.	Jaipur	Jaipur ( ESIC)
		106.	Kota	Kota (ESIC)
		107.	Jodhpur	Jodhpur
		108.	Bhilwara	Bhilwara
20.	Rajasthan	109.	Pali	Pali
		110.	Alwar	Bhiwadi (ESIC)
		111.	Alwar	Alwar ( ESIC)
		112.	Udaipur	Udaipur (ESIC)
		113.	Bikaner	Bikaner (ESIC)
		114.	Chennai	Ayanavaram, Chennai
21.	Tamil Nadu	115.	Madurai	Madurai
۷۱.		116.	Chennai	KK Nagar, Chennai (ESIC)

		117.	Vellore	Vellore
		118.	Virudhunagar	Sivakasi
		119.	Salem	Salem
		120.	Krishnagiri	Hosure
		<b>1</b> 21.	Trichy	Tirucharapally
		122.	Tirunelveli	Tirunelveli (ESIC)
		123.	Coimbatore	Coimbatore
		124.	Hyderabad	Nacharam
		125.	Nizamabad	Nizamabad
		126.	Medak	R C Puram
22.	Telangana	127.	Hyderabad	SS Sanathnagar (ESIC)
		128.	Hyderabad	Sanathnagar (ESIC)
		129.	Adilabad	Sirpurkagarnagar
		130.	Warangal (Urban)	Warangal
23.	Uttarakhand	<b>13</b> 1.	Udham Singh Nagar	Rudrapur (ESIC)
		132.	Kanpur Nagar	Pandunagar, Kanpur
		133.	Kanpur Nagar	Azadnagar, Kanpur
		134.	Ghaziabad	Modinagar
		135.	Allahabad	Naini Allahabad
		136.	Kanpur Nagar	Sarvoday Nagar, Kanpur
		137.	Lucknow	Sarojininagar, Lucknow (ESIC)
		138.	Ghaziabad	Sahibabad (ESIC)
24.	Uttar Pradesh	139.	Agra	Agra
<i>ב</i> ٦.		140.	Saharanpur	Saharanpur
		<b>14</b> 1.	Kanpur Nagar	Kidwainagar
		142.	Bareilly	Bareilly (ESIC)
		143.	Kanpur Nagar	Jajmau, Kanpur (ESIC)
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		144.	Gautam Buddha Nagar	Noida (ESIC)
		145.	Aligarh	Aligarh
		146.	Sonbhadra	Pipri
		147.	Varanasi	Varanasi (ESIC)
		148.	West Burdwan	Asansol
		149.	Howrah	Belur Belly
		150.	Howrah	Baltikuri
		151.	Hooghly	Gaurhati
		152.	South 24 Parganas	Budge Budge
		153.	Nadia	Kalyani
25.	West Bengal	154.	Kolkata	Maniktala
		155.	North 24 Pargana	Kamarhati
		156.	Kolkata	Sealdah
		157.	Howrah	Uluberia
		158.	Hooghly	Serampur
		159.	Hooghly	Bandel
		160.	South 24 Parganas	Joka (ESIC)
		161.	West Burdwan	Durgapur

\* Non-functional hospital

#### Annexure 2

		LIST OF INSTITUTIONS
А		Medical Colleges (year of setting up)
	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)
В		Post – Graduate Institutes
	1	ESI-PGIMSR Basaidarapur Delhi (2011)
	2	ESI-PGIMSR Andheri, Mumbai (2011)
	3	ESI-PGIMSR Maniktala, Kolkata (2013)
С		Dental Colleges
	1	ESIC Dental College, Rohini, Delhi (2010)
	2	ESIC Dental College, Gulbarga, Karnataka (2017)
D		Nursing Colleges
	1	College of Nursing, Indiranagar, Bangalore (2013)
	2	College of Nursing, Gulbarga, Karnataka (2015)
Е		Para-Medical Institute
	1	ESIC Paramedical Institution, Gulbarga, Karnataka (2019)

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### Chapter-7

### LABOUR WELFARE

#### Labour Welfare Organisation (LWO)

**7.1** Labour Welfare Organisation (LWO) under Ministry of Labour & Employment administers labour welfare schemes for specified categories of unorganised workers. The Scheme becomes a medium to enhance and enrich the living standards of the workers who belong to unorganized and economically weaker sections of the society having very low literacy rate, poor health standards and low per capita income.

**7.2** The basic objective of the labour welfare scheme is to extend social assistance to more than 50 lakh poor and illiterate Beedi/Cine/Iron, Manganese, Chrome / Limestone & Dolomite/ Mica Mine workers and their family members.

7.3 Earlier the scheme was managed through Welfare Funds created under Acts of Parliament. There were five Welfare Fund Acts viz The Beedi workers Welfare Fund Act.1976: The Limestone and Dolomite Mines Labour Welfare Fund Act, 1972; The Mica Mines Labour Welfare Fund Act 1946; The Iron Ore, Manganese Ore and Crome Ore Mines Labour Welfare Fund Act 1976; The Cine Workers Welfare Fund Act, 1981. The fund used to be financed by collecting Cess under respective Cess Acts / Fund Acts. There were three Cess Acts viz The Beedi workers Welfare Cess Act,1976; The Iron Ore, Manganese Ore and Crome Ore Mines Labour Welfare Cess Act 1976; The Cine Workers Welfare Cess Act, 1981. The provisions of cess collection in respect of Limestone and Dolomite Mines Labour and Mica Mines Labour were contained in respective Welfare Fund Act. However, all the Cess Acts have now been repealed and four Fund Acts have also been repealed. Now the scheme is financed through grant from the government in the Labour Welfare Fund.

**7.4** The scheme of Welfare Funds is outside the framework of specific employer and employee relationship in as much as the resources are provisioned by the Government on a non-contributory basis and welfare services are delivered 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.

**7.5** The LWO is headed by Director General (Labour Welfare) He is assisted by eighteen Welfare Commissioners having specified territorial jurisdiction for the purpose of administration of labour welfare scheme.

**7.6** Administration of these Welfare Funds in the States is looked after by eighteen (18) Offices of Welfare Commissioners (Central) which are Sub-ordinate offices of the Ministry of Labour & Employment. The jurisdiction of each Welfare Commissioner has been shown in the Table below:

WELFARE COMMISSIONERES AND THEIR JURISDICTION			
Name of Region /           SI.No.         O/o Welfare Commissioner (Central)   States covered		States covered	
1.	Ahmedabad	Gujarat, Diu	

2.	Ajmer	Rajasthan
3	Lucknow	Uttar Pradesh
4.	Bangaluru	Karnataka
5.	Bhubaneswar	Orissa
6.	Chandigarh	Punjab, Delhi, Chandigarh, Haryana
7.	Chennai	Tamil Nadu, Puducherry
8.	Dehradun	Uttarakhand, Himachal Pradesh
9.	Guwahati	Assam, Meghalaya, Nagaland, Tripura, Arunachal Pradesh, Manipur, Mizoram
10.	Hyderabad	Andhra Pradesh, Telangana
11.	Jabalpur	Madhya Pradesh
12.	Thiruvananthapuram	Kerala, Lakshadweep
13.	Kolkata	West Bengal, Andaman & Nicobar, Sikkim
14.	Nagpur	Maharashtra , Goa, Dadar Nagar Haveli & Daman
15.	Patna	Bihar
16.	Ranchi	Jharkhand
17.	Raipur	Chhattisgarh
18.	Srinagar	UT of Jammu and Kashmir & UT of Laddakh

## Beneficiaries of Labour Welfare Schemes (LWS)

**7.7** The beneficiaries of these schemes are registered Beedi /Cine/ Non-Coal Mine Workers

- Iron, Manganese, Chrome (IOMC)/ Limestone & Dolomite (LSDM)/ Mica Workers and their family members. The state wise details of registered workers are as below:

### State/UT wise details of registered Beedi Workers/Cine/ Non-Coal Mines

SI.No.	Name of Region	Name of State/UT	Registered Beedi Worker	Non-coal Mines Worker (Approx.)	Registered Cine Workers
1.	Ahmedabad	Gujarat	39011	2761	0
2.	Ajmer	Rajasthan	38791	35000	0
3.	Lucknow	Uttar Pradesh	412757	0	0

4.	Bangalore	Karnataka	295501	10331	3663
5.	Bhubaneswar		208212	35000	626
5.	Briubarieswai	Odisha	200212	55000	020
6.	Hyderabad	Andhra Pradesh/ Telangana	458040	26300	16200
7.	Jabalpur	Madhya Pradesh	440556	7308	0
8.	Kolkata	West Bengal	1829203	0	4057
9.	Guwahati	Assam	24398	0	325
10.	Thiruvananthapuram	Kerala	40276	0	3717
11.	Nagpur	Maharashtra	155089	51	1517
12.	Patna	Bihar	296972	0	0
13.	Raipur	Chhattisgarh	3893	6077	0
14.	Tirunelveli	Tamil Nadu	603076	0	14502
15.	Ranchi	Jharkhand	136519	2500	0
16.	Dehradoon	Uttrakhand	0	136	0
	Total		49,82,294	1,25,464	44,607

# Components of Labour Welfare Scheme (LWS)

**7.8** The Labour Welfare scheme has 3 (three) components viz. i) Revised Integrated Housing Scheme (RIHS 2016), ii) Health Scheme and iii) Financial Assistance for Education to the Wards of Beedi/Cine/ Non-Coal Mine Workers.

**7.9 Housing Scheme:** Revised Integrated Housing Scheme (RIHS)

A revamped housing scheme (RIHS, 2016) was introduced in December, 2016 provisioning a subsidy of Rs.1,50,000 per beneficiary household. The subsidy is released through DBT mechanism in three instalments of 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).

The scheme has now been converged with Pradhan Mantri Awaas Yojna (PMAY). Thus, the scheme has attained sunset and as such no fresh application under this scheme is being accepted. However, the pending installments payable under this scheme to the beneficiaries are being released till 31.03.2024.

Details of subsidy under RIHS during FY 2023-24 is as under:-

01.04.2023-31.12.2023 (Actuals)		1.1.2024 - 31.3.2024 (Estimates)	
Expenditure Beneficiary		Expenditure	Beneficiary
11.44 Crore	3577	43.20 Crore	6664

**7.10 Health Scheme :** Health care facilities are being provided to Beedi, Cine and Non-Coal Mine workers and to their family members through 10 Hospitals and 277 Dispensaries located across the country. Under this scheme

OPD facility is provided to the workers and their family members. Apart from OPD facility, reimbursement of expenditure for specialized medical treatment in case of following critical diseases is also provided :

Cancer	Reimbursement of expenditure up to Rs. 7,50,000/ on treatment, medicines and diet charges incurred by workers, or their dependents.
Tuberculosis	Reservation of beds in T.B. Hospitals and domiciliary treatment for workers. Subsistence allowance of Rs. 750/- to Rs. 1000/- p.m is granted as per the advice of the treating physician.
Heart Diseases	Reimbursement of expenditure up to Rs. 1,30,000/- to workers.
Kidney Transplantation	Reimbursement of expenditure up to Rs. 2,00,000/- to workers.
Hernia, Appendectomy, Ulcer, Gynecological diseases and Prostrate diseases	Reimbursement of expenditure up to Rs. 30,000/ - to workers and their dependents.

**Mobile Dispensaries:** One of the distinguishing features of the health scheme is that the Labour Welfare Organisation provides the Health Care benefits to workers and their families at door step through its Medical Mobile Units located across the country.

Details of the beneficiaries under Health Scheme during FY 2023-24 is as under:-

01.04.2023 -31.12.2023		
Expenditure Beneficiary		
5.95(Crore)	13,64,916	

**7.11 Education Scheme:** 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. 1000/- to Rs. 25,000/- per student per year. The benefits under the scheme are being transferred through DBT mechanism 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 under this scheme on the NSP portal.

#### Revised rate of financial assistance from the year 2022-23

Financial Assistance for education		
	Financial Assistance Rate w.e.f. 2022-23 (Amount in Rs. Per annum per student)	
Class	Both girls and boys	
I to IV (for purchase of dress/books etc.)	1000	

V to VIII	1500
IX	2000
Х	
Class XI & XII	3000
ITI	
Polytechnic	6000
Degree Course (Including B.ScAgri)	
Professional Courses (BE/MBBS/MBA)	25000

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

Details of financial assistance for education during FY 2023-24 is as under:

01.04.2023-31.4	12.2024 (Actuals)	1.1.2024-31.3.2024 (Estimates)	
Expenditure Beneficiary		Expenditure Beneficiar	
21.69(Crore)	68,016	2.76 (Crore)	9,651

#### 7.12 Campaign for Unorganized Workers

- Awareness Programme: Various camps are being organized across the country by the Labour Welfare Organisations in their respective jurisdictions to spread the awareness in respect of various welfare and other schemes like PM-SYM, E-Shram, PMSBYM, PMJJBY, PM-Svanidhi, etc. run by Government of India for the workers of unorganized sector.
- **Registration Camps** : The Labour Welfare Organisations organize camps with the help of CSC, nodal banks and concerned state governments to register the workers of unorganized sector in various social security schemes.
- 7.13 Representation in State BOCW Welfare Board : Welfare Commissioners are the member of BOCW Welfare Board.

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### **UNORGANISED WORKER**

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

**8.2** The unorganised workers suffer from cycles of 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

8.3 The Unorganised Workers' Social Security Act 2008 has been subsumed in the Code on Social Security, 2020. The Code is yet to come into force. For the first time, provisions have been made to register all the unorganised workers on a National Portal. Accordingly, the eShram portal was launched on 26.8.2021 for creation of a comprehensive National Database of Unorganised Workers, which is seeded with Aadhaar. It has details of workers such as name. occupation, address, educational qualification, skill types etc. for optimum realisation of their employability and extend the benefits of the social security schemes to them. It is the firstever national database of unorganised workers including migrant workers, construction workers, gig and platform workers, etc. As on 31.12.2023,

more than 29.27 crores workers have been registered on eShram portal. It is expected that in coming months more workers of unorganised sectors will be registered under this portal. The key objectives of the Portal are as under: -

- Creation of a centralised database of all unorganised workers including Construction Workers, Migrant Workers, Platform workers, Street Vendors, Domestic Workers, Agriculture Workers, etc. verified with Aadhaar.
- 2. To improve the implementation efficiency of the social security services for the unorganised workers.
- **3.** Integration of Social Security Schemes meant for unorganised workers being administered by MoLE and subsequently those run by other ministries as well.
- 4. Sharing of information in respect of registered unorganised workers with stakeholders such as Central 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.
- Portability of the social security and welfare benefits to the migrant and construction workers. Providing a comprehensive database to Central and State Governments for tackling any National Crises like COVID19 in future.

#### 8.4 Pradhan Mantri Shram Yogi Maandhan (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 31-12-2023 over 49.74 Lakhs beneficiaries have been registered under the scheme.

8.5 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 interest as applicable in the scheme.

**8.6** Enrolment to Pradhan Mantri Shram Yogi Maandhan is done through the Common Service Centres (CSC), with its network of 4 lakh Centres across the country. In addition eligible persons can also self-enroll through visiting the portal www.maandhan.in . Life Insurance Corporation of India (LIC) is the Pension Fund Manager and responsible for pension pay-out.

**8.7** 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.

Various New Modules have been launched in PM-SYM In voluntary EXIT Module Voluntary EXIT Module Claim Status View Account Statement Revival Module

#### 8.8 National Pension Scheme for Traders, Shopkeeper and Self Employed Persons:

National Pension Scheme for Traders, Shopkeeper and Self-Employed Persons (Erstwhile name was Pradhan Mantri Karam Yogi) was launched on 12.09.2019 by the Hon'ble Prime Minister. The eligibility and other features of the scheme are similar to PM-SYM Scheme. It is also a voluntary and contributory pension scheme. In this scheme the annual turnover should not exceed Rs. 1.5 Crore and the subscribers should not be member of EPFO/ESIC/NPS/ PM-SYM and he should not be an income tax payee. As on 31-12-2023 more than 53 thousand beneficiaries have been registered under the prescribed scheme.

The Scheme is being implemented through LIC of India and Common Services Centres – Special Purpose Vehicle (SPV). Enrolment of the beneficiaries is done through the Common Service Centres (CSC), with its network of 4 lakh Centres across the country and also self-enroll through visiting the portal www.maandhan.in. Life Insurance Corporation of India (LIC) is the Pension Fund Manager and shall be responsible for pension pay-out.

#### THE BUILDING AND OTHER CONSTRUCTION WORKERS

**8.9** The construction workers constitute one of the largest categories of workers in the unorganized sector. 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;

**8.10** 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.

**8.11** These legislations regulate the employment and conditions of service, safety, health and welfare measures for the building and other construction workers through State Welfare Boards constituted at the State level. All State Governments and Union Territories have constituted State Welfare Boards. Welfare measures are financed by levy of cess on cost of construction work incurred by an employer (the Government has notified the cess @ 1%).

**8.12** 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. 141855.23 Crore (cumulative) has been collected as Cess by the State Governments and Union Territories till date and an amount of approx. Rs. 70701.56 Crore (cumulative) has been spent on the Welfare

Scheme for Building and Other Construction workers by the State Governments and the Union Territories.

8.13 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 provisions 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.

**8.14** Implementation of the Building and Other Construction Workers (RE&CS) 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.

**8.15** Subsequently, several meetings have taken place to monitor the implementation of the provisions of the BOCW (RE&CS)Act, 1996 and review the Model Welfare Schemes from time to time. Feedback were also received from the stake holders. An addendum thereon has been issued and also forwarded to all the State/UT Governments in December, 2023 with the following guidelines:

- i. The State/UT BOCW Welfare Boards should have integration with e-Shram Portal
- ii. Onboarding of BOC workers on e-Shram Portal and they should have e-Shram Universal Account Number (UAN)
- iii. Portability of benefits to BOC workers
- iv. Opening of Special Educational / Training Institutions for the wards of registered BOC workers
- v. Construction of School building for the wards of BOC workers
- vi. Facilitation Centres for registration of BOC workers by the State BOCW Welfare Boards
- vii. Coordination between destination and source states and relevant authorities for portability of benefits and address issues relating to migrant workers

**8.16** 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 Lifelong 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.

In the matter of convergence of BOCW 8.17 and Ayushman Bharat PM-JAY to bring all BOC Workers under the fold of Ayushman Bharat PM-JAY, 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 of Bihar, Uttar Pradesh, Chandigarh, Madhya Pradesh and Nagaland had started implementing the scheme relating to extending the benefits of Ayushman Bharat -Pradhan Mantri Jan Arogya Yojana (AB PM-JAY) to Building and Other Construction Workers (BOCW) and their families registered with State BOCW Welfare Boards. Further, all other States/ UTs have been advised to take it up in Phase-II.

**8.18** An Order under Section 60 of BOCW Act, 1996 has been issued to the Chief Secretary/Administrators of all States/UTs; All Principal Secretary/Secretary/Commissioner of Labour; and, All Secretary, BOCW State Welfare Boards regarding use of Direct Benefit Transfer (DBT) for cash assistance and restriction on distribution of benefits in-kind to the registered BOCW workers by the State Building and Other Construction Workers' Welfare Board.

The said Order, inter-alia, directs the States/UTs that any monetary assistance under the welfare schemes are to be provided through Direct Benefit Transfer (DBT) only in the beneficiary's bank account; and, No benefit is to be provided

in-kind except in extra-ordinary circumstances such as natural calamities, epidemics, fire, accidents caused due to occupational hazard or similar other crisis, and with prior approval of the State Government and intimation to DG Labour Welfare, Govt. of India.

**8.19** 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.

**8.20** Meetings of Monitoring Committee, constituted to Monitor implementation of direction issued from time to time by the Central Government under Section (60) of Building and Other Construction Workers (RE&CS) Act, 1996 specifically with reference to utilization of cess fund for welfare scheme for BOC workers, were held on in May, 2023 and October, 2023 with the Principal Secretaries/Secretaries of Labour Department of States/ UTs Governments.

**8.21** As per statutory mandate under BOCW (RE&CS) Act, 1996, Central Building and Other Construction Workers' Advisory Committee (CAC) meeting was held on November, 2023 at V.V Giri National Labour Institute (VVGNLI), Noida, Uttar Pradesh to discuss various issues related to administration of the provisions of the said Act and welfare of the BOC Workers.

**8.22** Two conferences were held with the State/UT labour secretaries during June, 2023 at Agra and in November, 2023 at Bharat Mandapam, New Delhi to discuss various issues related to labour laws and welfare schemes including the aspects related to collection and

utilisation of Cess for Building and Other Construction Workers and Migrant workers.

**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 their provisions relating to Safety and Social Security of the BOC Workers have been subsumed in the Occupational Safety, Health and Working Conditions Code, 2020 (OSH Code, 2020) and the Code on Social Security, 2020 (SS Code, 2020). Both the codes have been notified on 29.09.2020.

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

**8.24** In order to safeguard the interest of the Migrant workers, the Central Government had 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.

**8.25** 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.

**8.26** With the implementation 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 59-65 of Chapter XI (Part-II), OSH Code.

**8.27** 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/-permonth.

**8.28** 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.

**8.29** 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

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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 interstate 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.

**8.30** 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.

### **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.

#### <u>Central Sector Scheme for Rehabilitation of</u> <u>Bonded Labourer, 2021</u>

**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 case of North Eastern States, 100% central assistance were provided 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 lakhs per adult male beneficiary, Rs. two lakhs 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. three lakhs 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 lakhs per district for conducting survey of bonded labourers once in every three years for sensitive district, Rs. 1.50 lakhs 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 upto Rs. 30,000/- may be provided to the rescued bonded labour by the District Administration irrespective of the status

of conviction proceedings. Further, in case, 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 which would be renewable for extending immediate help to the released bonded labourers.
- The above benefits are in addition to other cash or non-cash benefits provided by the States.

A total no. of 3,15,755 bonded labourers have been released and Rs. 10,469 lakhs have been released /reimbursed to the State / UT Governments under Scheme for rehabilitation of bonded labourers till 31.12.2023. Further, Rs. 1127.94 lakh has been provided to State /UT Govt towards conducting survey, awareness generation and evaluatory studies till 31.12.2023.

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### **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 is 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 Board is 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. Till 28th May, 2022, 101 meetings of the Central Advisory Contract Labour Board have been held.

**10.6** So far, 95 notifications 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.

**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 thereunder.

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 labourers 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) 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 various Government Services are being made available to the citizens electronically, Ministry of Labour and Employment has further made available the following facilities: -

- Filing of unified annual return mandatorily 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 29the December, 2017.
- 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 No. 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 application 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

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### **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 2022-23, 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 35.9% at all India level and it was 40.7% rural areas as compared to 23.5% 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 37% at all India level, and it was 41.5% in rural areas as compared to 25.4% 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 2.9% at all India level, and it was 1.8% in rural areas as compared to 7.5% in urban areas.

#### **EQUAL REMUNERATION ACT, 1976**

11.3 The ILO Convention No.100 of 1951

relating to equal remuneration for men and women was ratified by the Government of India in the year 1958. To give effect to the Constitutional provisions and also to ensure the enforcement of ILO Convention No.100, the Equal Remuneration Act was enacted on 1976.

**11.4** The Equal Remuneration Act, 1976 provides for payment of equal remuneration to men and women workers for same work or work of similar nature without any discrimination and also prevent discrimination against women employees while making recruitment for the same work or work of similar nature, or in any condition of service subsequent to recruitment such as promotions, training or transfer. The provisions of the Act have been extended to all categories of employment. The Act is implemented at two levels viz. Central level and State level. At the Central sphere, the enforcement of the act is entrusted to the Chief Labour Commissioner (Central) who heads the Central Industrial Relations Machinery (CIRM).

**11.5** In cases where the State Government is "appropriate authorities", the enforcement of the provisions of Equal Remuneration Act is done by the officials of State Labour Departments. The State Governments/Union Territories are being advised from time to time to ensure more rigorous enforcement of the Act so as to improve the condition of women workers. However, this Act has now been subsumed in the Code on Wages, 2019, which has been notified on 08.08.2019. The Code on Wages, 2019 will come into force on such date as notified by the Government.

#### MATERNITY BENEFIT ACT, 1961

**11.6** The Government is sensitive to the need

for family and social policies aimed at reconciling work and family obligations. The Government has amended the Maternity Benefit Act 1961 in the year 2017 vide enactment of Maternity Benefit (Amendment) Act 2017 which, inter-alia, provides for increased paid maternity leave from 12 weeks to 26 weeks and provisions for facility of crèche in the establishments having 50 or more employees. Detailed provisions of the amended Maternity Benefit Act have been given in the box attached to this chapter.

**11.7** The Act also provides where the nature of work assigned to a woman is such, for her to work from home after availing maternity leave for such period and conditions, mutually agreed by the employer and woman, where nature of. Vide an advisory dated 1st June, 2021, the Ministry requested the State Governments to advise the employers to allow work from home, wherever nature of work so allows, for nursing mothers at least for a period of one year from the date of birth of the child.

#### **CHILD CARE CENTRES**

**11.8** Statutory provisions have been made in certain Labour laws for organizing child care centers for the benefit of women workers. These include Factories Act, 1948, the Beedi & Cigar Workers (Conditions of Employment) Act, 1966, the Mines Act, 1952, the Plantation Act, 1951 and the Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.

#### **COMPLAINT COMMITTEE**

**11.9** A complaint Committee to deal with the complaints of sexual harassment of women employees at workplace of Ministry of Labour & Employment has been reconstituted. The Committee will deal with complaints, if any, of sexual harassment of employees of (a) Ministry of Labour & Employment (Main Secretariat), (b) Directorate General of Employment (DGE), (c) Office of the Chief Labour Commissioner (Central), (d)Pay & Accounts Office of Ministry of

Labour & Employment in the Main Secretariat/DGE/CLC(C).

#### **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 Workers Education) to have more participation of Women Workers in Board's various training programmes. During the year 2023-24 (upto November, 2023) 2,13,754 women participated in Board's various training Programmes. Among 2,13,754 total women workers, 44,250 were from SC category and 21,744 from ST Category and 1,47,760 from other category.

**11.11** The Dattopant Thengadi National Board for Workers Education & Development conducted special programmes under Azadi Ka Amrit Mahostav (AKAM) from April, 2023 to November, 2023, total 208 number of Special programmes were conducted in which 19,339 participants took part. The theme of the programme was Women Empowerment. The women were made aware about their rights and duties and provisions under various Labour Legislation 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 (VVGNLI), 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 VVGNLI's Commitment to promote gender equality for creating gender inclusive societies. Considering training as a transformative process aiming to provide knowledge, skills, altitudinal and

behavioural change, the Institute conducts training programmes on various dimensions of gender. Fifteen training programmes & Workshops conducted exclusively on various issues related to gender and women empowerment in which 441 women participated are as follows:

## Training programme on Gender and Women (January 2023-December 2023)

- Webinar on Enhancing Capacity in Preventing Sexual Harassments at the Work in collaboration with SLI - January 19-20, 2023
- International Labour Standards and Promotion of Gender Equality at the Workplace - January 16-February 03, 2023
- 3. Mainstreaming Gender Issues in the Employment - March 20-24, 2023
- 4. Women in the Changing world of work: Issues and Prospects- March 7, 2023
- Workshop on the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 -March 22, 2023
- 6. Facilitating Gender Sensitive Environment: A Behavioural Approach-April 10-14, 2023
- 7. Gender and Labour Issues April 17-21, 2023
- 8. Capacity Building Programme for Domestic Workers - May 01-04, 2023
- 9. Developing Skill Development Strategies for Women Workers in the Informal Economy - May 08-12, 2023
- 10. Enhancing Capacity in Preventing sexual Harassment at the Workplace - July 11-13,2023
- 11. Gender and Entrepreneurship together Oct. 09-13, 2023

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- 12. Gender and Entrepreneurship together -Nov 28- December 01, 2023
- Gender, Work and Social Protection for the North Eastern Region - July 03-07, 2023
- Gender Issues in Labour : A Behavioural Approach for North Eastern States -August 21-25,2023
- Skill Development of Women for Employability and Entrepreneurship -August 21-25,2023
- **11.13** The proposed training programmes to be organized from January March, 2024
- Online Training Programme on Strengthening Awareness on Labour issues and laws pertaining to women workers in the North Eastern States- Mar 04-08, 2024

#### 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 to connect with the right opportunities. Aspecific tile "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 drive conducted by the Model Career Centres.

**11.15** The Employment Exchanges take special care to cater to the job needs of women registered with them. During the year 2021, total 81.1 thousand and during 2022, total 122.7 thousand women were placed in various employments.

**11.16** The placement made by the employment exchanges is given at Chapter-24 (table 24.2).

#### Table 11.1

#### **EMPLOYMENT OF WOMEN – PROTECTIVE LEGAL PROVISIONS**

Name of the Enactment	Protective Provisions					
1. The Beedi & Cigar Workers	14. Creches:-					
2. The Plantation Labour Act,1951	<ul> <li>and changing their clothes;</li> <li>(c) requiring the provision in any industrial premises for free milk or refreshment or both for such children;</li> <li>(d) Requiring that facilities shall be given in any industrial premises for the mothers of such children to feed them at necessary intervals.</li> <li>Provision of crèches in every plantation wherein fifty or more women workers (including women workers employed by</li> </ul>					
	any contractor) are employed or where the number of children of women workers (including women workers					

	<ul> <li>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> </ul>
	• 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
3. The Contract Labour (Regulation & Abolition) Act,1970	<ul> <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>
4. The Inter State Migrant Workmen (Regulation of Employment & Conditions of Service) Act,1979	Section 44 Creche 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 than twenty women as migrant workmen in new establishment.
	2.	One of such rooms shall be used as
		playroom for the children and the other as bedroom for the children.
	3.	
		crèche within the time laid down, the
		same shall be provided by the Principal
		Employer within fifteen days of the expiry of the time allowed to the
		Contractor.
	4.	The contractor or the principal employer
		as the case may be, shall supply adequate number of toys and games in
		the play rooms and sufficient number of
	l _	cots and beddings in the sleeping room.
	5.	The crèche shall be so constructed as to afford adequate protection against heat,
		damp, wind, rain and shall have smooth,
		hard and impervious floor surface.
	6.	The crèche shall be at a convenient distance from the establishment and
		shall have adequate supply of
		wholesome drinking water.
	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.
5. The Factories Act,1948	•	Provision of crèches in every factory
	_	wherein more than thirty women workers
		are ordinarily employed. Employment of women in factory is
	•	prohibited except between the hours of
		6.00 A.M. to 7.00 P.M. However, in
		exceptional circumstances, 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

	<ul> <li>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 opener is at work.</li> </ul>
6. The Mines Act,1952	<ul> <li>The employment of women, in underground and between 7:00 pm and 6:00 am in above-ground and opencast mines, was restricted under Section 46(1) of the Mines Act, 1952.</li> </ul>
	<ul> <li>The Central Government relaxed these restrictions vide Gazette Notification No. SO 506(E), dated January 29, 2019 subject to ensuring the safety, security, and health of women.</li> </ul>
	<ul> <li>In this regard, the Directorate General of Mines Safety (DGMS) issued guidelines vide DGMS(Legis)/Circular No.02 on May 24, 2019, for framing SOPs to be adopted by mine owners/managements during the employment of women in their respective mines.</li> </ul>
	• The relaxation granted by the Central Government has yielded positive outcomes, with a notable increase in women joining the mining industry. Employers have demonstrated increased motivation to hire a greater number of women employees.
	<ul> <li>The employment of women in the mining industry has consistently risen as presented below:</li> </ul>
	YearAbove opencastGround Ground2020642020217125202214357

	<ul> <li>Women in mining now hold diverse roles, like Mine Managers, Mining Engineers, Geologists, Maintenance Engineers, and Heavy Earth Moving Machinery operators, among others.</li> <li>In a historic milestone for India, the All-India Mines Rescue Competitions-2023, conducted in December 2023 in Ramagundam, Telangana, witnessed a fully constituted women's rescue team showcasing exceptional skills and competence for the first time.Regarding providing adequate facilities, DGMS have advised mine management to frame Standard Operating Procedure (SOP) for deployment of women during night hours.</li> </ul>
7. The Maternity Benefit Act,1961	<ul> <li>Following benefits are available under the Maternity Benefit Act 1961:-</li> <li>26 Weeks of maternity leave out of which eight weeks before the expected date of delivery for upto 2 surviving children. For woman having two or 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> </ul>
	<ul> <li>Light works for 10 weeks.</li> </ul>

	<ul> <li>Immunity from dismissal during absence of pregnancy.</li> <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</li> </ul>
8. The Equal Remuneration Act, 1976	<ul> <li>establishment with daily four visits.</li> <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	are as under:-
10. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act,1996	<ul> <li>Section 35</li> <li>Creches</li> <li>1. In every place wherein, 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>2. Such rooms shall-</li> </ul>

	a. provide adequate accommodation;
	<ul> <li>b. be adequately lighted and ventilated;</li> </ul>
	<ul> <li>be maintained in a clean and sanitary condition</li> </ul>
	<ul> <li>be under the charge of women trained in the care of children and infants.</li> </ul>
11. The Occupational Safety, Health and Working Conditions Code, 2020.	Section 24(3) - Welfare facilities in the establishment, etc.
	(3) 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.
	Section 43 - Employment of women.
	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.
	Section 44- Adequate safety of employment of women in dangerous operation.
	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.
	Section 82 - Dangerous Operations - 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 — (b) prohibiting or restricting the employment of pregnant women in the manufacturing
	process or operations; Section 93 (2) Safety - The State Government may prescribe for special safeguards for employment of women or adolescents in using or handling hazardous chemicals.
	Section 135 - Power of State Government to make rules-
	(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.
	(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: —
	<ul><li>(u) for prohibiting or, restricting employment</li><li>of women or adolescents under sub-section</li><li>(2) of section 93</li></ul>
	Section 18 (2)(f) of the OSH & WC code, 2020
	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- SI. No. 7 - prohibition of employment of women, children and adolescent near cotton openers.
12. The Industrial Employment (Standing Orders) Act,1946	<ul> <li>Provision regarding safeguards against sexual harassment of women workers at their work places.</li> </ul>

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### **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:**

#### <u>Article 21 A</u>

#### **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 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 of Labour & Employment 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 data. Now complaints of child labour can be registered electronically on the Portal to the concerned District Nodal Officers (DNOs) for taking prompt action.

**12.9** The year-wise budget allocation and expenditure incurred under the scheme during lastfive years are as under:

<b>/</b> •	、
(in	crore)
(111	CIDIE

Veer	Dudaat	
Year	Budget	Expenditure
	Allocation	
	(Final Grant)	
2019-20	78.00	77.47
2020 -21	49.00	41.20
2021-22	20.00	18.45
2022-23	20.00	15.93
2023-24	10	0.67
		(Up to 19
		Dec. 2023)

# 12.10 Coordination and Convergence among Agencies

- Coordination with Ministry of Women and Child Development – sharing of information from child helpline, surveys or portals of M/o WCD for identification of child labour.
- Coordination with Department of School Education & Literacy – At the school level reporting of children who have been consistently absent from school for 30 days and ensuring enrolment and retention of all children; and at the State and Central level inclusion of information about child labour in the syllabus and education material is key in ensuring prevention of child labour.
- Coordination and convergence with local level skill development department can ensure skill training of young persons to protect them from being employed in hazardous labour.

## Provision of Child & Adolescent Labour Rehabilitation Fund:

12.11 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

#### "PARTA

Hazardous occupations and processes in which adolescents are prohibited to work and children are prohibited to help

- 1. Mines and Collieries (underground and underwater) and related work in,-
  - (i) stone quarries;
  - (ii) brick kilns;
  - (iii) preparatory and incidental processes thereof including extraction, grinding, cutting, splitting, polishing, collection, cobbling of stones or lime or slate or silica or mica or any other such element or mineral extracted from the earth; or
  - (iv) open pit mines
- 2. Inflammable substances and explosives such as -
  - (i) production, storage or sale of fire crackers;
  - (ii) for manufacture, storage, sale,

loading, unloading or transport of explosives as defined under the Explosives Act, 1884 (4 of 1884);

- (iii) work relating to manufacturing, handling, grinding, glazing, cutting, polishing, welding, moulding, electroplating, or any other process involving inflammable substances;
- (iv) waste management of inflammable substances, explosives and their byproducts; 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.
- Non-ferrous Metallurgical Industries: Primary Metallurgical Industries, namely zinc, lead, copper, manganese and aluminum.
- Foundries (ferrous and non-ferrous): Castings and forgings including cleaning or smoothening or roughening by sand and shot blasting.
- 6. Coal (including coke) Industries:
  - (i) Coal, Lignite, Coke, similar other substance;
  - (ii) Fuel Cases (including Coal Gas, Producer Gas, Water Gas).
- 7. Power Generating Industries.
- 8. Pulp and paper (including paper products) Industries.

- 9. Fertilizer Industries:
  - (i) Nitrogenous;
  - (ii) Phosphatic;
  - (iii) Mixed.
- **10.** Cement Industries: Portland Cement (including slag cement, puzzolona cement and their products).
- 11. Petroleum Industries:
  - (i) Oil Refining;
  - (ii) Lubricating Oils and Greases.
- 12. Petro-chemical Industries.
- **13.** Drugs and Pharmaceutical Industries: Narcotics, Drugs and Pharmaceuticals.
- **14.** Fermentation Industries (Distilleries and Breweries).
- **15.** Rubber (Synthetic Industries).
- **16.** Paints and Pigment Industries.
- **17.** Leather Tanning Industries.
- **18.** Electro-plating Industries.
- 19. Chemical Industries:
  - (i) Coke Oven By-products and Coaltar Distillation products;
  - (ii) Industrial Gases (nitrogen, oxygen, acetylene, argon, carbon dioxide, hydrogen, Sulphur dioxide, nitrous oxide, halogenated hydrocarbon, ozone, similar other gas);
  - (iii) Industrial Carbon;
  - (iv) Alkalies and Acids;
  - (v) Chromates and dichromates;
  - (vi) Lead and its compounds;
  - (vii)Electro chemicals (metallic sodium, potassium and magnesium,

chlorates, per chlorates and peroxides);

- (viii) Electro thermal produces (artificial abrasive, calcium carbide);
- (ix) Nitrogenous compounds (cyanides, cyanamides, and other nitrogenous compounds);
- (x) Phosphorus and its compounds;
- (xi) Halogens and Halogenated compounds (chlorine, flourine, bromine and iodine);
- (xii)Explosives (including industrial explosives and detonators and fuses).
- **20.** Insecticides, Fungicides, Herbicides and other pesticides industries.
- **21.** Synthetic Resin and Plastics.
- 22. Man-made Fiber (Cellulosic and noncellulosic) 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 Ito 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.

#### PARTB

#### List of occupations and processes where children are prohibited to help in family or family enterprises (in addition to PARTA)

#### Occupations

Any occupation concerned with -

- transport of passengers, goods or mails by railways;
- 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;
- 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;
- A port authority within the limits of any port;
- 6. automobile workshops and garages;
- 7. handloom and powerloom industry;
- 8. plastic units and fiberglass workshops;
- 9. domestic workers or servants;
- **10.** dhabas (roadside eateries), restaurants, hotels, motels, resorts;
- 11. diving;
- **12.** circus;
- 13. caring of Elephant;
- 14. power driven bakery machine;
- **15.** shoe making.

#### Processes

- **1.** Carpet-weaving including preparatory and incidental process thereof;
- 2. Cement manufacture, including bagging of cement;
- **3.** Cloth printing, dyeing and weaving including processes, preparatory and incidental thereto;
- **4.** Shellac manufacture;
- 5. Soap manufacture;
- 6. Wool-cleaning;

- Building and construction industry including processing and polishing of granite stones; hauling and stacking materials; carpentry; masonry;
- Manufacture of slate pencils (including packing);
- 9. Manufacture of products from agate;
- **10.** Cashew and cashew nut descaling and processing;
- 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;
- Fabrication workshops (ferrous and nonferrous);
- **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;
- 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;

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- (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."

## 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 the 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 oneyear Diploma Course in Industrial Safety, threemonths Certificate Course in Industrial Health (Associate Fellow of Industrial Health-AFIH), four-weeks Specialized Certificate Course in Safety and Health for Supervisory Personnel working in Hazardous Process Industries etc.

**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 four divisions/ cells, namely, Factory Advice Service Division, Dock Safety Division, Awards Cell, and Construction Advisory Service Division.

**13.3** The Central Labour Institute in Mumbai started working from 1959 and was shifted to its present premises in February, 1966. Over the

### OCCUPATIONAL SAFETY & HEALTH

years, the Institute has grown and assumed the status of a major National Resource Centre with the following divisions:

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

**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) in Chennai, Faridabad, Kanpur and Kolkata serve the respective regions of the country they are located in. 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.

#### 13.7 The total strength of DGFASLI

organisation as on 31<sup>st</sup> December, 2023 is given in box as below:

Name of the	G	roup /	Group B		Group C			Total				
Department	S	w	v	S	w	v	S	w	v	S	w	v
Head Quarters	10	8	2	0	0	0	14	8	6	24	16	8
CLI, Mumbai	22	16	6	6	5	1	81	48	33	109	69	40
RLI, Chennai	9	5	4	2	0	2	27	11	16	38	16	22
RLI, Faridabad	8	5	3	2	1	1	8	6	2	18	12	6
RLI, Kanpur	9	5	4	2	1	1	29	10	19	40	16	24
RLI, Kolkata	9	6	3	2	1	1	27	9	18	38	16	22
Inspectorates of Dock Safety	14	6	8	11	5	6	31	10	21	56	21	35
Total	76	51	30	25	13	12	217	102	115	318	166	152

#### Total strength of DGFASLI organisation (as on 31<sup>st</sup> December, 2023)

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.** 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. At Ennore Port, the enforcement is carried out by 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-month certificate course for qualified medical practitioners to be engaged as Factory Medical Officers in Occupational Health Centres in the Factories.
- 4-week Specialized Certificate Course for Supervisors employed in Hazardous Process industries under section 41C (b) of the Factories Act, 1948.
- 10-day Basic Course for newly recruited Inspectors of factories.
- 5-day Refresher Course for Senior Inspectors of factories.

- 15-day full time certificate course on Safety in Working at Height & Scaffolding.
- 15-day full time certificate course on Safety in Excavation and Tunneling.
- 15-day 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 (3 or more days duration), Short duration training programme (1 day 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

The Industrial Hygiene Division at CLI, Mumbai is concerned with the improvement of Industrial

Work Environment. The division comprises Industrial Hygiene Laboratory (IHL), Respiratory Equipment Testing Laboratory (RETL) and Non-Respiratory Equipment Testing Laboratory (NRETL). The RETL and NRETL labs carry out testing of indigenous Personal Protective Equipment (PPE) as pr the standards set by the Bureau of Indian Standards (BIS).

#### A. <u>Respiratory Personal Protective</u> Equipment Testing:

**13.18** The laboratories for respiratory personal protective equipment testing at Central Labour Institute, Mumbai tests the performance and efficiency of indigenous respiratory PPE such as Dust Masks, Canisters/Cartridge Gas Respirators, SCBAAir Quality equipment, etc. as per relevant BIS standards.

#### B. <u>Non-Respiratory Personal Protective</u> Equipment Testing:

**13.19** The laboratories for non-respiratory personal protective equipment testing at Central Labour Institute, Mumbai carries out testing of indigenous non-respiratory PPE such as Safety Helmets, Safety Shoes, Safety Goggles, Safety Belts and Welding Glasses etc. as per relevant BIS standards.

The details of Personal Protective Equipment tested by DGFASLI during the Jan 2023 to Dec 2023 are given in Annexure-IV.

#### 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, 2023 to 31<sup>st</sup> December, 2023
  - 1. Conducting Consultancy/ Study/ Survey/Audit

DGFASLI conducted a number of Study, Survey and Audits in the field of Occupational Safety and Health during the period Jan 2023 to Dec 2023 in various parts of the country. The details of these activities conducted by DGFASLI are given in **Annexure-V** 

# 2. 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. As a part of the collaboration, an "International Vision Zero Conference on Construction Safety" was organized on 8<sup>th</sup> February, 2023 at IIT Madras, by DGFASLI in collaboration with DGUV, Germany. The objective of the conference was to provide the necessary important technical inputs to the participants who are required to ensure safety and health of the workers engaged in construction sites.

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

DGFASLI has conducted 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 Jan 2023 to December 2023 is given in **Annexure-III.** 

# 4. Special Campaign 3.0 conducted successfully at DGFASLI

The Special Campaign 3.0 was successfully conducted at the Directorate General Factory Advice Service & Labour Institutes (DGFASLI) organization during the month of October 2023. The Campaign aimed to liquidate the pendencies with a primary focus on reducing pending matters, optimizing space utilization, and enhancing the overall workplace environment. During this period a total of 491 files were reviewed and 332 files were weeded out. A total of 120 sites in all field offices were cleaned and about 6600 sq. ft space was freed.

#### 5. Swachhata Campaign

The Swachhata Campaign was successfully conducted at the Directorate General Factory Advice Service & Labour Institutes (DGFASLI) organization during the month of September and October 2023. The Swachhata Hi Seva Pakhwada was celebrated from 15<sup>th</sup> September to 2<sup>nd</sup> October 2023 across the offices of DGFASLI. Various cleanliness activities were carried out during this period. As part of this Swachhata Abhiyan, a onehour cleaning operation, under the 'Ek Taarikh, Ek Ghanta, Ek Saath' was conducted in the campuses of DGFASLI offices. The 'Shramdaan' was preceded by the 'Swachhata Shapath', pledge to dedicate regular time to cleanliness activities, administered at each office of DGFASLI. Additionally, a cleanliness drive was carried out inside the office

buildings across DGFASLI offices and in the locality/areas surrounding the DGFASLI offices. Digital posters on *Swachhata Hi Seva* were prepared, along with posters addressing various aspects of *Swachhata* and OSH at the workplace. The campaign witnessed the active participation of both DGFASLI officials and students at CLI and RLIs.

#### 6. 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 firstever 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. So far, more than 8000 registration were made in the e-Shram portal through IDS offices of DGFASLI.

 ISO 9001:2015 Certification (Quality Management Systems) of CLI Mumbai and RLI, Chennai, Faridabad, Kanpur and Kolkata

ISO 9001:2015 Certificate has been granted to Central Labour Institute, Mumbai and Regional Labour Institute, Chennai, Faridabad, Kanpur and Kolkata under DGFASLI organisation on 25.03.2023.

8. 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. The details of these activities are mentioned in **Annexure-I.** 

- During the period January, 2023 to December, 2023 a number of training programmes on Occupational Safety and Health were conducted by DGFASLI. The details of these training programmes are mentioned in Annexure-II.
- 10. DGFASLI also maintains 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.
- **11.** Awareness campaign has been organised for the registration of unorganised workers in the e-Shram portal in all major ports.
- 12. Swachhata 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.

# Mining Sector, Labour Safety and Occupational Health

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

**13.21** Directorate General of Mines Safety (DGMS) is the Indian Government regulatory

body and is a sub-ordinate office to the Union Ministry of Labour & Employment. The headquarters of DGMS is located at Dhanbad, Jharkhand State.

It administers Mines Act 1952 and rules and regulations framed thereunder to ensure the 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. Apart from administering the Mines Act and Subordinate Legislation thereunder, DGMS also administers some other allied legislation in the mining sector. DGMS is headed by the Chief Inspector of Mines Safety).

**13.22** Minerals are depleting assets of a nation. Extraction of the same from below the surface of the earth is fraught with innumerable dangers. Mining has been and continues to be a hazardous profession. The condition of roof and sides of underground mines can change without any prior indication. Dangers due to sudden inrush of water, release of lethal and inflammable gases or the fall of roof and side are inherent to mining and it is essentially because of such unpredictable dangers that mining is considered the most hazardous of all peace-time occupations.

**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.

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.

#### The Electricity Act, 2003

 Part of the Central Electricity Authority (Measure relating to Safety and electric Supply) Regulation, 2023, applicable to mines, framed under the ELECTRICITY ACT, 2003.

#### 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

#### **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.
- 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
- e. DGMS Bulletin Quarterly
- 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.
- 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 four to five Regional offices under each Zonal office. Each Region is under the charge of Director of Mines safety. There are in all 38 such 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. 31.12.2023 shown below:

Category Of Officials	No. Of Sanctioned Post	No. Of Officials In Position
GROUP-A	277	186
GROUP-B (Gazetted)	34	26
GROUP-B (Non -Gazetted)	186	152
GROUP-C	229	189
GROUP C (MTS) Sanctioned for outsourcing	231	190
TOTAL	726 (Regular) & 231 (Outsourcing)	553 & 190 (Outsourced)

The table below shows the discipline –wise strength of the inspecting officers of DGMS (as on 31.12.2023)

SI.	Designation	Discipline							
No.		Minin	g	Elect	rical	Mech	anical	0.1	┥.
		S	Ρ	S	Ρ	S	Ρ	S	Ρ
1.	Director General	1	0	-	-	I	-	-	I
2.	Dy. Director General	9	9	1	1	1	1	-	1
3.	Director	50	46	16	16	16	14	-	-
4.	Dy. Director	99	56	34	23	33	10	5	0
5.	Asstt. Director	-	-	-	-	-	-	4	2
	Total	159	111	51	40	50	25	9	2

### S-Sanctioned P-In Position

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

YEAR	Sanctioned strength	In position
2021	732+231 (Outsourced)	554+190 (Outsourced)
2022	732+231(Outsourced)	563+190 (Outsourced)
2023	726+231(Outsourced)	553+190 (Outsourced)

### **TREND OF ACCIDENT**

**13.28** Trend in fatal and serious accidents in Coal mines are shown in Fig. 1. It can be observed that there is decreasing trend in death rate and serious injury 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.

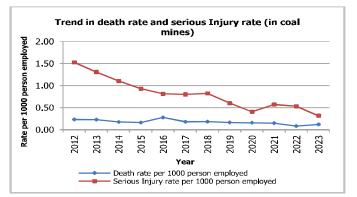


Fig.1: Trend in death rate and Serious Injury rate in coal mines \*2023 figures are provisional

**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 2023 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 death rate and serious injury rate has been falling in recent years.



Fig.3: Trend in death rate and Serious Injury rate in oil mines \* Data of 2023 is provisional.

#### 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 2013 to 2023 is shown in Table 13.5A. The trend in fatal accidents and fatality rate per 1000 persons employed on 10 yearly average basis

from the year 1951 to 2020 and 2021 is shown in Table 13.5B.

**13.32** Power under section 22 and 22A of the Mines Act, 1952, Regulation 116 of Coal Mines Regulations, 2017 and Regulation 108 of Metalliferous Mines Regulations, 1961 has been vested with DGMS to issue improvement notices and prohibitory orders to restrict or prohibit employment of persons in mines or part of mines. The number of inspections and enquiries carried out, improvement notices and prohibitory orders issued; prosecutions launched and other works performed by DGMS from the year 2018 onwards are shown in Table 13.6.

### 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.

In the year 2023 one technical instruction, DGMS/(Tech)Instruction/01, dated 06.09.2023 on Safety Committees in mines; two general instruction -DGMS/(GenI)Instruction/01 dated 24.04.2023 on the norm and frequency of inspections and inquiries for the inspecting officers of mining, electrical, mechanical and occupational health disciplines posted at the field offices of the DGMS ; DGMS (GenI)/ Instruction/02 dated 10.05.2023 on the jurisdiction of the zones and regions of DGMS after re-organisation were issued.

One technical circular DGMS(Tech)/ Circular (OH)/2023/01 dated 24.04.2023 on Accidents/ incidents due to exposure to high temperatures; one general circular on DGMS (Genl)/Circular (OH)/2023/01 dated 10.05.2023 on Jurisdiction of the Zones and Regions of the DGMS after reorganisation.

### 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.

### **COMPETENCY TEST**

**13.35** To ensure that only competent persons are appointed as mine Managers, Surveyors, Overman, Foreman, etc. 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.

Further DGMS has replaced offline issuance of statutory certificate with online generation of statutory certificate of competency on examination basis from CBT-2023 onwards and also receipt of online applications and issuance of online certificates on exemption basis started from 21st September, 2023.

The Details of applications received and competency certificates issued during the period from 01.01.2023 to 31.12.2023 have been given in Table 13.7. Further the projection or estimate for the period January, 2024 to March, 2024 may be tentatively 3500 number of applications shall be received through online mode and subsequently tentatively 3500 nos of certificates shall be issued through online mode.

### 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 guality 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 fulfil 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 01.01.2023 to 31.12.2023.

Items	Number of regular approval/ap proval extension granted	Number of field trail approvals/ Field trail approvals extension granted	Total No of approva Is granted
Self-	02	00	02
Rescuer			
Exploder	01	00	01
Breathing Apparatus	01	00	01
Cap Lamp	01	01	01
Gas Detector	02	01	02
Detonators	04	00	04
Explosives	04	00	04
Total	12	00	12

**13.41** The details of field study and study performed by DGMS are given below:

S.No	Activity	<b>DEC</b> -23	CY-2023
1	Airborne Dust Survey	00	32( 04 Mines
2	Noise Survey	00	19( 03 Mines)
3	Illumination Survey	00	04( 04 Mines)
4	Blast Induced Ground Vibrations Monitoring (PPV)	00	44 Observations (18 No of Blasts)

5	AMP Digitaliz Plans	ation of	50	848
6	CIM		03	36
	Library	Report		
	Digitalization	Hindi	0	05
	Rules			
		Book		
7	Approval/Rene		00	01
	Id Trial of Eq	uipment		
	Report			

**13.42** The details of approval for use of Mechanical Equipment etc. in mines were granted during 01.01.2023 to 31.12.2023 are given below:

SI. No.	Type of approval	No. of approvals granted
1.	Field trial approval/	08
	extension	
2.	Regular approval/	25
	renewal	
Tota	no. of approval	33
gran	ted	

**13.43** The details of approvals for use of Electrical Equipment etc. in mines were granted during 01.01.2023 to 31.12.2023 which is given below:

SI. No.	Type of approval	No. of approval granted
1.	Field trial approval/ extension	37
2.	Regular approval/ renewal	60
Tota	l no. of approval granted	97

• Standardization of mining equipment, apparatus and test procedure by BIS.

### 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

SI. No	Main Activities				
1	To Compile, process and maintain the data related to employment, machinery, explosives, accidents 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: Preparation of answers of the Parliament Questions (All sessions) and related data processing.				
5	<ul> <li>Accident report:</li> <li>1. Data entry and processing of accidents related forms and reports in database</li> <li>2. Maintenance of accident data in database</li> </ul>				
6	<ul><li>Processing of Annual Returns of Coal and Non-coal mines:</li><li>1. Scrutinizing of submitted returns</li><li>2. Processing of data</li></ul>				

	1. Publication: Following publications					
	are brought out periodically :					
	a) Statistics of Mines in India,					
	Volume – I (Coal) - Annual					
7	b) Statistics of Mines in India,					
	Volume – II (Non-Coal) - Annual					
	c) Monthly Review of Accidents once					
	in a month					
	d) DGMS Bulletin - Quarterly					
	2. Besides, the division provides inputs					
	for publication of the following:					
	a) DGMS Standard Note – Annual					
	b) Ministry's Annual Report – Annual					
	c) Special Bulletin on Accident					
	Scenario in Coal & Non-Coal Mines					
	- on requirement					
	d) Special Bulletin on Mine disasters in					
	India – (on requirement)					
	National Safety Awards (Mines):					
	1. Processing and scrutiny related to					
	National Safety Awards (Mines)					
	applications.					
8	2. Maintenance of National Safety					
	Awards (Mines) database					
	3. Organizing meetings of NSA					
	committee, workshops etc.					
	Dissemination of data to other					
_	organisations viz. CSO, IBM, Labour					
9	Bureau, Ministry of Coal and State					
	Governments etc.					
	Updating / Maintenance of data related					
10	to outcome budget					
	Updating / Maintenance of data related					
	to RFD:					
	1. Maintenance of inspection and					
11	enquiry related database					
	2. Maintenance of permission cases					
	related database					
	Reconciliation of data related to					
	accident from the Mines management					
12	and the Sub-Regional/Regional/Zonal					
	Offices of this Directorate.					

13	Coordination with various wings of DGMS as and when required.
	Development/customization of Software
	(Co-ordination and briefing) :
14	1. Mine Statistics
	2. National Safety Awards (Mines)
	The Division is also assisting the
	researchers of various organizations
15	like IITs including ISM Dhanbad and
	BIT etc. as and when required.
	For registration of mines, a database is
	maintained where a unique
16	identification number (mine code) is
	generated and disseminated to the
	concerned zone/region.
	Preparation of standard note
17	1. Accident analysis.
	2. Compilation and derivation of ratios.
	Compilation of mines details, Coal and
18	Non- coal from Shramsuvidha Portal/
	DGMS Portal.
	Keeping in view the vision of Prime
	Minister, effort has been made to
	develop an online platform to collect
19	data and making necessary data
	available to user online in the following
	areas:
	1. Annual Return
	2. Time series analysis of accident Detailed analysis of accidents on
20	various criteria e.g. Cause, Place,
	State, Age of deceased 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 trough 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 was comprehensively amended as Coal Mines Regulations 2017. Similarly, the Oil Mines Regulations, 1984 is amended as the Oil Mines Regulations, 2017 to incorporate the changes in Occupational Safety and health of mine workers in line with the technological advancements in mining industry.
- The restriction on the employment of women in mines was relaxed vide Gazette Notification No. SO 506(E) dated 29.01.2019.
- The OSH & WC Code-2020: The Occupational Safety Health and Working Conditions Code, 2020 has been notified in the gazette of India on 29th September, 2020.
- Draft regulations on Occupational Safety

and Health for Coal, Metalliferous mines & Oil Mines, under Section 136 of the OSH & WC Code, 2020 have been framed.

- Draft standards under Section 18 of the OSH&WC Code-2020 have been framed.
- Draft Rules under Sections 23 & 24 of the OSH&WC Code-2020 have been framed.

### 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. 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.
- The statutory certificates for the

candidates on examination basis under the MMR 1961 and the CMR 2017 and Mines Act 1952 are being issued online which is directly sent to the candidates through secured email. The candidates can get the status of their application on real time basis.

- Verification of original documents have now been eased for candidates through online verification at 16 DGMS Verification centres across India for certificates issued under the CMR,2017,the MMR,1961 and the MA,52 on examination and on exemption basis. Online certificate will be issued to the candidates to be declared successful in CBT -2023 such candidate will get their digitally signed online certificate sent through secured mail to the candidates. Thus receiving of offline documents have been removed. Further the candidate may track their status of application on real time basis. This facilitated transparency, ease and comfort for the candidates.
- Certificates on exemption basis is being already issued online from November,2023
- 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.

**13.49** The Trends of accident in mines are reflected in Table 13.2. Table 13.3 reflects trend of accidents in Coal Mines cause wise.

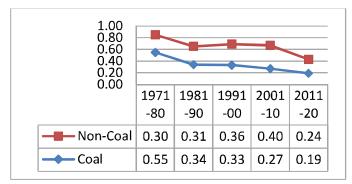
Table 13.4 reflects trends of accident in Non-Coal cause wise. Status of accidents and the resultant casualties in mines are important aspects related to mines safety. These are reflected in the Table 13.5 A and 13.5 B.

**13.50** 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.

**13.51** 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**

**13.52** 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 below:

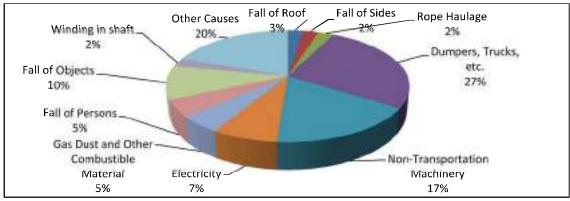


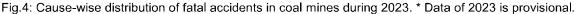
**13.53** The long term trend of fatality rate and decadal trend is presented through the above chart. The chart above outlines the trend in fatality rates per 1000 persons employed in coal and non-coal mines on a ten yearly average basis. The trend shows a steady decline over the years.

**13.54** A closer analysis of accidents reveals that during 2023, fatal accidents in coal mines majorly caused by Dumpers, Trucks etc. (27%), Non-Transportation Machinery (17% and Fall of Object (10%). In non-coal during 2023, major cause of fatal accidents was due to Dumpers, Trucks etc. (29%), Other Transportation Machinery (17%) and Fall of Sides (13%). So far

as serious accidents in coal mines during 2023 are concerned the major contributors were: Fall of persons (28%), other causes (28%) and Non Transportation Machinery (9%). In case of noncoal the major contributors to serious accidents were: Other causes contributed 35% and Fall of Object contributed 23% of the accidents.

## 13.55 Figures 4 & 5 below show cause-wise fatal and serious accidents respectively in coal mines during the year 2023.





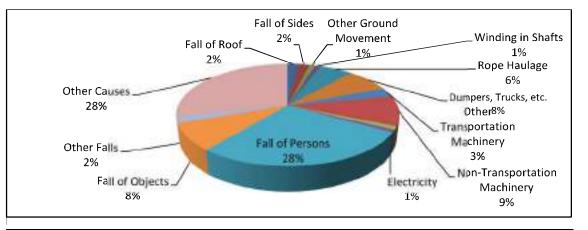


Fig.5: Cause-wise distribution of serious accidents in coal mines during 2023. \* Data of 2023 is provisional.

## 13.56 Figures 6 and 7 below show cause-wise fatal and serious accidents respectively in non-coal mines in 2023.

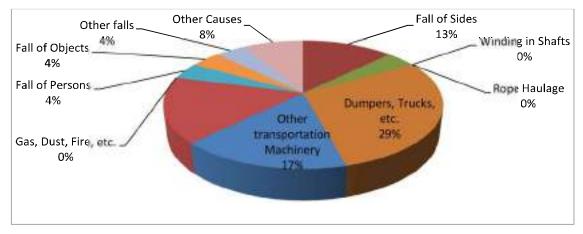


Fig. 6 Cause-wise distribution of fatal accidents in non-coal mines during 2023. \* Data of 2023 is provisional.

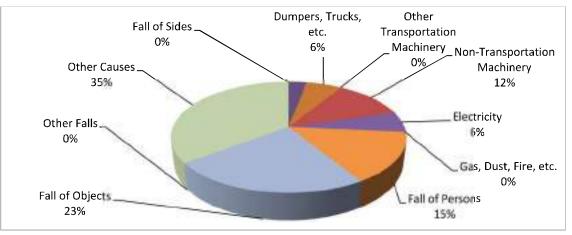


Fig.7 Cause-wise distribution of serious accidents in non-coal mines during 2023. \* Data of 2023 is provisional.

**13.57** Table 13.2 shows the trend of accidents in mines from 2001 to 2023. Accidents have been classified into coal and non-coal mines.

Accidents are further classified into fatal and serious accidents.

	Table 13.2 Trend of Accidents in Mines						
Year	Number of Accidents in Coal Mines		Number of Accidents in Non-Coa Mines				
Tear	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
2023*	41	105	146	24	34	58
* Drouticio	-					

\* Provisional

**13.58** Table 13.3 shows the cause wise distribution of accidents in coal mines from 2018 to 2023. There are 15 broad causes of accidents

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

					Tab	ole 13.3						
	Trend of Accidents in Coal Mines – Cause wise											
		Num	per of Fa	atal Acc	idents	I		Numbe	r of Ser	ious Ac	cidents	
Causes	2018	2019	2020	2021	2022	2023	2018	2019	2020	2021	2022	2023*
Fall of Roof	3	2	4	6	4	1	9	5	5	2	3	2
Fall of Sides	2	4	4	3	3	1	14	9	2	8	6	2
Other Ground Movemen ts	0	1	0	0	0	0	0	0	2	0	0	1
Winding in Shafts	0	2	0	0	0	1	14	3	0	0	2	1
Rope Haulage	2	1	1	1	1	1	20	18	14	17	11	6
Dumpers, Trucks, etc.	15	12	15	11	3	11	13	6	6	9	11	8
Other Transport ation Machinery	1	4	1	2	0	0	6	4	1	3	3	3
Non- Transport ation Machinery	10	8	7	4	4	7	24	28	11	22	21	10
Explosives	2	1	3	2	0	0	1	2	1	1	1	1
Electricity	5	2	1	3	1	3	4	4	5	0	0	1
Gas, Dust, Fire, etc.	2	0	0	0	1	2	0	0	0	0	0	0
Fall of Persons	3	5	5	3	4	2	74	52	41	61	48	29

Fall of Objects	0	3	1	2	2	4	40	27	14	22	16	9
Other Fal <b>l</b> s	0	0	0	1	0	0	0	0	0	9	1	2
Other Causes	4	6	5	5	1	8	47	35	30	34	48	30
Total	49	51	47	43	24	41	266	193	132	188	171	105

\* Provisional

**13.59** Figure 8 shows the percentage of fatal accidents cause-wise in coal mines during 2018-2023. It can be observed that the major reason

for fatal accident in 2023 is Dumpers, Trucks, etc., Non-Transportation Machinery and Fall of Object.

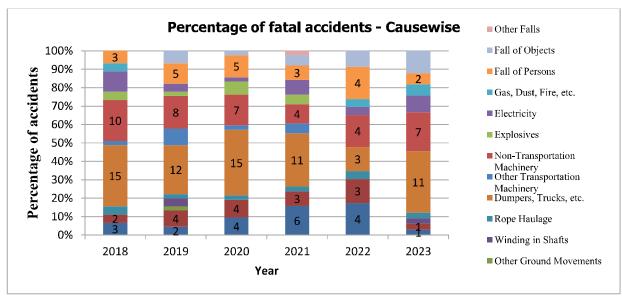
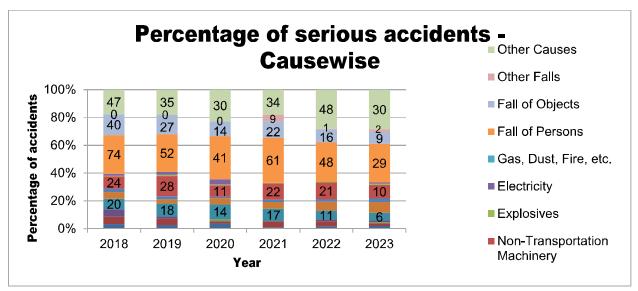


Fig.8 Percentage of fatal accident in Coal mines- cause-wise. \* Data of 2023 is provisional.

**13.60** Figure 9 shows the percentage of serious accidents cause wise in coal mines during 2018-2023. It can be observed that the major reason

for serious accident is Fall of persons, other causes and Non-Transportation Machinery.





**13.61** 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 "Dumpers, Trucks, etc and Non-Transportation Machinery" while for serious accident it is "Fall of persons and other causes".

**13.62** Table 13.4 shows the cause wise distribution of accidents in non-coal mines from 2018 to 2023. There are 15 broad causes of accidents in non-coal mines. Accidents are further classified into fatal and serious accidents.

					Table	e 13.4						
			Tr	end of A	Accident	ts in Nor	n-coal M	ines – C	ause wi	se		
Causes		Number of Fatal Accidents						Number of Serious Accidents				
	2018	2019	2020	2021	2022	2023	2018	2019	2020	2021	2022	2023
Fall of Roof	3	4	1	0	2	0	0	1	0	0	0	0
Fall of Sides	9	7	7	10	7	3	1	0	0	1	1	0
Other Ground Movements	1	0	0	0	0	1	0	2	0	0	0	0
Winding in Shafts	1	1	0	2	1	0	0	1	0	1	0	1
Rope Haulage	0	0	0	0	1	0	0	0	0	0	0	0
Dumpers, Trucks, etc.	9	5	10	2	5	7	0	2	2	3	4	2
Other Transportation Machinery	0	0	0	0	0	4	1	2	0	2	5	0
Non- Transportation Machinery	7	4	5	2	2	0	2	6	2	8	6	4
Explosives	0	6	0	4	0	4	1	0	1	0	0	0
Electricity	1	3	2	0	0	0	0	2	1	0	1	2
Gas, Dust, Fire, etc.	1	1	2	0	1	0	0	0	0	0	1	0
Fall of Persons	6	10	9	6	7	1	6	14	5	5	8	5
Fall of Objects	5	2	2	1	4	1	4	10	6	5	2	8
Other Falls	0	0	0	0	0	1	0	0	0	2	1	0
Other Causes	3	2	2	6	8	2	8	20	7	18	20	12
Total	46	45	40	33	38	24	23	60	24	45	49	34

\* Data of 2023 is provisional.

**13.63** Table 13.5A shows the trend of accidents and resultant causalities in mines from 2001 to 2023. The mines are classified into coal and non-

coal mines. Accidents have been classified into fatal and serious accidents.

				Table	e 13.5A						
	Accidents and resultant casualties in mines										
			Coal					Non-C	oal		
Year	Fat	al Accid	ent		ious dent	Fat	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	
2023*	41	43	7	105	112	24	28	5	34	35	

\* Data of 2023 is provisional.

**13.64** 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	Trend in Fatal Accidents and Fatality Rates per 1000 Persons Employed (Ten Yearly Average)									
		Coa	al Mines			Non co	oal Mines			
Year	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		

**13.65** Table 13.6 shows the number of inspections, enquiry, notices issued, prohibitory orders, prosecution launched, circulars issues,

permissions dealt and approvals dealt in mines (Coal, Metal and Oil) from 2018 to 2023.

	Table 13.6								
Year	No. of Inspecti ons	No. of Enquiries	No. of Notices Issued	No. of Prohibitory orders issued	No. of prosecutions launched	No. of circulars issued	No. of permissions dealt	No. of approvals dealt	
2018	8117	1609	179	153	28	05	3826	103	
2019	6274	1504	68	65	30	12	3690	145	
2020	2360	1124	70	60	30	16	3751	291	
2021	3701	1157	112	79	34	02	4222	322	
2022	8310	1400	127	216	24	02	5309	313	
*2023	8756	1231	236	324	35	02	6840	262	

\* Data pertaining to the year 2023 is provisional.

	Table 13.7							
Applications received & Certificates of Competency issued during 1st January, 2023 to 31 <sup>st</sup> December, 2023								
Category of certificates of Competency	Coal Mines I 20		Metalliferous Mines Regulations, 1961					
competency	Application Received	Certificates issued	Application Received	Certificates issued				
Manager	2227	2349	1479	1823				
Online Manager	79	79	75	75				

Surveyor	96	86	40	49
Online Surveyor	7	7	4	4
Overman/Foreman	3581	3289	946	999
Online Overman/Foreman	242	242	59	59
Sirdar/ Mate	45	43	104	62
Blaster	NA	NA	132	5
Winding Engine Driver	6	0	47	0
Gas Testing	4522	4731	Remarks: GT i	s being issued
Online Gas Testing	267	1	both under the MMR	CMR, 2017 & 1961

### **E-Governance in DGMS**

**13.66** 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.

**13.67** 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 31.12.2023 total of 24953 applications for Permission/ Exemption/ Relaxation has been

received online and 23855 has been dealt accordingly. During the calendar year total of 7064 applications for Permission/Exemption/ Relaxation has been received online and 6840 has been dealt accordingly.

- c. "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 31.12.2023, total of 357 fatal accidents, 690 serious accidents and 145 dangerous occurrences have been reported on the web portal.
- **d.** 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.

- e. "Accounts & Budget System" software module has been developed as a part of "Digital DGMS."
- f. For online generation for inspection, the modalities for "Risk-based inspection System" for coal mines have been developed and incorporated in the Shram Suvidha portal.
- g. 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:**

## 13.68 Strengthening the e-Governance drives in DGMS:

DGMS has moved on the path of e-governance utilizing the power of IT in accordance with the recommendations of the Central Cabinet. On this line, DGMS has strengthened and implemented the following web-application modules.

- Online registration of Mines
- Permission, Exemption and Relaxation System
- Approval System
- Online Submission of Annual Returns
- Online system for computer-based examination (CBT) and on exemption basis for grant of all Certificate of Competency
- National Safety Awards (Mines)
- Accident and Statistics
- Budget and Accounts,

**13.69** Reforms in Statutory Examination for issuing Competency Certificate:

i. Oral Examination was completely eliminated from all forms of statutory

examinations under CMR, 2017 and MMR, 1961 from the year 2021.

- ii. The Computer Based Test (CBT) -2022 for Sirdar's, Mate's, Blaster's and Gas Testing Certificate of Competency Examinations were conducted in English, Hindi, Bengali, Oriya, Tamil and Telugu Languages to ease the candidates appearing from different mining areas.
- iii. Computer-based examination system (CBT) has now been implemented for all Certificate of Competency examination and exemption cases are also being dealt through web application module.

5323 Statutory Certificates in the year 2021; 12251 certificates in the year 2022 and 12554 Statutory Certificates in the year 2023 (till November) have been issued.

**13.70** Online Transfer portal for DGMS officers: Online portal for Annual General Transfer of Group A officers has been made functional since September 2022.

**13.71** Labour Conference and Meetings:

National Labour Conference of Labour Ministers and Labour Secretaries of State/UTs was conducted in Tirupati from 24th to 26th August 2022.

Parliamentary standing committee on Labour and Skill development has reviewed the working of DGMS on 05.10.2023.

Parliamentary consultative committee meeting was held on 14th December 2023 reviewing the functions of DGMS.

**13.72** Revamp of organisation of DGMS: The DGMS was reorganised into 8 Zones and 38 Regions (in place of 29 Regions & 2 sub-regions) vide gazette Notification No. Part II- Section 3-Sub-section(i): GSR.300(E) dated 17th April 2023 and G.S.R.342(E), dated 02.05.2023.

**13.73** Capacity Building of DGMS Officer : As per the finalized training calendar of DGMS for the year 2023-24 details of training conducted are as detailed below :-

- 1. VVGNLI, NOIDA-
  - a. First batch of 30 Officers of DGMS have undergone training on "Soft Skill" for five days from 20.02.2023 to 24.02.2023.
  - b. Second batch of 32 officials of DGMS have undergone training on "Establishment, Administration and Accounts" for two weeks from 13.03.2023 to 24.03.2023.
  - c. Third batch of 30 officials of DGMS have undergone training for two weeks on "Establishment, Administration and Accounts" from 21.08.2023 to 01.09.2023.
  - d. Fourth batch of 39 officials of DGMS have undergone training for two weeks on "Establishment, Administration and Accounts" from 04.12.2023 to 15.12.2023.
- 2. M/S ONGC, IPSHEM, GOA-A batch of 22 Officers of DGMS have undergone training on "Specialized interactive Training Course on Oil Mines" for nine days from 13.03.2023 to 21.03.2023.
- M/S OIL INDIA, DULIAJAN, ASSAM A batch of 22 Officers of DGMS have undergone training on "Customized Orientation Training on Oil Mines" for six days from 12.06.2023 to 17.06.2023.
- 4. NIDM, ROHINI, DELHI
  - a. First batch of 07 Officers of DGMS have undergone training on "Sensitization Programme on Developing Disaster Management Plans for Line organisations/officers"

for five days from 13.03.2023 to 17.03.2023.

- b. Second batch of 10 Officers of DGMS have undergone training on "Sensitization Programme on Developing Disaster Management Plans for Line organisations/officers" for five days from 19.06.2023 to 23.06.2023.
- 5. ISTM, DELHI
  - a. First batch of 02 Officers of DGMS have undergone on-line training on "Workshop for Liaison Officers (SC/ST) (WLO-SC/ST)" for two days from 22.05.2023 to 23.05.2023.
  - b. Second batch of 03 Officers of DGMS have undergone Training Course on "Workshop on Mentoring (WOM-07)" for 03 days from 16.08.2023 to 18.08.2023.
- 6. CONFERENCE HALL, S&T SECTION, VIKASH BHAVAN –
  - A batch of 18 Electrical Officers of DGMS have undergone training on "Electric Safety matter" for two days from 30.01.2023 to 31.01.2023.
  - A batch of 17 Officers of DGMS participated in workshop on 'Big Data Management & Comprehensive Analysis' for one days on 18.10.2023.
  - c. A batch of 19 Officers of DGMS participated in workshop on "High Wall Mining" for one day on 06.11.2023.
- 7. HQ & ZONAL OFFICES OF DGMS -
  - a. First batch of 32 Officials of DGMS have undergone in house training on "Establishment, Administration and Accounts" for two weeks during April – May, 2023.

- b. Second batch of 28 officials of DGMS have undergone training on "Establishment, Administration and Accounts" for two weeks from 18.12.2023 to 29.12.2023.
- 8. Conference Hall of M/s BCCL, HQ- 10 Electrical Officers of DGMS have undergone one day workshop on "Adequacy and training of Electrical supervisors in mines" on 23.08.2023.
- C-DAC Mohali, Punjab:- A batch of 02 Officers of DGMS have undergone Residential Training Programme on "Big Data Management & Comprehensive Analysis" for one week from 09.10.2023 to 13.10.2023
- Centre for Organization Development Madhapur, Hyderabad: Abatch of 02 Sr. Officers of DGMS have undergone DST Sponsored Training Program on "Strategic Thinking, Innovative Mindset and Design Thinking for Leading Scientific Organization" for one week from 20.11.2023 to 24.11.2023.
- IIM, Ahmedabad: One officer of DGMS Statistics have undergone training on "Management Development – Mid Career Training Programme Phase – 01" for one week from 29.11.2023 to 02.12.2023.
- 12. DGMS PORTAL: A batch of 126 DGMS Officials have undergone on-line training on "Permission, accidents, statistics, Returns" for three days from 26.12.2023 to 28.12.2023.

**13.74** Safety and health awareness programs conducted by DGMS: To make the mine workers more aware about the dangers of airborne dust diseases and ways to protect from such diseases by suppressing the dust at its source using wet drilling and dust extraction and preventing devices, use of dust masks and other personal protective equipment (PPEs), DGMS organized 99 Health awareness programmes,

10 Health Check-up camps and around 1400 Safety Awareness programmes & Workshops etc in last two years as proactive measures.

**13.75** Special Campaign 2.0: This program was carried out at different offices of DGMS from 2nd October 2022 to 31st October 2022. Under this program a total space of about 1454.85 Sq.ft. was freed up by disposal of scrap material and an amount of Rs. 3,12,501/- was earned. Also in the program a total of 2672 number of files were reviewed and 739 files were weed out.

**13.76** Swachhata Hi Seva (SHS) campaign was celebrated from 15th September to 2nd October 2023. DGMS Headquarters, Zonal and Regionals offices organised the campaign in a holistic way.

**13.77** Joint Secretary & Financial Advisor, Ministry of Labour and Employment visited the office of DGMS Headquarters, Dhanbad on 01.10.2023, She kick-started the Ek Tareekh Ek Ghanta Ek Saath cleanliness drive at the premises of Zilla Parishad and DGMS Headquarters. Around 175 officers, staff and workmen have participated the "Swachchata Hi Seva" programme. Such activities were conducted under all the offices of DGMS.

### **OCCUPATIONAL HEALTH CONDITIONS**

**13.78** 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 reexamination 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.

### NOTIFIED DISEASES [Section 25 & 26]

**13.79** 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	<b>Coal</b> Workers'	Silicos is	Noise Induced
	Pneumoconi	15	
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	3	0	1
2018	2	5	2
2019	0	0	0
2020	0	0	0
2021	3	0	0
2022	2	0	0
2023	1	0	0

**13.80** Occupational Health Survey in the stone mines was 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

**13.81** 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	No. of Silicosis
Detection	cases
2017	157
2018	54
2019	51
2020	0
2021	6
2022	16

### **PROMOTIONAL INITIATIVES**

# 13.82 National Conference on Safety in Mines

The National 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. 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.

The first Conference was held in the year 1958 and the twelfth (12<sup>th</sup>) conference was held on 28<sup>th</sup> & 29<sup>th</sup> January 2020 at Scope Complex, New Delhi, during which five major issues (i) Electrical safety – Recent trends, Strategy for improvement, (ii) Role of information technology in mining sector, (iii) Prevalence of pneumoconiosis/silicosis amongst workers, present status of dust control measures and strategy for improvement, (iv) Strategies for disaster prevention in coal mines & (v) Occupational safety and health issues of contractual workers- Strategy to improve safety and health status, were deliberated.

### Women Empowerment/ Naari Shakti

**13.83** Employment of women was restricted in mines during night hours between 7 P.M. and 6 A.M in opencast including aboveground workings and in belowground workings. However, in exercise of the power conferred under sub-section (1) of section 83 on the Mines Act, 1952 (35 of 1952), the Central Government, vide Gazette Notification no. S.O. 506 (E) dated 29.01.2019, exempted women employed in any mine from above restriction subject to provision of adequate safeguards with regard to safety and security.

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.

Year	Number of women employed above ground and opencast workings between 7 PM & 6 AM	Number of women employed in belowground workings
2020	64	20
2021	71	25
2022	143	80

The first-ever women's mines rescue brigade has been constituted in the Indian mining history at M/s Hindustan Zinc Limited after getting the required training at Mines Rescue Station, Nagpur, who participated in Zonal and All India Mines Rescue competitions.

**13.84** 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. The first women Rescue team from M/s Hindustan Zinc Limited participated in the 52nd All India Mines Rescue Competition conducted at Ramagundam Mines Rescue Station, SCCL during December 2023.



**13.85** Modernization of DGMS: 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

- a. improving the delivery of public services to citizens, and
- b. e-Governance to create simple, accountable, responsive and transparent governance.

**13.86** 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. The draft regulations i.e. Coal Mines Regulations, Oil Mines Regulations and Metalliferrous Mines Regulations under OSH &WC Code 2020 have been prepared.

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**13.87** 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. Training on the ISO modules, Internal Audit done and findings of the audit was complied.

**13.88** Online risk based inspection system implementation for metalliferous mines and oil mines through the Shram Suvidha Portal is under progress.

**13.89** DGMS actively uses Social Media Platforms like X (previously Twitter) and YouTube for dissemination of information and various activities undertaken by DGMS and the Government.

### <u>Annexure-I</u>

### Activities carried out by Inspectorate of Dock Safety (Jan, 2023 – Dec, 2023)

1. Inspections by Inspectorates of Dock Safety			
Title	Achievement		
i. Ship Inspection	321		
ii. Dock Inspection	427		
iii. Gear Inspection	305		
iv. Hazardous installations	8		
v. Inland Container Depot	7		
vi. Other Visits	490		
Total	1558		

2. Reportable Accidents in Ports			
Total Accidents 28			
Fatal Accidents	26		
3. Progress in disposal of prosecution cases			
Filed during the year	27		
Decided during the year	15		
4. Progress in inquiries into fatal accidents			
Initiated during the year 23			
Concluded during the year	17		



### Annexure-II

### Training programmes conducted by DGFASLI (Jan, 2023 – Dec, 2023)

Training programm	Nos.	
1) Advance Diploma in	Programmes	5
Índustrial Safety (ADIS)	Participants	209
2) Associate Fellow of Industrial	Programmes	5
Health (AFIH)	Participants	224
3) 4-weeks Specialized Certificate Course for	Programmes	2
Supervisors employed in Hazardous Process Industries	Participants	17
4) 10-days Basic Course for	Programmes	1
Inspector of Factories	Participants	7
5) Short Duration (1 day)	Programmes	1
Training Programme	Participants	141
6) Long Duration (3 or more	Programmes	36
days) Training Programme	Participants	635
	Programmes	5
7) Seminar/Workshop	Participants	172
9) In plant Training Dragger	Programmes	14
8) In-plant Training Programme	Participants	473
0) Appreciation Dragonary	Programmes	48
9) Appreciation Programme	Participants	2358

### <u>Annexure-III</u>

### No. of workers trained by DGFASLI under Azadi ka Amrit Mahotsav (Jan, 2023 - Dec, 2023)

SI. Month		No. of workers trained
1.	January, 2023	6338
2.	February, 2023	5288
3.	March, 2023	8471
4.	April, 2023	3669
5.	May, 2023	3427
6.	June, 2023	6392
7.	July, 2023	2224
8.	August, 2023	2748
9.	September, 2023	545
10.	October, 2023	199
11.	November, 2023	-
12.	December, 2023	-
	TOTAL	39301

### Annexure-IV

No. of Personal Protective Equipment tested by DGFASLI
<u>(Jan, 2023 - Dec, 2023)</u>

SI.	Month	No. of Personal Protective equipment tested (Respiratory and Non-Respiratory)
1.	January, 2023	12
2.	February, 2023	3
3.	March, 2023	10
4.	April, 2023	16
5.	May, 2023	17
6.	June, 2023	28
7.	July, 2023	10
8.	August, 2023	9
9.	September, 2023	12
10.	October, 2023	18
11.	November, 2023	7
12.	December, 2023	7
Total		149

### **Annexure-V**

### Consultancy/Studies/Survey/Audit conducted by DGFASLI (Jan, 2023 - Dec, 2023)

SI.	Title
1.	Safety Audit at VOC Port Authority, Tuticorin
2.	Safety Audit at Jindal Power Ltd., Tamnagar CG
3.	Safety Audit at Haldia Port Trust, WB
4.	Work Environment Monitoring Study at Godrej Astek Life Science Ind. Pvt. Ltd., MIDC, Mahad, Maharashtra
5.	Work Environment Study at Fleetguard filters Pvt. Ltd, Pune
6.	Safety Audit at Central Railway Loco Workshop, Parel Mumbai
7.	Safety Audit at J K Paper Mill Jayakapur Raigada, Odisha
8.	HAZOP Study at J K Paper Mill Jayakapur Raigada, Odisha
9.	Safety Audit at RSPL, Rania, U.P.
10.	Ventilation Study at Godrej Industries Ltd. Ambernath, Mumbai
11.	Safety Audit at RSPL Sahibabad U.P.
12.	Industrial Hygiene Study at Rail Wheel Factory, Bangalore
13.	Safety Audit at Marathon Electric India Pvt. Limited Faridabad
14.	Safety Audit at RSPL, Kasna, U.P. (2 Nos.)
15.	Safety Audit at FIAPL, Pune
16.	Work Environment Study at RSPL, Kasna, U.P.
17.	HAZOP Study at HIL Muri Works, Ranchi, Jharkhand
18.	Safety Audit at Rajiv Gandhi Thermal Power Station, Hissar
19.	Safety Audit at RSPL Rania U.P.
20.	Safety Audit at Salem Steel Plant
21.	Safety Audit at Aravalli Power Co. Pvt. Ltd., Jhajjar
22.	Safety Audit at Thermax Bio Energy Solutions Pvt. Ltd., Prayagraj
23.	Work Environment Study at Fiat Pvt. Ltd., Ranjangaon, Pune

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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 and Development (erstwhile CBWE) established in 1958, is a tripartite society which implement the Workers Education Programmes at national, regional and unit/village level. The Board undertakes training programmes, which cover workers from organized, unorganized, rural and informal sectors.

**14.2** The main objective of the Board's training programmes is to create awareness among all sections of the working population. Supervisory and managerial cadres are also covered through Joint Education Programmes.

### **Workers Education**

**14.3** The Dattopant Thengadi National Board for Workers Education and Development (erstwhile, (CBWE) Central Board for workers Education), Ministry of Labour, Government of India, was established in 1958 to implement Workers Education Scheme at National, Regional, Unit and Village Levels.

- The Board is tripartite in character and consists of representatives from Central Organisations of Workers/Employers, Central/State Governments and Educational Institutions.
- Awareness is created among the working class about their rights and obligations for their effective participation in socioeconomic development of the country.
- Board organizes different types of training programmes for the workers in organised, unorganised and informal sectors as indicated in **Annexure -1**.

 Board's programmes reflect the new orientation, direction and dimensions for meeting the wider educational needs of the worker, trade unions and managements, keeping in view the changed scenario.

### **STRUCTURE**

**14.4** Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE) is headed by a Chairman. The Chief Executive of the Board is the Director General, who is assisted by an Additional Director, Financial Adviser Deputy Directors, Zonal / Regional Directors and Subordinate Staff etc. The Board operates through 50 Regional Directorates and six Sub-Regional Directorates. The Six Zonal Directorates situated at Delhi, Guwahati, Kolkata, Mumbai, Chennai and Bhopal monitor the activities of the Regional Directorates in their respective zones.

**14.5** Tripartite Regional Advisory Committees constituted for each Regional Directorate review the progress of the scheme and recommend measures for effective implementation of Workers Education Programmes. The Indian Institute of Workers Education (IIWE), Mumbai, an apex level training Institute of the Board, was established in 1970.

**14.6** The Board has an apex level training institute – Indian Institute of Workers Education, Mumbai established in 1970 to conduct national level training programmes for the activists of Central Trade Union Organisations/Federations, Voluntary Organisations besides training programmes for Board's Officials.

## 14.7 Training Programmes on Organized Sector -

- Training programmes of the Board for workers in Organized Sector are Conducted at three levels.
- Organized Sector programmes are conducted for the workers working in Govt, Public and private units. It also includes the members of various Trade unions and workers from different establishments, sponsored by trade unions.
- Details of training programmes conducted by the Regional Directorates during the period April, 2023 to December 2023 including Unit Level Classes, programmes for rural workers and workers belonging to unorganized sector and weaker sections are indicated in the **Annexure-2**.

# 14.8 Programmes for Unorganized workers:

Initially the Board concentrated its activities in the organized sector. The Board shifted its emphasis to unorganized/rural sector since 1977–1978 on the recommendations of Workers Education Review Committee. Initially started with 7 pilot projects, the unorganized/rural workers education programmes have now becomes a regular and continuing programme. The objectives of the programme are:

- To promote critical awareness of problems, privileges and obligations as workers and citizens;
- To enhance self confidence and build up scientific attitude;
- To educate them to develop their organizations through which they can fulfil socio–economic functions and responsibilities in rural economy and

strengthen democratic, secular and socialist fibre of rural society;

- To educate them in protecting and promoting their individual and social interest;
- To motivate for family welfare planning and to combat social evils.
- New Short Term Training Programme under Unorganized sector were introduced since 2022-23 as per the recommendations of the road map committee constituted by the Ministry.

### Performance

**14.9** During the period from April, 2023 to December 2023 the Board has conducted 7012 programmes of various durations and trained 450818 workers of various sectors. Details are at **Annexure 1**.

### **MAJOR ACHIEVEMENTS**

### 14.10 Shramik Choupal Programmes

Mega Shramik Choupal programme was conducted at , ITI Campus, Raisen Road , Govindpur, Bhopal on 27<sup>th</sup> to 29<sup>th</sup> May 2023. In the event, departments of Central Government and State Government officials and representatives from DTNBWED participated. The aim of the programme was to derive maximum benefit from the schemes and also advised to register workers on e-Shram Portal, PMSYM, BOCW, Sambal Yojana and other State Govt and Central Govt. Schemes.

Another Mega Shramik Choupal programme was organized at ESIC College & Hospital, KK Nagar, Chennai on 15.07.2023 with the collaboration with ESIC, EPFO, DGLW, CSC's.

During the year from April 2023 to December 2023, total 3786 number of Shramik Choupal Programmes and 259597 participants were trained in Boards training programmes.

# 14.11 Short Term Training Programme (01 day)

During the year from April 2023 to December 2023, 1341 nos of Short Term Training Programme (01 day) and 125399 participants were trained during the period.

From April 2023 to December 2023, 208 number of Special programme under Azadi Ka Amrut Mahostav(AKAM) were conducted in which 19373 participants took part. The theme of the programme was Women Empowerment.

### 14.12 GRANTS-IN-AID SCHEME

The Grants-in-Aid Scheme of the Board was introduced in the year 1960. The Rules and Procedure of the Grants-in-Aid Scheme have been simplified accordingly to needs of the Trade Union.

Dattopant Thengadi National Board for workers education & Development through its Grants-in-Aid Scheme extends financial assistance to Trade Union Organizations and Educational Institutions etc. to conduct Workers Education Programmes for their own workers.

#### 14.13 USE OF HINDI

Hindi Day was celebrated on 14<sup>th</sup> September, 2023. Hindi fortnight was celebrated from 15.9.2023 to 29.9.2023 in the head office, New Delhi. IIWE and all Regional Directorates of the Board also celebrated Hindi Day and observed Hindi Fortnight. All the officers and staff members participated enthusiastically.

## 14.14 OBSERVANCE/CELEBRATION OF VARIOUS DAYS

The Head Office and all Zonal and Regional Offices of Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE), IIWE, Mumbai, observed the following days to mark the occasions :-

- Anti-Terrorism Day
- Independence Day
- Sadbhavana Day
- Vigilance Awareness Week
- Swatch Bharat Abhiyaan
- Yoga Day on 21<sup>st</sup> June 2023

### **14.15 NEW INITIATIVES**

- The Memorandum of Association of the Board is being revised in accordance with the new developments in the sector new mandate.
- MoU has been signed between Board and NSDC for up-skilling/re-skilling training programmes.
- The Board is in process of designing an online training programme for Startups on compliance with Labour Laws etc in collaboration with IGNOU for further refinement.
- The Board is working on re-orientation of its programmes and objectives and to come up with new initiatives with tangible benefits to the targeted group.
- The Board is planning to design customized training progames on the basis of occupations available in E-Shram and in consultation with NSDC.
- The Board will strive to make linkages with EPFO, ESIC, e-Shram, PYSYM, NCS, etc to design the training programmes/activities accordingly to address the needs of the target group.

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**Annexure-1** 

### COURSES ORGANISED UNDER WORKERS EDUCATION AS PER ANNUAL REPORT 2023-24

Sr. No.	Name of Programm	No. of Programmes	Total Male	Total Female	Grand Total
	Organized Sector				
1	Capacity Building Programme for Office Bearers of TUs (04 Modules)	1	25	33	58
2	Modular Training Programme (MTP) 02 Modules	1197	22266	6738	29004
3	Modular Training Programme on SGF 02 Modules	345	6357	584	6941
4	Modular Training Programme on SGF 04 Modules	13	219	33	252
5	Modular Training Programme on SGF 06 Modules	3	58	2	60
Total		1559	28925	7390	36315
	Unorganized Sector				
6	Short Term Training Programme (01 day)	1341	17376	108023	125399
7	Short Term Training Programme for Women Workers (AKAM) (01 day)	208	34	19339	19373
8	Shramik Chaupal	3786	137036	122561	259597
U	•	3700	137030	122001	209091
9	Sponsored Short Term Training Programme (SSTTP) (01 day)	121	3427	6707	10134
Total		5456	157873	256630	414503
Grand Total		7015	186798	264020	450818

### Annexure-2

### TRAINING PROGRAMMES OF THE BOARD

Sr. No.	COURSE TITLE	TARGET GROUP	BROAD OUTLINE OFSUBJECTS COVERED		
A		DR			
1	Capacity Building Programme-4 Modules	Office bearers of Trade Unions	To Organize a series of programs as per theme based structured Module for- (i) Trade union consciousness; (ii) The purposes, functions and administration of trade unions; (iii) The conduct of Industrial relations and knowledge of the industry; (iv) The development of a mature individual and his role as a citizen		
2	Training of Trainers (TOT) Programs-10 Modules	Workers of organized Sector	To provide Training to Trainers and programme administrators for full and part-time assignments as a trainer. Programme will be conducted as per theme based structured Modules for imparting Training Methodology and related contents.		
3	Sensitization Programme for National Trade Unions and Federations - 06 Modules	Trade Union leaders for National Trade Unions and Federations	For inculcating Harmonious industrial relation through Dialogue and deliberation.		
4	Board provides assistance for conducting trainings in tune with objectives of Workers Education through Trade Unions for Capacity Building of Trade Unions-6 Modules Grants-in-Aid	For office bearer of Trade Unions	The management of attitudes, habits, ways of thinking, The trends indicating theway our society appears		
5	A. Modular Training Programme (MTP) - 02 Modules	Workers and employees of Industries / Establishments / Offices	At Unit Level in Industry Premises based on Pre-structured Modules (on the basis of Training Need Identification or various inputs) related to Productivity / Quality / Labour Code / Team Work / Effective		
	B. Modular Training programme on Workers Participation in Management for Members of Joint Management Councils (JMC) - 04 Modules	Members of Joint Management Councils (JMC)	Communication / House-keeping / Industrial Psychology / HR / Organizational development Motivation & Morale / Environment Occupational Health & Safety etc. or other soft skill and Labour related topics related to National Development.		
6	Modular Training Programme for Self-Generation of Funds 2 Modules/4 Modules/6 Modules	Workers and employees of the industry/establishment/offices	At Industry Premises or in-house training based on Pre structured Modules (on the basis of Training Need Identification or various inputs) Contents: Labour Codes, topics related on Applied Industrial Psychology / HR / Organizational Development / Industrial Domain and Trade Union Management & Administration - MTP-SGF programmes are conducted to earn revenue for strengthening of Workers Education Framework in the country under Organized Sector.		

Sr. No.	COURSE TITLE	TARGET GROUP	BROAD OUTLINE OFSUBJECTS COVERED		
в	UNORGANISED SECTOR/RUR	AL SECTOR			
1	Training of Trainers (TOT) Programmes: 03 Days	Perspective RV / Facilitators / Representatives of Collaborating Agency	To develop a pool of trainers / Rural Volunteers and Facilitators which will be helpful for the Board for conducting programs effectively in unorganized and rural sectors.		
2	Short Term Training Programme (STTP) 01 day Theme Based STTP with Per Diem.	Unorganized workers Some categories of worker of the targeted are : Construction Workers, . Domestic Workers, Women worker, Rural Artisan, Agro- based Workers, SC/ST Workers, Casual Workers in Industrial Area, Street Vendors.	<ul> <li>i. Digital Literacy</li> <li>ii. Financial Literacy</li> <li>iii. Labour Code/ Social Security in U/O Sector</li> <li>iv. Legal Aid Services for Workers</li> <li>V. Skill Eco-System &amp; Benefits</li> <li>Vi. Self-Employment &amp; Rural Entrepreneurship</li> <li>Vii. Workers' Organization.</li> <li>Viii. Awareness for Govt's flagship schemes</li> <li>ix. Happiness and wellness in life</li> <li>x. Occupational Health &amp; Safety etc.</li> <li>xi. Domain Topics related to unorganized and rural sector</li> <li>workers</li> <li>Etc</li> </ul>		
3	Sponsored Short Term Training Programme (SSTTP) - 01 day Theme Based	Unorganized & Rural workers, Self Employed, Unemployed Youth, Workers in Industrial Estates etc.	Programmes are organized with pre-defined objectives and theme based to render deliverables to a particular category worker to sensitize on welfare schemes as well as impart learning on predefined deliverable objectives.		
4	Shramik Chaupal	These programmes are organized at labour chowks, worker clusters and construction sites for U/O Workers.	Awareness about and linkage with Govt. Welfare Schemes related labour and other initiatives of Government.		
5	Skill Boot Training Programme (SBTP) for Recognition of Prior Learning (RPL) in collaboration with National Skill Development Corporation (NSDC) 03 days (01 day by DTNBWED and 2 <sup>nd</sup> & 3 <sup>rd</sup> by NSDC)	Unorganized & rural workers having certain skills.	01 Day training will be given on Foundational skills by DTNBWED as Project Implementing Agency (PIA) and 2 <sup>nd</sup> & 3 <sup>rd</sup> day will be engaged by NSDC for skill development activities under RPL.		

## Chapter-15

## PROGRAMMES

**115.1** The Ministry is implementing many schemes for improving life and dignity of labour force both in Organized and Unorganized Sectors during the current FY 2023-24. 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 Tea Plantation Workers in Assam, Pradhan Mantri Shram Yogi Maandhan (PMSYM) for unorganized workers and National Pension Scheme (NPS) for Traders and Self Employed Persons. In addition, 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 (LWS) 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 financial outlay of Rs. 12434.82 Crore for Central Sector (CS) schemes of the Ministry of Labour & Employment during the Financial Year 2023-24. The schemes-wise financial outlays are given in Table 15.1.

**15.4** In compliance with the Government directives, this Ministry has earmarked Rs. 2064.19 (16.60% of total allocation) for DAPSC and Rs. 1069.42 Crore (8.60% of total allocation) for DAPST under CS schemes during the current FY as per details given in Table 15.1.

**15.5** Further, 10% of allocation (Rs. 1243.50 Crore) has been earmarked specifically for North-Eastern Region (NER) during the current FY 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 12 Central Sector 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

			(R	s. in Crore)
SI. No.	Name of Schemes	Total Financial Outlay 2023-24	Allocatio n for DAPSC 2023-24	Allocatio n for DAPST 2023-24
1	Labour and Employment Statistical System (LESS)	110.00	9.80	4.90
2	Labour Welfare Scheme (LWS)	75.00	12.45	6.45
3	e-Shram Portal - National Database for Un-organized Workers (NDUW)	300.00	50.00	25.00
4	Employee's Pension Scheme (EPS), 1995	9167.00	1522.00	788.00
5	Social Security for Tea Plantation Workers in Assam	60.00	0.20	0.10
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	3.00	0.50	0.25
8	Aatmanirbhar Bharat Rojgar Yojana (ABRY)	2272.82	384.24	201.70
9	National Child Labour Project (NCLP)	10.00	1.66	0.86
10	Rehabilitation of Bonded Labour	10.00	1.66	0.86
11	National Career Service Centres (NCSC) for SC / ST	25.00	15.25	7.25
12	National Career Services (NCS)	52.00	8.33	3.95
	Total	12434.82	2064.19	1069.42

### Ministry of Labour & Employment: Financial Outlay of Schemes for FY 2023-24

Table 15.2
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MINISTRY OF LABOUR & EMPLOYMENT (Rs. in crores)								
				-	•	•		
SI. No.	Name of the Scheme	BE 2022-23	RE 2022-23	Actual 2022-23	BE 2023-24	RE 2023-24	Exp. Upto 31 <sup>st</sup> Dec, 2023	
I E	stablishment Expenditure	of the Ce	ntre					
1	Secretariat	83.60	88.51	76.38	89.31	96.59	70.75	
2	Labour Bureau	30.41	29.19	24.98	31.65	28.39	21.01	
3	Other Expenditures related to CLC(C), CGIT & IT	107.88	112.01	109.96	117.77	118.04	81.13	
4	Directorate General of Factory Advice Services (DGFASLI)	49.50	49.50	39.49	39.10	40.03	22.46	
5	Directorate General of Mines Safety (DGMS)	97.29	102.60	102.43	109.08	120.93	83.97	
6	International Cooperation	27.00	34.05	33.18	27.00	42.80	42.73	
7	Directorate General of Employment	64.49	68.59	62.87	70.22	74.96	51.44	
8	DG Labour Welfare (Establishment)	159.01	159.73	143.54	175.78	157.33	117.26	
	Total-Establishment Expenditure of the Centre		644.18	592.83	659.91	679.07	490.76	
II. S	ocial Security Schemes/P	rojects for	Workers					
1	Labour and Employment Statistical System (LESS)	89.00	80.00	49.13	110.00	44 <u>.</u> 80	23.87	
2	Labour Welfare Scheme	120.00	120.00	80.79	75.00	102.00	20.23	
3	Employees' Pension Scheme, 1995	8485.00	8485.00	8785.00	9167.00	9760.00	6875.25	
4	Social Security for Plantation Workers in Assam	60.00	60.00	60.00	60.00	59.94	40.00	
5	Pradhan Mantri Shram Yogi Mandhan Yojana	350.00	350.00	269.91	350.00	205.21	46.34	
6	National Pension Scheme for Traders and Self Employed	50.00	10.00	0.02	3.00	0.10	0.00	

Gra	nd Total	16893.68	16117.65	14800.70	13221.73	12521.06	8918.99
	al-Autonomous Bodies	115.40	115.40	115.92	127.00	127.00	94.39
2	National Labour Institute	12.25	12.25	12.77	13.90	13.90	10.31
1	Dattopant Thengadi National Board for Workers Education	103.15	103.15	103.15	113.10	113.10	84.08
	onomous Bodies						
	al-Central Sector emes/ Projects	16159.1	15358.07	14091.95	12434.82	11714.99	8333.34
12	National Career Services	52.00	42.00	43.99	52.00	52.00	26.36
11	Coaching and Guidance for SC, ST and Other Backward Classes	23.00	23.00	22.06	25.00	25.00	17.21
10	Rehabilitation of Bonded Labour	10.00	10.00	5.16	10.00	6.98	0.27
9	National Child Labour Project	20.00	20.00	15.90	10.00	6.00	0.68
8	National Data Base for Unorganised Workers	500.00	400.00	123.99	300.00	102.96	18.63
7	Aatmanirbhar Bharat Rojgar Yojana	6400.00	5758.06	4636.00	2272.82	1350.00	1265.00
	Persons erstwhile Pradhan Mantri Karam Yogi Maan-Dhan Yojana						

#### Table 15.3

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

#### Rs. In crore

Year	BE	RE	Expenditure
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
2022-23	16893.68	16117.65	14800.70

#### \*\*\*\*\*

## Chapter-16

# WELFARE OF SCHEDULE CASTES & SCHEDULE TRIBES

#### NATIONAL CAREER SERVICE CENTRES FOR SCHEDULED CASTES AND SCHEDULEDTRIBES

**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, counseling 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.

# Representation of SCs and STs the Ministry of Labour and Employment

**16.2** 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 & EMPLOYMET INCLUDING ITS ATTACHED / SUBORDINATE OFFICES / AUTONOMOUS BODIES							
Group	Total No. of Employees		as per on norms	In po	sition	Surplu Shortf	• •
		SC (15%)	ST (7.5%)	SC	ST	SC	ST
Group 'A'	4696	749	374	670	287	-79	-87

							()
		SC	ST	SC	ST	SC	ST
		(15%)	(7.5%)				
Group 'A'	4696	749	374	670	287	-79	-87
Group'B'	10095	1715	847	1542	669	-173	-178
Group 'C' (including							
erstwhile Group 'D'							
also)	28398	4738	2262	4954	1759	+216	-503
Total	43189	7202	3483	7166	2715	-36	-768

**16.3** As per the requirement of the Rights of Persons with Benchmark Disabilities Act, 2016, 4% posts are to be reserved for Person with

Disabilities. The data and number of posts held by Persons with Disabilities (PWDs) in the Ministry of Labour and Employment as under:-

REPRESENTATION OF PERSONS WITH DISABILITIES (DIFFERENTLY ABLED) IN THE MINISTRY OF LABOUR & EMPLOYMENT INCLUDING ITS ATTACHED / SUBORDINATE									
OFFICES / AUTONOMOUS BODIES									
Category of Employees	Employees	differently abled person							
Group 'A'	4696	41							
Group 'B'	10095	116							
Group 'C" (including									
erstwhile Group 'D' also)	28398	693							
Total	43189	850							

#### Data on the representation of Other Backward Classes (OBC) employees in the Ministry of Labour and Employment is as under

Category of Employee	Total No. of employees	norms		Surplus(+) / Shortfall (-)
		OBC (27%)	OBC	OBC
Group 'A'	4696	1236	995	-241
Group 'B'	10095	2748	2064	-684
Group 'C' (including erstwhile Group 'D' also)	28398	7669	6885	-784
Total	43189	11653	9944	-1709

\*\*\*\*\*

# Chapter-17

# 17.1 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 vearly 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 consolidates these returns and send annual returns to the Labour Bureau in the prescribed proformae. 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. Indian Labour Journal (I.L.J.), Pocket Book of Labour Statistics and India Labour Statistics (I.L.S.) etc.

#### 17.2 Achievements

- 1. Report of Annual Review on "Statistics of Factories" for the year 2020 has been released.
- 2. Report on "Trade Unions in India" for the Year 2020 has been released.

#### 17.3 Future Plans

 Scrutiny, Posting and Tabulation of data for the Annual Review on Statistics of Factories for the year 2021 will be carried

### LABOUR STATISTICS

out during 2023-24.

2. Scrutiny, Posting and Tabulation of data for the Report on "Trade Unions in India" for the Year 2021 will be carried out during 2023-24.

#### 17.4 Consumer Price Indices

The Consumer Price Indices compiled & maintained by Labour Bureau on a regular monthly basis are as under:-

#### (a) Consumer Price Index Numbers for Industrial Workers (CPI-IW) on New Base 2016=100

- 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 the year 1946.
- The index on new Base (2016=100) has been released from September, 2020. Indices up to the month of October, 2023 have been compiled and released.
- 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.labourbureau.gov.in

- 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.
- 6. These Index Numbers are utilized for revision of wages, determination of variable dearness allowance, measuring inflationary trends and policy formulation.

#### (b) Consumer Price Index Numbers for Rural Labourers and for Agricultural Labourers [CPI (RL and AL)] (Base: 1986-87=100)

**17.5** 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.

#### (c) Retail Price Index for 31 Essential Commodities

**17.6** 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 October, 2023 were compiled and disseminated to concerned agencies.

#### (d) Housing Index

**17.7** 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).

**17.8** 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 w.e.f. September, 2020.

#### (e) Wage Rate Data:

**17.9** 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 August, 2023 have been compiled and published. The booklet titled "Wage Rates in Rural India" for the year 2021-22 has been compiled and released.

#### (f) 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) are compiled. The Index

up to the period January, 2023 has been released.

#### (g) 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.

So far now, seven rounds of OWS have been conducted by Labour Bureau. Under the 7th Round of OWS, total ten reports consisting of 56 industries have been prepared and all the reports viz. Five Textile Industries, One Textile Garment Industry, Three Plantation Industries, One Tea Processing Industry, Four Mining Industries, Ten Manufacturing Industries, Ten Engineering Industries, Nine Engineering Industries, Nine Manufacturing Industries and Four Service Sector Industries, duly approved by the Competent Authority, have been released by Labour Bureau.

#### Working and Living Conditions of Workers in Unorganized Sector of Industries/ Employments

**17.12** 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.

#### (h) Socio-economic Conditions of Women Workers in Industry

**17.13** 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.

# (I) Studies on Evaluation of Implementation of the Minimum Wages Act, 1948

**17.14** 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.

#### (j) Working and Living Conditions of Scheduled Castes/ Scheduled Tribes workers in urban areas

**17.15** 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.

#### (k) Training in Labour Statistics

**17.16** Training programme for probationers of 45<sup>th</sup> batch of Indian Statistical Service was organised during 26<sup>th</sup> to 28<sup>th</sup> June, 2023 at Labour Bureau Chandigarh.

#### (I) Annual Survey of Industries

**17.17** The Annual Survey of Industries (ASI) is the principal source of industrial statistics in India. It 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 National Sample Survey Office (NSO) and Industrial Statistics (IS Wing) 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, Absenteeism, Labour Turnover and Earnings collected in the ASI schedule. This survey is conducted every year and Labour Bureau compiles two publications/Reports based on this survey namely

- (i) Annual Survey of Industries {Volume-I} -Statistics on Employment and Labour Cost
- (ii) 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 2019-20 data.

#### (m) Publications

**17.1**8 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 2023 is given in Table 17.4(a)

#### Box 17.1

#### WEIGHTS FOR BROAD GROUPS

#### UNDER CPI-IW ON BASE: 2016=100

Group(s)	Weight(s)
Food & Beverages	39.20
Pan, Supari,	1.80
Tobacco &	
Intoxicants	
Clothing & Footwear	5.95
Housing	17.75
Fuel & Light	5.49
Miscellaneous	29.81
Total	100.00

Table	17.	1
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#### Comparative Statement of variations in Consumer Price Index for Industrial Workers (CPI-IW) on Base: 2001=100 and 2016=100.

Base	Financial Year	Index	Percentage variation (annual)
I. 2001=100	2006-07	125	6.83
	2007-08	133	6.40
	2008-09	145	9.02
	2009-10	163	12.41
	2010-11	180	10.43
	2011-12	195	8.33
	2012-13	215	10.26
	2013-14	236	9.77
	2014-15	251	6.36
	2015-16	265	5.58
	2016-17	276	4.15
	2017-18	284	2.90
	2018-19	300	5.63
	2019-20	322	7.33
	2020(Apr, 20 - Aug, 20)	333	) 5.19
II. 2016=100	2020-2021(Sep,20 -	119.0	
	Mar,21)		
	2021-2022	123.6	5.14
	2022-2023	131.1	6.07

and 17.4(b).

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

# **Table 17.2**

# Monthly variation in CPI-IW (Base: 2001=100 & 2016=100)

2023-24	Percentage variation	0.68	0.37	1.26	2.42	-0.36	-1.22	0.65					
й	Index	134.2	134.7	136.4	139.7	139.2	137.5	138.4					
2022-23	Percentage variation	1.35	1.02	0.16	0.54	0.23	0.84	0.91	00.00	-0.15	0.38	-0.08	0.45
ŭ	Index	127.7	129.0	129.2	129.9	130.2	131.3	132.5	132.5	132.3	132.8	132.7	133.3
2021-22	Percentage variation	0.42	0.42	0.91	0 <u>6</u> 0	0.16	0.24	1.30	0.64	-0.24	-0.24	-0.08	0.80
20	Index	120.1	120.6	121.7	122.8	123.0	123.3	124.9	125.7	125.4	125.1	125.0	126.0
2020-21	Percentage variation	0.92	0.30	0.61	1.20	09'0	0.62	1.19	0.33	-0.92	-0.51	0.68	0.50
50	Index	329	330	332	336	338	118.1	119.5	119.9	118.8	118.2	119.0	119.6
2019-20	Percentage variation	0.97	0.64	0.64	0.95	0.31	0.63	0.93	0.92	0.61	00 <sup>.</sup> 00	-0.61	-0.61
50	Index	312	314	316	319	320	322	325	328	330	330	328	326
2018-19	Percentage variation	0.35	0.35	0.69	3.44	00.0	00.0	0.33	00.0	-0.33	1.99	00.0	0.65
2(	Index	288	289	291	301	301	301	302	302	301	307	307	309
F۲	Month	April	May	June	July	August	September	October	November	December	January	February	March

Note: (i) Index from September, 2020 is on New Base 2016=100.

(ii) The percentage variation for September, 2020 has been derived by converting the figure of 2016=100 by using linking factor of 2.88. Table 17.3

# ANNUAL RATE OF INFLATION BASED ON ALL INDIA CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS (Base: 2001=100 & 2016=100)

2023	Rate of	Inflation	6.16	6.16	5.79	5.09	4.42	5.57	7.54	6.91	4.72	4.45		
50	Index		132.8	132.7	133.3	134.2	134.7	136.4	139.7	139.2	137.5	138.4		
2022	Rate of	Inflation	5.84	5.04	5.35	6.33	6.97	6.16	5.78	5.85	6.49	6.08	5.41	5.50
50	Index		125.1	125.0	126.0	127.7	129.0	129.2	129.9	130.2	131.3	132.5	132.5	132.3
21	Rate of	Inflation	3.15	4 48	2.64	5.13	5.25	5.57	5.26	4.80	4.40	4.52	4.84	5.56
2021	Index		118 <u>.</u> 2	119.0	119.6	120.1	120.6	121.7	122.8	123.0	123.3	124.9	125.7	125.4
20	Rate of	Inflation	7.49	6.84	5.50	5.45	5.10	5.06	5.33	5.62	5.62	5.91	5.27	3.67
2020	Index		330	328	326	329	330	332	336	338	118.1	119.5	119.9	118.8
19	Rate of	Inflation	6.6	6.97	7 67	8.33	8.65	8.59	5.98	6.31	6.98	7.62	8.61	9.63
201	Index		307	307	309	312	314	316	319	320	322	325	328	330
2018	Rate of	Inflation	5.11	4.74	4.36	3.97	3.96	3.93	5.61	5.61	5.61	5.23	4.86	5.24
5	Index		288	287	287	288	289	291	301	301	301	302	302	301
	Year/ Month		January	February	March	April	May	June	July	August	September	October	November	December

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.

#### <u> Table No.17.4 (a)</u>

Sr. No.	Statutory Returns	Latest Year for which Review
		released/data published
1.	The Factories Act, 1948.	2020
2.	The Trade Unions Act, 1926.	2020
3.	Minimum Wage Act, 1948	2019
4.	Payment of Wage Act, 1936	2019
5.	Maternity Benefit Act, 1961	2020
6.	Plantation Labour Act, 1951	2019
7.	Shops & Commercial Establishments Act.	2020
8.	Industrial Employment (Standing Order) Act,1946	2019

#### <u>Table No.17.4 (b)</u>

#### List of Publication released/finalized during 2023

Sr.	Publication
No.	
1	Indian Labour Journal (Monthly), upto Sept. 2023
2	Indian Labour Year Book (Yearly) for the year 2020-21
3.	Annual Report on CPI-IW (Yearly) for the year 2020
4	Annual Report on CPI-AL/RL (Yearly) for the year 2021-22
5	Annual Report on Wage Rates in Rural India (Yearly) for the year 2021-22
6	Report on "Trade Unions in India" for the year 2020.
7'	Report of Annual Review on "Statistics of Factories" for the year 2020.

# Chapter-18

# LABOUR RESEARCH & TRAINING

#### LABOUR RESEARCH AND TRAINING

**18.1** V. V. Giri National Labour Institute (VVGNLI), an autonomous body of the Ministry of Labour and Employment, Government of India was set up in July 1974 and has grown into a premier Institute of labour research and training. Since its inception, the Institute has endeavoured through its research, training, education and publications to reach out to diverse groups concerned with various aspects of labour in the organised and unorganised sectors. The focus of such endeavours is the concern to transfer academic insights and understanding for application to policy formulation and action, so as to ensure a just place for labour in an egalitarian and democratic society.

#### 18.2 Vision

A globally reputed institution and centre of excellence in labour research and training committed to enhancing the quality of work and work relations

#### 18.3 Mission

- Bring Labour and Labour Relations as the Central Feature in Development Agenda through:
- Addressing issues of transformations in the world of work;
- Disseminating knowledge, skills andattitudes 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:

- 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 2023 to December 2023 under different research centers of the Institute are listed below:

# 1. Centre for Employment Relations and Regulations

#### Completed Research Project/Case Study

- ✓ Analysis of State Rules viz-a-vis Central Rules under various Labour Codes
- ✓ Labour Movement and Social Security and Social Protection

#### 2. Centre for Social Protection and Health Studies

#### **Completed Research Projects**

 ✓ Issue Paper on 'Universal Social Security' prepared for L20 under India's G20 Presidency

#### **Ongoing Research Projects**

- ✓ Internal Migrants and Portability of Social Security Benefits
- ✓ Study under BRICS Network of Labour Research on 'Ensuring Social Security for All country Report : India'

# 3. Centre for Agrarian Relations, Rural and Behavioural Studies

Completed Research Project/Case Studies

- ✓ Green Jobs in India: Present and Future Prospects
- ✓ Green energy initiatives to promote green jobs: A case of Rajasthan
- ✓ Street Vendors: A Case Study

#### 4. Centre for Gender and Labour Studies

#### Completed Research Projects

- ✓ Policy Research Paper on 'Transforming the Indian Labour Market through Women's Participation'
- ✓ Labour Force Participation: Measuring the Gender Gap Trends
- ✓ Contract Labour: A Case Study
- ✓ Gig Workers: A Case Study
- ✓ Labour Force Participation: Measuring the Gender Gap Trends: ACase of ITI's in Uttar Pradesh

#### **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
- Research for BRICS Network of Labour Research Institute for 2023 : Study on "Ensuring Social Security For All"

#### 5. Centre for Labour Market Studies

Completed Research Papers/ Project/ Case Study

✓ Issue Paper on 'Gig and Platform Workers and Social Protection

#### **On-going Research Projects**

- ✓ A Research Study on 'e-formality Practices' (under the aegis of BRICS Network of Labour Research Institutes)
- ✓ Research Study on Gig and Platform Workers: Vision 2047"

#### 6. Centre for North East India

Ongoing Research Project/Case Study

- ✓ Review of Social Protection Financing System in India (ILO)
- ✓ Sustainable Financing of Social Security in G20 Countries
- 7. Integrated Labour History Research Programme (ILHRP)

#### Completed Research Project

 Labour Movement and Anti-Colonial freedom movement

#### 8. Centre for Climate Change

#### Completed Case study

 Case Study on Managing Livelihoods and Social Protection in the Marine Fisheries Sector: Insights from two Cases of Field Visits ((Published in VVGNLI Case Studies Series-Third Edition-021-025/2023)

#### Ongoing Case Study

 ✓ Case Study on Work and Skill Impact: Analysis of Cases Pertaining to Women Workers (Tentative)

#### Networking (International and National)

**18.8** VVGNLI is mandated to forge professional collaborations with major international and national institutions involved with labour and related issues. The Institute over the years has been working in collaboration with international institutions like International Labour Organisation (ILO), United Nations International Children's Emergency Fund (UNICEF), United National Development Programme (UNDP) and National institutions like Indian Institute of Management, Lucknow (IIM-L), National Institute of Rural Development & Panchayati Raj, Hyderabad (NIRD&PR-H); Tata Institute of Social Sciences, Guwahati (TISS-G), Late Narayan Megha ji Lokhande Maharashtra Institute of Labour Studies Mumbai (LNML MILS-M), Mahatma Gandhi Labour Institute, Ahmadabad (MGLI-A), Dashrath Manjhi Institute of Labour and Employment Studies, Patna (DMIL&ES-P), 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 **three** MoUs with various Organisations during the period to facilitate collaborative training, research and academic activities related to labour and employment issues:

- (i) ASSOCHAM, New Delhi 17.07.2023
- (ii) XLRI, Jamshedpur 15.09.2023
- (iii) State Labour Institute, Odisha 08.09.2023

**18.9** As a part of its international outreach, the Institute has signed a Memorandum of Understanding with International Training Centre (ITC) of International Labour Organisation (ILO), Turin on 28th November, 2018 extending the professional collaboration in the areas of training and education activities in the field of labour and employment for another 5 years i.e. 2018-2023. The MoU envisages to expand the collaboration between the two institutions in training activities to promote decent work for all. The two organizations will work together in areas of mutual interest for activities, inter alia, related to (i) organizing collaborative training and education programmes; (ii) developing training modules; and (iii) faculty exchange. During the year 2023-24 the following activities were undertaken:

 One of the faculty members was selected to attend the A GET-Ahead TOT on "Women Entrepreneurship programme" on nomination basis organized by the International Training Centre of International Labour Organisation (ITC- ILO) from August 27 to September 01, 2023.

 A Certificate Course on 'Labour Relations and Social Dialogue was launched on 4<sup>th</sup> October and concluded on 10<sup>th</sup> November, 2023. The course was conducted in collaboration with ITC-ILO and ILO, New Delhi

**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. One of the major objectives of this Network is to undertake research studies on contemporary concerns related to the world of work. The following research studies have been initiated under the aegis of BRICS Network of Labour Research Institutes:

- ✓ Research Study on '*e-formality Practices*'
- ✓ Research Study on 'Ensuring Social Security for All country Report : India'
- ✓ During BRICS Summit 2023 under South African Presidency, VVGNLI made a presentation on 'Brief Country Overview of Social Protection' on 21<sup>st</sup> February, 2023 in the Research Network Meeting held during 21-24 February 2023 at Johannesburg, South Africa on the sidelines of BRICS 1<sup>st</sup> Employment Working Group Meeting (EWG). The presentation provided an overview of Employment-Unemployment Trends in India, Social Security situation in India: An Overview. Benefits and Schemes. Gender and Social Security, New Initiatives (e-Shram) and Initiatives under New Labour Codes.

**18.11** VVGNLI is representing as a national level knowledge partner for the G20 Employment Working Group (EWG), Ministry of Labour & Employment.

#### Training and Education (2023-24)

**18.12** V.V. Giri National Labour Institute is committed to promote a better under-standing 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 2023, the Institute has conducted 127 offline/online training programmes including 03 International programmes and attended by 3315 participants including 82 international participants from different countries The details are as follows:

S.No	Name of the Programme	No. of Progs.	No. of Days of Progs.	No. of Participants
1.	SPECIAL TRAINING PROGRAMME	04	13	74
2.	LABOUR ADMINISTRATION PROGRAMMES	11	33	128
3.	INDUSTRIAL RELATIONS PROGRAMMES	16	77	184
4.	CAPACITY BUILDING PROGRAMMES	52	211	1299
5.	RESEARCH METHODS PROGRAMMES	02	17	38

#### Online/Offline Training Programmes (01.01.2023 to 15.12. 2023)

6.	INTERNATIONAL PROGRAMMES	03	55	82
7.	CHILD LABOUR PROGRAMMES	09	34	751
8.	NORTH EAST PROGRAMMES	07	35	169
9.	COLLABORATIVE PROGRAMMES	08	65	134
10.	INHOUSE PROGRAMME	15	135	456
	TOTAL	127	675	3315

S.No	Name of the Programme	No. of Progs.	No. of Days of Progs.
1.	SPECIAL TRAINING PROGRAMME	0	0
2.	LABOUR ADMINISTRATION PROGRAMMES	01	05
3.	INDUSTRIAL RELATIONS PROGRAMMES	05	25
4.	CAPACITY BUILDING PROGRAMMES	09	45
5.	RESEARCH METHODS PROGRAMMES	0	0
6.	INTERNATIONAL PROGRAMMES	03	54
7.	CHILD LABOUR PROGRAMMES	04	12
8.	NORTH EAST PROGRAMMES	01	03
9.	COLLABORATIVE PROGRAMMES	0	0
10	THEMATIC TRAINING PROGRAMME	16	32
11.	INHOUSE PROGRAMME	10	140
	TOTAL	49	316

#### Training Programme to be conducted (01.01.2023 to 31.03. 2024)

#### Workshops/Webinars/Study Visits

**18.17** Apart from training programmes, the Institute has also conducted Workshops/

Webinars/Special Events/ Study Visits on different topics. The details are as given below:

#### List of Workshop/Webinar/ January 2023-20 December 2023

SI No.	Name of the Workshop/webinar	No. of days	No of participants	Coordinator
1.	Webinar on Stress Management in collaboration with SLI January 19, 2023	1	30	Shashi Bala
2.	Webinar on Enhancing Capacity in Preventing Sexual Harassments at the Work in collaboration with SLI January 20, 2023	1	35	Shashi Bala

		4	45	
3.	Centre for North East India, V.V. Giri National Labour Institutein collaboration with North East Cell, Dr. Bhim Rao Ambedkar College, University of Delhi Workshop on 'Youth & Employment in North East India -25 January 2023	1	45	Otojit Kshetrimayum
4.	Labour Force Data January 27, 2023	1	35	Manoj Jatav
5.	Gender Unpaid Work And Care In India: Changes and Policy February 17, 2023	1	40	Ellina Samantroy
6.	Half day Workshop on Women's Role in India's Freedom Struggle on the occasion of International Women's Day March 07, 2023	1	70	Ellina Samantroy /B. S. Rawat
7.	Women in the Changing world of work: Issues and Prospects March 7, 2023	1	35	P. Amitav Khuntia
8.	Orientation Workshop on Labour & Employment Issues for ISEC Participants of the Training Programme on 'Official Statistics and Related Methodology' (NSSTA) March 15, 2023	1	16	Ellina Samantroy
9.	Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 March 22, 2023	01	35	Shashi Bala
10.	'Leaving No One Behind: Towards an Inclusive Social Protection System' March 27-28, 2023	02	18	Ruma Ghosh
11.	Collaborative Workshop on Exploring the Impact of New Labour Codes in the Indian Labour Market, (VVGNLI, Noida- Loyola College, Chennai) March 27-28, 2023.	02	143	Shashi Bala
12.	Employment Dynamics and Challenges in India: Present and Future April 20, 2023	01	40	Dhanya M. B.
13.	Orientation Workshop on Transformation in the World of Work cum Study Visit (For the Student of Centre for the Study of Social Systems, School of Social Science, Jawaharlal Nehru University, Delhi) May 04, 2023	01	20	Amitav Khuntia
14.	GeM, Reservation and Rosters(Staff of VVGNLI) May 08, 2023	01	25	Sanjay Upadhyaya
15.	Labour & Employment Issues for 45 <sup>th</sup> batch ISS Officials May 12, 2023	01	27	Ellina Samantroy

16.	Convergence of Activities of Bureau	02	100	
10.	Heads of (Ministry of Labour & Employment) May 16-17, 2023	02	100	
17.	World Day against Child Labour June 12, 2023	01	49	Manoj Jatav
18.	One Day Workshop on Noting, Drafting and Medical Attendance Rules June 20, 2023	01	30	Manoj Jatav
19.	Brainstorming Workshop on Gig and Platform Workers for Employers Organisations August 07, 2023	01	50	Ellina Samantroy
20.	Brainstorming Webinar on Gig and Platform Workers for Workers Organisations August 14, 2023	01	70	Dhanay M. B.
21.	Orientation Workshop on Labour Relations, Labour Laws & Labour Codes October 23, 2023	01	20	Sanjay Upadhyaya
	Total		933	
	SPECIAL EVENT			
22.	Global Symposium on OSH- Nov, 2022 organised VVGNLI, Noida and National Law University, Delhi November 01-02, 2022	02	100	Ellina Samantroy
23.	Training of Liaison Officers for G20 Employment Working Group Meetings January 20, 2023	1	50	
24.	ILO-DTNBWED Two-day joint Workshop March 27-28, 2023	02	35	
	Total	5	185	
	STUDY VISIT			
25.	Study Visit Programme of the Students of Asian Law College, Noida, August 30, 2022	01	35	P. Amitav Khuntia
26.	Department of Social Work, Loyola College, Chennai December 09, 2022	01	20	Shashi Bala
27.	Exposure cum Study visit April 03, 2023 The participants of the International Training Programme on "Public Policy and Governance" being organised by National Institute of Labour Economics Research and Development (Formerly Institute of Applied Manpower Research), an autonomous institute of under NITI Ayog, Government of India, Narela, Delhi as part of the ITEC project of the Ministry of External Affairs, Government of India.	1	28	P. Amitav Khuntia
	Total	3 S	83	

Proposed Workshops to be conducted from 01<sup>st</sup> January 2024 to March 2024

1. Two-Days Workshop on 'Exploring Advanced Statistical Tools for In-Depth Labour Research: A Hands on Workshop with Official Data

2. One-Day Workshop on "Understanding SoPs for Identification, Rescue, Rehabilition of Child Labour and Bonded Labour' for Police Department (NRCCL)

#### **Publications**

**18.18** VVGNLI 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

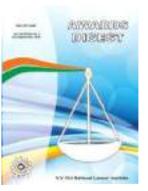
**18.19** L a b o u r & Development is a biannual academic journal. It is dedicated to advancing the understanding of various aspects of labour through theoretical analysis and empirical investigations.

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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**

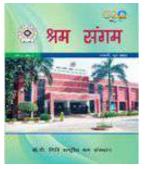
**18.23** Child Hope is a quarterly Newsletter of the Institute. It is being brought out to pave way for ending child labour by reaching out



to different sections of society, mobilizing their efforts in this direction.

#### Shram Sangam

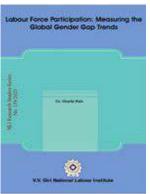
**18.24 Shram Sangam** is a biannual official language magazine brought out by the Institute to orient the employees towards progressive use of Hindi and to make use of their creativity in its expansion.



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 160 research findings in this series.



- 156/2023 E-rural Camp: An Introduction to Labour Codes and Gender Responsive Budgeting in India- *Dr. Shashi Bala*
- 157/2023 Green Jobs in India: Present and Future Prospects- *Dr. Shashi Bala*
- 158/2023 Analysis of State Rules viz-a-viz Central Rules under various Labour Codes– *Dr. Sanjay Upadhyaya*
- 159/2023 Labour Force Participation: Measuring the Global Gender Gap Trends-Dr. Shashi Bala

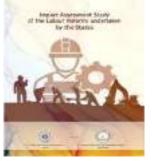
160/2023 E-rural Camp: Labour Codes & Enhancing Sensitivity towards Gender Parity-*Dr. Shashi Bala* 

#### VVGNLI Case Studies Series

**18.26** 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**

- Impact Assessment Study of the Labour Reforms undertaken by the States
- भारतीय कृषि में महिलाओं की अदृश्यताः उत्तर प्रदेश का एक मामला (नगर)
- कृषि संकट को समझनाः ग्रामीण कृषि
   में उत्पादन रोजगार और उभारती चुनौतियों का एक अध्ययन



# N.R. De Resource Centre on Labour Information (NRDRCLI)

**18.27** N.R. De Resource Centre on Labour Information (NRDRCLI) is one of the most reputed library cum documentation Centre in the area of labour studies in the country. The Centre was renamed in memory of late Shri Nitish R. De, the founder Dean of the Institute on July 01, 1999 to commemorate the Silver Jubilee Celebration of the Institute. The Centre is fully computerized and offers the following services and products to its users.

#### **18.28 Physical Achievements**

 Books/Journal/Services - The library has acquired 19 books/reports/bound volumes of journals / CDs/ AV/ VC during January 2023 to November 2023, thereby

enlarging the stock of books/ reports/ bound volumes of journals / slides / audio visual / videos / CDs/photographs/ Posters/ banners/ clippings/panels etc. to 65678. The library regularly subscribed to 108 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 108 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

#### **18.29 MAJOR ACHIEVEMENTS**

- During January to December 2023, V.V. Giri National Labour Institute conducted 127 offline/online training programmes including 03 international programmes for various social partners and 21 workshops attended by 3315 participants and 933 participants respectively.
- VVGNLI has initiated completed 21 Research Projects/Papers/Case Studies and completed 13 Research Proejcts/Papers/Case Studies during January to December, 2023 on various facets of labour and employment.
- VVGNLI is representing as a national level knowledge partner for the G20 Employment Working Group (EWG), Ministry of Labour & Employment.
- The Institute has successfully qualified for getting ISO 9001:2015 Certification on 03.03.2023 and awarded the Certificate on 20.03.2023.
- A one-day Workshop on 'Enhancing Capacity in Preventing Sexual Harassment at the Workplace' was organised on 19<sup>th</sup> January 2023. The specific objective of the programme was



to enhance the capacity of the participants in preventing sexual harassment in the workplace. The workshop was attended b thirty two participants. Dr. Shashi Bala, Fellow was the Course Director of the workshop.

 A one-day workshop on 'Stress Management' was organized on 20<sup>th</sup> January, 2023. The specific objective of



the workshop was to enhance the stress management capacity of the participants. Fourteen participants attended the programme. Dr. Shashi Bala, Fellow was the Course Director of the Workshop.

 A Collaborative Workshop on 'Youth & Employment in North East India' was organized with North East Cell, Dr. Bhim Rao Ambedkar College, University of Delhi on 25 January 2023. The specific objectives of the programme were to: (i) explore historical and cultural perspective



of work; (ii) understand issues related to youth, employment, social security, migration, skill, entrepreneurship etc. in the context of North East India; (iii) make the participants acquainted with recent initiatives and developments in the field of labour and employment in India in general and North East India in particular; (iv) encourage the participants to take up labour and employment issues as a research theme. The workshop was attended by forty five participants. Dr. Otojit Kshetrimayum, Fellow was the Workshop Coordinator.

A Workshop on 'Labour Force Data' was organised in collaboration with Shyam Lal College (Evening), University of Delhi on 27 January 2023. The Workshop aimed to enhance data-handling skills among stakeholders engaged in labour research and those engaged in planning, implementing and monitoring the flagship programmes pertaining to the issue of labour. It provided hands-on skills to the stakeholders in data management, quantitative sample survey methods, etc., for instance, unit-level data (such as PLFS) handling which includes data extraction, cleaning, validation, codification, and analysis. The workshop was attended by thirty five researchers,



NGO professionals and labour officers. Dr. Manoj Jatav, Associate Fellow, was the coordinator.

 V.V. Giri National Labour Institute, Sector-24, Noida was conferred with the Third and Consolation Prize respectively for the year 2020-21 and 2021-22 by the Town Official Language Implementation Committee (Office), Noida in its 44<sup>th</sup> meeting held on 01.02.2023 at Navodaya Vidyalaya Samiti, Sector-62, Noida for outstanding performance in the implementation of Official Language Policy.



Dr. Sanjay Upadhyaya, Senior Fellow, Mr. Harsh Singh Rawat, Administrative Officer and Mr. Beerendra Singh Rawat, Senior Translation Officer receiving the awards

• A Workshop on 'Gender, Unpaid Work and Care in India: Challenges and

Policy' was organised on 17 February The specific objectives of the 2023. workshop were to: (i) understand women's employment in India in the context of emerging analyses around the declining labour force participation of women in India; (ii) understand the key concerns related to gender, unpaid work and care in India; (iii) draw on policy, practice and research, in unpacking the question of women's work; (iv) widen the discourse beyond the realm of productive labour markets and employment. The workshop was attended by forty participants. The workshop was inaugurated by Shri Amit Nirmal, Director General, V.V.Giri National Labour Institute, Noida. Dr. Soumya Kapoor Mehta, Senior Social Specialist, Social Sustainability and Inclusion (SSI), World Bank, New Delhi delivered a special address at the workshop. Ms Subhalakshmi Nandi, Former Deputy Director ICRW delivered the vote of thanks. The workshop was divided into two sessions namely; (i) Women's Paid and Unpaid Work: Challenges and Policy; and (ii) Book Discussion on the book 'Gender, Unpaid Work and Care' published by Routledge 2022. Dr. Dipa Sinha, Assistant Professor, Ambedkar University, Delhi; Dr. Sonia George, General Secretary, Self Employed Women's Association (SEWA), Dr Ellina Samantroy, VVGNLI and Dr. Sona Mitra, Principal Economist, (IWWAGE), KREA University were panelists in the workshop. The panel discussion was followed by a book release titled "Gender, Unpaid Work and Care in India" edited by Dr. Ellina Samantroy and Ms. Subhalakshmi Nandi. The workshop was attended by forty participants. Dr. Ellina Samantroy was the Coordinator of the workshop.



(L to R) Dr. Manoj Jatav, Ms. Deepika Jajoria, Ms. Mubashira Zaidi, Dr. Sona Mitra, Dr. Ellina Samantroy, Shri Amit Nirmal, DG, VVGNLI, Ms Subhalakshmi Nandi, Former Deputy Director, ICRW and Dr. Dipa Sinha releasing the book

The Institute organised a workshop on 'Women's Role in Freedom Struggle of India' on the occasion of International Women's Day on 07 March 2023. The special guest for the workshop was Dr. Rachna Bimal, Associate Professor, Delhi University. Dr. Ellina Samantroy, Fellow, VVGNLI introduced the theme of the workshop. Dr. Ruma Ghosh, Senior Fellow, VVGNLI delivered the welcome address and felicitated the guests. Shri B.S. Rawat, Senior Translation Officer, VVGNLI introduced the special The discussion was followed by quest. poetry recitation on the theme by the employees of VVGNLI. Dr.Otojit Kshetrimayum, Fellow, VVGNLI delivered the Vote of Thanks. The workshop was attended by faculty members, officers and staff of the Institute. The workshop was coordinated by Dr. Ellina Samantroy, Fellow, VVGNLI and Shri B.S. Rawat, Senior Translation Officer, VVGNLI.



 A Webinar on 'Women in the Changing World of Work: Issues and Prospects was organized on 7th March to celebrate International Women's Day (March 08) as a part of the Training Workshop on Gender, Work and Development The major objectives were to: (i) develop conceptual understanding about Gender, Work and Development and its linkages, (ii) sensitise



the participants against gender discrimination, acquainting them with gender sensitive policies programmes for gender equality, equity, agency building of women, decent employment, inclusive growth, Green and Sustainable Development, (iii) enable participants to contribute in their professional and academic work. Forty Faculties, Research Scholars from Universities, Representatives from Corporate Sector, Civil Societies and Trade Unions participated in this online Programme. Ms. Shobha Mishra Ghosh, Director and Head, GE Healthcare and Former Assistant Secretary General, FICCI, Dr. Ellina Samantroy, Fellow and Ms. Vishista Sam, National Project Coordination, ILO Country Office, India joined as panelists.

Mr. P.Amitav Khuntia, Associate Fellow and Course Director moderated the discussions and open forum.

 The Institute conducted a one day Orientation Workshop on Labour & Employment Issues for ISEC Participants of the Training Programme on 'Official Statistics and Related Methodology'



(NSSTA) organized by National Statistical Services Training Academy (NSSTA) and International Statistical Education Centre (ISEC) on 15th March, 2023. The programme was attended by fifteen participants from five countries namely; Liberia, Mongolia, Myanmar, Russia & Tajikistan. The sessions were delivered by Shri Rohit Mani Tiwari, Deputy Director (IR) Ministry of Labour & Employment Shram Shakti Bhavan, New Delhi, Dr. Manoj Jatav, Associate Fellow, VVGNLI, Noida and Dr. Ellina Samantroy, Fellow, VVGNLI. The programme was coordinated by Dr. Ellina Samantroy, Fellow.

 The V.V. Giri National Labour Institute (VVGNLI) an Autonomous Body of Ministry of Labour and Employment and the apex trade body, Associated Chambers of Commerce & Industry of India (ASSOCHAM) had entered into a strategic alliance by signing a memorandum of understanding (MoU) on 17<sup>th</sup> March, 2023. The new strategic alliance between the two organisations aims to promote professional and organisational development in labour and employment-related areas by jointly identifying and executing developmental initiatives that benefit stakeholders in the sector.

The objective of the alliance is to leverage the respective expertise of both organisations and collaborate on initiatives related to education, research, training, and other activities that promote the fair and transparent implementation of labour reforms which are led by the government. The synergy seeks to emanate the beneficial impact of an increased alignment to India's international commitment to labour laws and welfare in context of global policy standards and benchmark practices.

The partnership also includes policy advocacy, with the organisations working together to advocate for policies that promote the welfare of stakeholders engaged in labour and employmentrelated issues. The MoU signing ceremony has noted august presence of Mr. Amit Nirmal, ISS, Director General, V.V. Giri National Labour Institute, and Ms. Pooja Ahluwalia, Assistant Secretary General, ASSOCHAM being signatories from respective institutions to the MoU. The ceremony was attended by Dr Saurabh Agarwal, Member, ESIC, Shri Anupam Malik, Member EPFO, Ms. Ritima Singh, Mr. Jatin Kochar and distinguished senior faculty members and officials from two institutions. The MoU signing ceremony was co-ordinated by Dr Ellina Samantroy, Fellow VVGNLI and Shri Santosh Parasher, Head of the Department of Corporate, Legal and Regulatory Affairs, ASSOCHAM.



 The Institute organised a Workshop on the 'Sexual Harassment of Women a Workplace (Prevention, Prohibution and Redressal) Act, 2013' was organised on March 22, 20123. The specific objective of the programme was to prepare a plan of action for awareness generation among the employees of the Institute. Dr Shashi Bala, Senior Fellow was the Course Director of the programme.



AWorkshop on 'Leaving No One Behind -Towards Universal Social Protection System' was organised during 27-28 March 2023. The specific objectives of this Workshop were to: (i) highlight the critical role of universal social protection, a human right and socio-economic necessity; (ii) discuss the challenges in the present system of social protection and the need to accelerate progress towards achieving SDG 1.3 (building social protection systems including social protection floors); (iii) identify good practices in countries and the extent to which these learnings can be implemented in the Indian context. The Key Note Address of the workshop was delivered by Prof. Ravi Srivastava, Director, Centre for Employment Studies, Institute for Human Development and Former Faculty, CSRD/School of Social Sciences, Jawaharlal Nehru University, New Delhi and a Special Address was delivered by Ms. Mariko Ouchi, Senior Technical Specialist on Social Protection, Decent Work Team- South Asia, ILO, New Delhi. Prof. Santosh Mehrotra, Visiting Professor of Econ, Centre for Development Studies, University of Bath, UK; Professorial Fellow, Nehru Memorial Museum and Library, New Delhi; and Adjunct Prof, Public Health Foundation of India delivered the Valedictory Address. Technical Session I on Universalising Health and Old Age Protection was chaired by Dr. Sanjay Upadhyaya, Senior Fellow, VVGNLI and the Panelists were Dr. Shailendra Kumar Hooda, Associate Professor, ISID, Delhi, Shri Priyaranjan Sinha, Deputy Director, ESIC Head Office, New Delhi, Shri Nilendu Mishra, Regional Provident Fund Commissioner & Faculty, PDUNASS, EPFO, Delhi and Dr. Renuka Sane, Former Faculty, NIPFP and Research Director, Trust Bridge. Technical Session II on Building Social Protection Floors -- Universalising Income and Child

Protection was chaired Ms. Mridula Ghai, Director, PDUNASS, MoLE and the Panelists were Dr. Anoop Satpathy, Wage Specialist Decent Work Team - South Asia, ILO, New Delhi, Dr. Satyaki Roy, ISID, New Delhi, Dr. Bhaswati Das, Associate Professor, JNU Technical Session III on Strengthening Social Protection System for Reaching The Missing Middle was chaired by Shri Virjesh Upadhaya, Director, Dattopant Thengadi Foundation, Delhi and the panelists were Dr. Otojit Khetrimayum, Fellow, VVGNLI, Shri. Amitav Khuntia, Associate Fellow, VVGNLI and Dr .Manoj Jatav, Associate Fellow, VVGNLI. Technical Session IV on Shaping the Future of Social Protection was chaired by Shri S.P. Tiwari, General Secretary, TUCC and the Panelists for Technical Session I on were Dr. Ruma Ghosh. Senior Fellow, VVGNLI, Dr. Ellina Samantroy, Fellow, VVGNLI, Dr. Dhanya M.B, Fellow, VVGNLI and Dr. Kingshuk Sarkar, Associate Professor and Chair, General Management & Economics, Goa Institute of Management, Goa A total of twenty eight participants representing academics, Employers' Organisation, Central Trade Unions, and research scholars from University/Research Institutions participated in the Workshop. The Workshop was coordinated by Dr. Ruma Ghosh, Senior Fellow, VVGNLI.



A National Collaborative Webinar on *'Exploring the Impact of New Labour Codes in Indian Labour Market'* with Loyola College, Chennai was organized by the Institute on March 27-28, 2023. The specific objective of the workshop was to discuss Labour Codes and their likely impact on the Labour Market. One hundred forty three participants attended the programme. Dr. Shashi Bala, Senior Fellow, VVGNLI & Dr. D. John Paul Assistant Professor, Loyola College, Chennai were the Course Director of the programme.



Special Address delivered by Ms Vani Sen Gupta, Director Human Resources, The Leela Palace , Chennai

V.V. Giri National Labour Institute, Noida organized a half-day Workshop on 'Employment Dynamics and Challenges in India: Present and *Future*' on 20<sup>th</sup> April 2023. The workshop was inaugurated by Shri Kamal Kishore Soan, IAS, Joint Secretary, Ministry of Labour & Employment, Govt of India. The workshop began with Dr Arvind, Director General, VVGNLI welcoming the participants. Shri Amit Nirmal, DDG, DG(Employment), MoLE, Govt of India also delivered a keynote address and the panel discussion was chaired by Prof. Santosh Mehrotra. The experts' panel included: Prof. Arup Mitra, South Asian University; Shri Sher Verick, Head, Employment Strategies Unit,

International Labour Organisation, Geneva; Prof. Sandeep Sarkar, IHD; Shri Rajiv Kapoor, Confederation of Indian Industry; Shri C.K. Sajinarayan, BMS; Dr Dhanya M B, VVGNLI. The programme was attended by thirty-two participants from Academia, the Ministry of Labour and Employment, trade unions, employers organisation and international labour organisations. The programme was coordinated by Dr Dhanya M B, Fellow, VVGNLI.



 The Institute organized an Orientation Workshop on '*Transformation in the World of Work cum Study visit*' for the Students of Centre for the Study of Social Systems, School of Social Sciences, Jawaharlal Nehru University, Delhi on May 04, 2023. The programme aimed to make the participants understand the dynamics of work, technological development and its impact, and acquaint with the policy / legislative initiatives with reference to Labour Codes.

A Panel Discussion on Policy/Legislative Initiatives for Social Protection, Safety and Health with reference to Gender was conducted. Dr. Elina Samantroy, Dr. Otojit Kshetrimayum Fellows of the Institute were panellists and Dr. Sanjay Upadhyaya, Senior Fellow was the discussant moderated by Sh. P. Amitav Khuntia, Associate Fellow.



Twenty two Master Degree and PhD students along with Professor Manoj Kumar Jena, participated in this workshop at VVGNLI, Noida. Dr. Arvind, Director General VVGNLI interacted with participants and delivered valedictory address. Mr. P. Amitav Khuntia, Associate Fellow, VVGNLI was the Course Director.

The Institute conducted a one day Workshop on 'Labour & Employment *Issues*' for Probationers of the 45<sup>th</sup> batch of Indian Statistical Service undergoing training at National Statistical Systems Training Academy (NSSTA), Ministry of Statistics and Programme Implementation (MoSPI) on 12<sup>th</sup> May 2023. . The workshop was attended by twenty seven officers. The workshop was inaugurated by Shri Alok Kumar Verma, Dy. Director General, NSSTA. A Special Address was delivered by Shri Santosh Kumar Gupta, Director, NSSTA. The sessions were delivered by Dr. Sanjay Upadhyaya, Senior Fellow, VVGNLI, Noida, Dr. Ellina Samantroy, Fellow,

VVGNLI, Shri Prabhakar Mishra, Ex-Deputy Labour Commissioner, Government of Uttar Pradesh and Dr. Manoj Jatav, Associate Fellow, VVGNLI, Noida. The workshop was coordinated by Dr. Ellina Samantroy, Fellow.

The Ministry of Labour & Employment, Government of India organised a Convergence Meeting with ten Bureau Heads to develop an Action Plan for Convergence. About fifty officers from all organisations of MoLE i.e. ESIC, EPFO, DGLW,CLC, DTNBWED, DGFASLI, VVGNLI, DGMS, Labour Bureau and DGE attended the meeting during  $16^{th} \& 17^{th}$ May, 2023 at V.V.Giri National Labour Institute, Noida. Ms. Arti Ahuja, Secretary, Ministry of Labour & Employment inaugurated the meeting and emphasised the need for developing more convergence so as to work on a common platform. Hon'ble Minister for Labour & Employment and Environment, Forest and Climate change, Shri Bhupender Yadav presided over the concluding session. An Action plan was presented to the Hon'ble Minister



Shri Bhupender Yadav, Hon'ble Union Minister for Labour & Employment interacting with the participants

after detailed deliberations by the participants. While interacting with the

participants, Hon'ble Minister appreciated the initiative and the action plan and emphasized the importance and synergy among different organisations for a holistic approach towards Labour Welfare.



The 'World Day against Child Labour' was observed by the VV Giri National Labour Institute, in cooperation with the International Labour Institute, at its campus in Noida on June 12, 2023. Ending child labour and ensuring social justice are important and interconnected goals that require concerted efforts at both local and global levels. Ending child labour and ensuring social justice requires a comprehensive and multifaceted approach involving governments, businesses, communities, and individuals. By working together towards these goals, we can create a world where all children are protected, educated, and provided with equal opportunities to thrive. In the event, the need for a convergent action to end child labour and ensure social justice was highlighted by the delegates from the Ministry of Women and Child Development, the Ministry of Labour, the International Labour Organisation, Central Trade Unions, NGOs, Research Organisations, etc. Dr Manoj Jatav, Coordinator of the National Resource Centre for Child Labour, VVGNLI, coordinated the event. Mr Satoshi Sasaki, Deputy Director, ILO India Incharge, along with Dr. Arvind, DG, VVGNLI, chaired the event.



Dr. Arvind, Director General addressing the participants of the workshop

V.V Giri National Labour Institute, Noida, organised a Brainstorming Workshop on 'Gig and Platform Workers' for Employer's Organisations on 7th August 2023. Shri Ramesh Krishnamurthi, Additional Secretary, MoLE, inaugurated the workshop and led the brainstorming discussion. Ms. G. Madhumita Das, F.A., MoLE, delivered a special address. Dr. Arvind, Director General, VVGNLI, welcomed the guests and participants. Representatives from Ola, Uber, Amazon, Policy Bazar.com, Urban Company, CII, ASSOCHAM, PHD CCI participated in the workshop. Senior officials from different verticals of the Ministry, Faculty Members, VVGNLI, and scholars from academia participated in the workshop.

The panelists for the first session were; Dr. Bornali Bhandari, Professor, National Council of Applied Economic Research (NCAER) India Centre, New Delhi, Dr. Sakshi Khurana, Senior Specialist, Skill Development Labour and Employment, NITI Aayog, Sri Nageswar, Senior Vice President (Group Industrial Relations) Simpson & Group Companies and EC,AIOE Chennai, Dr. Onkar Sharma, Deputy CLC, Ministry of Labour and Employment, Ms. Smriti Sharma, Public Policy (Operations), Amazon.

Ms. G. Madhumita Das, F.A., MoLE, chaired the second session on Way forward for ensuring social security to Gig and Platform workers. The moderator for the session was Dr. Dhanya M.B, Fellow, V.V. Giri National Labour Institute. Dr. Ellina Samantroy coordinated the workshop.



Shri Ramesh Krishnamurthi, Additional Secretary, MoLE inaugurating the Workshop in the presence of Ms. G.Madhumita Das, JS & FA, MoLE and Dr. Arvind, Director General, VVGNLI

V.V. Giri National Labour Institute, Noida organised a Brainstorming Workshop on Gig and Platform Workers for Workers Organizations' on 14<sup>th</sup> August 2023. Dr. Arvind, Director General, VVGNLI, welcomed the quests and participants. Shri Ramesh Krishnamurthi, Additional Secretary, MoLE, inaugurated the workshop and led the brainstorming discussion. Ms G. Madhumita Das, F.A., Shri Kamal Kishore Soan, JS and Shri Amit Nirmal, DDG(E) were also present in the session. Dr. Dhanya M.B., Fellow, VVGNLI coordinated the workshop. The panellists for the first session were; Dr. Bornali Bhandari, Professor, National Council of Applied Economic Research

(NCAER) India Centre, New Delhi, Dr. Sakshi Khurana, Senior Specialist, Skill Development Labour and Employment, NITI Aayog, Dr. Onkar Sharma, Welfare Commissioner, MoLE; Ms Aishwarya Raman, OMI Foundation; Mr Shaik Salauddin, National General Secretary, Telangana Gig & Platform Workers Union (TGPWU) and Mr Chandan Kumar, Working People's Charter Network. Shri Ramesh Krishnamurthi, Additional Secretary, MoLE, chaired the second session on Way forward for ensuring social security to Gig and Platform workers. The moderator for the session was Dr. Ellina Samantroy, Fellow, V.V. Giri National Labour Institute. The workshop was attended by seventy participants from various backgrounds such as gig workers, trade union leaders, researchers, academicians, gig economy professionals and various government officials from the ministries. Dr. Dhanya M.B. delivered the vote of thanks.



 VVGNLI and XLRI, Jamshedpur have entered into a strategic alliance by signing a MoU on September 15, 2023 to promote professional and organisational development in labour and employmentrelated areas. Dr. Arvind, DG, VVGNLI and Fr S George, S J, Director XLRI being signatories from respective institutions coordinated by Mr. P.Amitav Khuntia, Associate Fellow, VVGNLI.



- The Institute organised an Orientaiton Workshop on 'Labour Relations, Labour Laws and Labour Codes on October 23, 2023 for the participants of training programme for the Probationery Officers of National Postal Academy at Rafi Ahmed Kidwai, Ghazaibad. The specific objective of the Workshop is to provide an orientation awareness and knowledge to the participants with regard to human rights and constitution perspective and key features of labour laws and labour codes in India. The workshop was attended by twenty participants. The workshop was coordinated by Dr. Sanjay Upadhyaya, Sr. Fellow.
- The Institute celebrated the '9<sup>th</sup> International Yoga Day' 21<sup>st</sup> June, 2022. It was attended by 100 Officials, staff and trainees with great enthusiasm. Shri P.Amitav Khuntia, faculty of the Institute in his welcome address highlighted the significance of yoga day celebration.



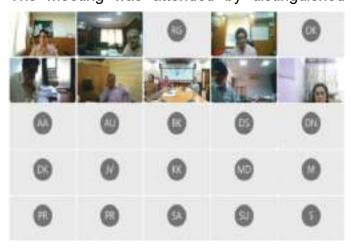
Faculty Members, Officer, Staff and participants of the training programmes participating the yoga

#### **18.30 SPECIAL EVENT**

The institute organised a Workshop on "May Day and Labour Rights" on 1st May 2023 to commemorate International Workers' Day and centeneary year of the celebration of May Day in India. The workshop was inaugurated by Dr. Arvind, Director General of the institute. Shri Surendra Nath, former Secretary to Govt. of India delivered the key-note address on the significance of May Day and labour rights. The participants shared their views on the relevance of May Day. Dr. Otojit Kshetrimayum, Fellow was the Coordinator of the workshop.



The Institute organised an Online Meeting on "Development of Training Modules on Various Labour Issues" on 5 September 2023 via Webex. The meeting was attended by distinguished



group of experts, heads and representatives from State Labour Institutes, Administrative Training Institutes and State Institutes of Rural Development and other institutes. The meeting commenced with Dr. Otojit Kshetrimayum, Fellow at VVGNLI welcoming all the participants and expressing gratitude for their attendance. Subsequently, Dr. Arvind, Director General of VVGNLI, extended a warm welcome to all the attendees. During the opening session of the meeting, Dr. Arvind provided an overview of the transformations in the world of work. emphasizing the importance of the issue and the significance of regular updates on new initiatives related to labour policies and legislations to ensure its successful execution. He then encouraged the participants to share their views on the development of training modules for various labour issues.

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# Chapter-19

19.1 The National e-Governance Plan regarding cause list, tenders, date of (NeGP) is an initiative by the government of India to connect eGovernance systems throughout the country and create a nation- wide network for electronic delivery of government services. The National eGovernance Plan (NeGP) was conceptualized to focus on e-Governance initiatives at the national level with an aim to "Make all Government services accessible to the common man in his locality, through common service delivery outlets, and ensure efficiency, transparency, and reliability of such services at affordable costs to realize the basic needs of a common man". In this regard, "Scheme on Information Technology "is under" implementation in the Ministry. The objective of the Scheme is to strengthen and up-grade the existing information technology infrastructure in the Ministry. It is intended to bring the working of the Government to higher standard and move in the direction of paperless office. An amount of Rs.2.9 crore was earmarked for IT infrastructure during the financial year 2022-23.

**19.2** Considering the importance of National e-Governance Plan, the Ministry of Labour and Employment and various organisations under it carried out the following activities:

#### A. Activities in the Ministry:

- 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.
- The functions of Ministry's SAMADHAN (Software Application for Monitoring and Disposal, Handling of Apprehended/

## INFORMATION TECHNOLOGY (IT) / MEDIA RELATED INITIATIVES / E-GOVERNANCE

Existing Industrial Dispute) portal were stabilized.

- iii. Implemented e-Office as one of the Mission Mode Projects (MMPs) under the Digital India Programme. Use of eoffice 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 offiles.
- 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) data, (iv) State Government and (v) Central Government.

The NCLP Scheme has been assimilated with "Samagra Shiksha Abhiyan" Scheme of Ministry of Education, Department of School Education and Literacy in phased manner after 01st April 2021.

 v. Ministry issued Notification dated 21<sup>st</sup> February, 2017 for ease of compliance of Labour Laws, reducing the number of Registers to be maintained to 5 in place of 56 Registers which were provided under the Central Labour Laws/Rules. To facilitate the compliance by the establishments further, a software was developed for maintenance of these registers by the Establishments and uploaded for free download on the Ministry' s website https:// labour. gov.in/eRegister.

vi. Directorate General of Employment (DGE) has taken initiative to bring employers, trainers and unemployed on single platform through National Career Services (NCS) Portal www.ncs.gov.in. As on 31<sup>st</sup> December 2023, NCS platform has 3.74 crores registered Jobseekers, 20.63 lakh active employers and 4.29 lakh active vacancies. The total number of vacancies mobilized on the portal since its launch in 2015 is more than 2 crores.

As per the budget announcement, NCS portal has been integrated with the e-Shram portal, Udyam portal and Skill India Portal (SIP). International Jobs module will facilitate MEA registered employers to post international job opportunities on the NCS portal. It will facilitate the jobseekers to search and apply for the international job opportunities via NCS portal.

National Career Service partnered with Microsoft and provided online Digital Skills employability enhancement training to the jobseekers under DigiSaksham. The digital skill training includes various free-of-cost courses such as Excel, Azure, Security Fundamentals, etc. National Career Service (NCS) partnered with TCS iON, a strategic unit of Tata Consultancy Services Ltd. to offer its registered jobseekers a free, self-paced Online Training Program on "Career Skills", which will equip the learners with an array of soft skills.

vii. Initiates of the CLC Organisation are as under

- a. Shram Suvidha Portal : CLC(C) Organisation is using IT based system of inspection, for receiving compliance report of inspection, Issuance of Registration Certificate and Licenses, amendment and renewal of Registration Certificate and Licenses, filing of Unified Annual Returns under 8 Labour Laws and 10 Central Rules.
- b. Samadhan Portal : CLC(C) Organisation is using IT based system for handling industrial disputes under ID Act, 1947. The Samadhan Portal is also being utilised to file Claims under the MW, Act, 1948, the PW Act 1936, the Payment of Gratuity Act, 1972 etc by workers. The workers can also file the general complaints also on Samadhan Portal. The facilities to file IDs .claim cases and general complaints is also available on Mobile App "UMANG". The workers also have facility to file IDs, Claim cases and general complaints through the CSC Centres.
- viii. DGMS has taken many IT initiatives during the year 2023-24 which including the following:
- a. The website of DGMS has been redesigned and customized for providing better user interface and transparency for different stakeholders. DGMS website underwent Security audit successfully on 28.02.2023 and STQC website quality certification was issued on 13.07.2023 which is valid upto 12.07.2026.
- 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 31.12.2023, 24953 number of applications for Permission / Exemption/ Relaxation had been

received online and 23855 had been dealt with accordingly. During the calendar year 2023, 7064 number of applications for Permission / Exemption / Relaxation were received online and 6840 were dealt with accordingly.

- c. "Accidents & Statistics System" software module which was launched in 2020, 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 31.12.2023, total of 357 fatal accidents, 690 serious accidents and 145 dangerous occurrences have been reported on the web portal.
- d. 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.
- e. 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.
- f. 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 in the month of December 2023. A total of 14,310 candidates appeared in the aforesaid examinations.

- g. Online portal for Annual General Transfer of Group A officers has been made functional since September 2022 and all Group A officers' transfers were carried out through the portal in the year 2023.
- h. For dissemination of information and awareness to the stakeholders on the DGMS pro-active OHS measures, the social media platforms like Twitter (now "X") handle <u>https://twitter.com/</u> <u>DGMS1902</u> and YouTube channel <u>https://www.youtube.com/@DGMSINDI</u> <u>A</u>are being actively used.

#### B. IT initiatives in EPFO

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

- a. Pension on Higher wages joint options & validation of earlier option: A comprehensive Pension on Higher Wages (PoHW) functionality was developed and deployed on Unified Portal to enable the EPF members / pensioners to validate their options submitted earlier or file joint option for pension on higher wages in terms of the orders of Hon'ble Supreme Court of India as well as to enable Regional Offices process the applications including reference to employers for information & document upload.
- Industrial accident- payment of benefits- monitoring dashboard: The Industrial accident monitoring dashboard was launched on June, 2023 for

immediate benefits to the member.

- c. Establishment e-report Card: In line with Ease of Doing Business and Ease of living, Establishment e-Report has been launched by EPFO on 1<sup>st</sup> November 2023. The report available to public on the homepage of EPFO website contains all basic and critical coverage datamembership, remittances of contributions, payments against claims of members, filing of e-nominations, Pending KYC to be approved etc. in the open domain for all the stakeholders. It will help in assessing default risk assessment of Establishments for ensuring social security to employees.
- d. MIS 3.0 Dashboard MIS 3.0 Dashboard has been launched for providing efficient and relevant dashboards with easy navigation, facility for formatting of available reports. Some of the proposed fruitful results are Enhanced User Interface Experience, Better Navigation, Self-Customizable Reports, User-Oriented Reports Extraction and Download, Insights at a glance, convenient reports searching facility etc. v. Principal Employers, Contract Workers:
- e. Online monthly return for EDLI Exempted Establishments: The functionality was developed & deployed in employers' login on Unified Portal dispensing with need to file physical copies. The EPFO can also monitor the compliance on month basis
- f. Issue of system generated intimation of Auto calculated due under section 7Q and 14B: A functionality developed on Unified Portal for issue of system generated intimation of auto-calculated amount due under section 7Q & section 14B of the Act & submission of response

by the employer. Summary of Amountsdue, Paid, Pending- available in Employers' Login and in MIS of EPFO Regional Offices

C. IT initiatives in ESIC

### 1. **PANCHDEEP 1.0**: ESIC'S E-GOVERNANCEPROJECT

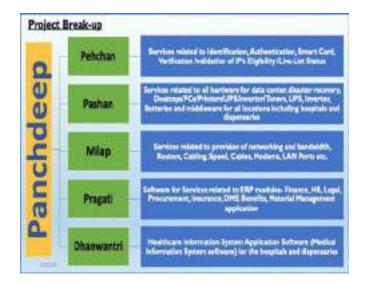
- 1.1 With a view to provide hassle-free health and social security services to the stakeholders as well as for transforming its business into total e-governance, ESIC rolled out an ambitious project "Panchdeep" through a national digital network, in all the 2300<sup>+</sup> locations.
- **1.2** Project Panchdeep is one of the largest e- governance programmes of the country to provide online facilities to the employers, insured persons, ESI staff, third party & government agencies, suppliers and other stakeholders. It provides registration of employers & beneficiaries, deposition of contribution, disbursement of cash benefits and documentation of medical services for all insured people.
- **1.3** The task for conceiving, integrating, capacity building, application development & implementing the project was assigned in 2009 to a System Integrator on a BOOT model (live in 2011) and included on-premise Data Centre, Recovery Centre, procurement, provisioning & management of Infrastructure,

MPLS connectivity, Facility management and IT Infrastructure procurement in all 2300 locations, for 5 years. At present, it is being maintained (O & M) based on SLA through a System Integrator.

**1.4** Significant progress have been made in 2023-24 in the field of Information and

Communication Technology (ICT). In 2023, the contract with the previous system integrator got over and new system integrator M/s. Electronics Corporation of India Limited has taken over the project for functional management of IT project 'Panchdeep' of ESIC (including operations & maintenance, AMCs and augmentation of IT infrastructure & comprehensive management). This contract has initially been awarded for a period of 03 (three) years which is extendable further on existing terms & conditions by ESIC as per requirement.

- 2. Salient Features of IT Project 'Panchdeep'
- **2.1** ESIC e-governance structure has five components which are as follows: -
  - Pehchaan, which includes all services (i) related to identification, authentication and verification of Insured Persons (IPs). It initially included capturing of biometrics (for de-duplication) and issuance of two Smart Identity Cards (one for IP and one for his family) for availing benefits from any ESI institution, anywhere in the country, anytime. Later, with inclusion of the ePehchan, these were discontinued. Now, Aadhaar can be used for identification and authentication of Insured Persons (IPs). IPs can also generate ABHA IDs using their IP Numbers.
  - (ii) Milaap comprises of all services related to provisioning network and bandwidth.
  - (iii) Pashaan consists of services related to hardware for Data Centre, Disaster Recovery, desktops /PCs and Middleware.

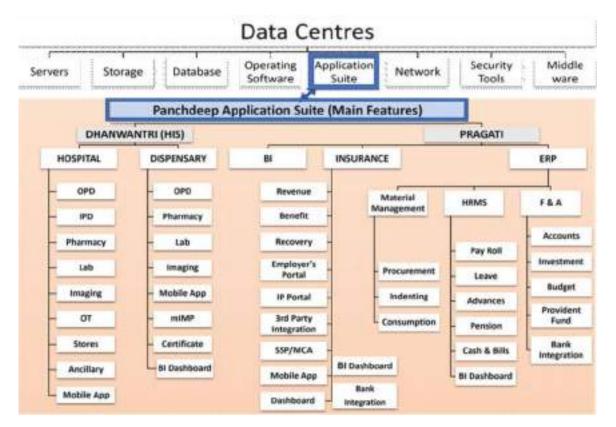


- (iv) Dhanwantri includes all services related to Hospitals, Dispensaries, OPD, IPD, Laboratories, Imaging Services, etc.
- (v) **Pragati** for all services related to ERP, Insurance, Benefit, HRMS, Material Management and Finance.

### 2.2 Panchdeep Application Suite

The suite of applications is a centralized web-based solution that enables users of various ESI offices to access the applications from web browsers in addition to through the dedicated LAN/WAN. The solution is driven by a flexible & configurable workflow engine to ensure it meets all workflow requirements of ESI scheme such as administration, requirement of medical facilities, contribution made by employers and administration of ESIC employees. The solution also consists of a self-service portal for the employees covered under the scheme. The key application system is captured in the diagram below: -

**2.3** ESIC's ICT initiatives have led to the digitization of key processes, reducing paperwork and administrative burdens for



all stakeholders including the Insured Persons, Employers and staff. The introduction of online portals and mobile applications has empowered beneficiaries to conveniently access their benefit and healthcare related information, promoting transparency and accessibility. ESIC's commitment to leveraging technology has also resulted in improved data analytics capabilities, enabling data-driven decisionmaking to enhance the effectiveness and sustainability of the provisions of the scheme and eGovernance.

- 3. Beneficiary-centric value-added initiatives
- 3.1 Online claim of Cash Benefits The Claims for ESI cash benefits like Maternity Benefit, Sickness Benefit (SB), Extended Sickness Benefit (ESB), and Temporary Disablement Benefit (TDB), can now be submitted online by the Insured person through IP Portal. The status of the claim can also be tracked online. ESIC has been able to expedite claims processing,

ensuring timely disbursement of benefits to insured individuals during critical times.

- 3.2 SMS for suggestions & feedback on Services - The SMS seeking suggestions and feedback from the Insured persons/beneficiaries is aimed at assessing the quality and experience in availing the services at ESI Health centres and Branch offices. An SMS is sent to beneficiary urging him/her to provide their feedback/ suggestions on the quality of services. They may use the link provided in the SMS to submit their rating for the experience of services extended to them and also provide feedback through a text box provided on this web page.
- **3.3** The AAA+ Mobile App Envisioned to utilize the ever-increasing penetration of smartphones in our daily lives, the Ask an Appointment (AAA+) Mobile App aims at providing the Insured Person and beneficiaries, the facility to book a doctors' appointment at the click of a button, thus eliminating the requirement of standing in

queues for OPD consultation. The facilities of booking appointment on the AAA+ Mobile App have been bolstered with several provisions such as: -

- **a.** The elder members (60 years and above) of the insured family can request home collection of laboratory samples using the AAA+ Mobile App.
- **b.** The insured person is now able to schedule appointments on the same day for the open time slots.
- **c.** The insured person or beneficiary can now obtain an OPD check-in number through the mobile application, eliminating the necessity of waiting in line for a registration number.
- **d.** The patients who have booked a AAA+ consultation can receive priority service at the pharmacy counter through the provision of a dedicated worklist for their prescriptions.
- e. Contents have been made available in various regional languages as well.
- Edit IP Details/Particulars Previously, 3.4 alterations to the information of IPs & their families could be made by the employer without any limitations on frequency etc. and without requiring an approval from ESIC. However, a structured procedure and workflow have now been implemented at the branch office level to safeguard against potential misuse of the previous provisions. Additionally, IP now has the option to initiate changes to their personal or family details through the IP portal as well. They are provided with the capacity to monitor the status of their change requests.
- **3.5** Addition of New Born Details to the Insured family The details of babies born at ESI hospitals are being automatically forwarded by the hospital staff from the Dhanwantri application to

the respective employer for approval. Upon confirmation by the employer, the details of the new born becomes part of the insured persons family. The provision not only saves time of the insured person but also helps in smooth experience in the need of a referral for advanced treatment to an empanelled centre from the Hospital.

- 3.6 Implementation of Aadhaar in ESIC -ESIC has been authorized to seed & authenticate Aadhaar of IPs and beneficiaries, on a voluntary basis, under the provisions of rule 5 of the Aadhaar Authentication for Good Governance (Social Welfare, Innovation, Knowledge) Rules, 2020 read with subclause (ii) of the clause (b) of sub-section (4) of section 4 of the Aadhaar (Targeted Delivery of Financial and other Subsidies, Benefits and Services) Act, 2016. The seeding of Aadhaar shall be pivotal in ensuring targeted delivery of ESI benefits and de-duplication of IP database. About 48.58 lakhs of Aadhaar of beneficiaries have already been seeded.
- **3.7 Dashboards** The ICT division ensured that the dashboards available for the public and the top managements are being constantly improved and facilitated with more useful Data and functionality to benefit all stake holders alike.
- **3.8 Transfer Module** Various Modules for transfer of ESIC Officers/Officials as per the latest transfer policy were made available to ensure smooth, bias free activity of transfers of the employees in an objective way.
- **3.9 Pension Payment Slip** The Pension Payment slip of the ESIC Pensioners has now been made available online for convenience and efficiency, benefiting both pensioners and ESIC in managing pension disbursements.
- 3.10 Use of Local Language for website content The content on the ESIC

website were made available in various local languages so as to make them more useful to the insured person and beneficiaries.

- 3.11 Ayushman Bharat Health Account (ABHA) Number - In pursuance of the Government of India initiative of Digital Health Mission, ESIC under the guidance of National Health Authority (NHA) has started to generate ABHA number for all its beneficiaries. This initiative shall enable the availability of Digital Health records across all participating health institution/ organizations.
- 3.12 Facilitating Service Pensioners with Digital Life Certificate by Onboarding Jeevan Pramaan Application- ESIC has more than 17000 Pensioners and Family Pensioners who are drawing Service Pension from different Accounting Units located across different cities of India. Till now, they had been submitting life certificate annually in physical form to respective accounting units for continuation of their Pension. ESIC has boarded on Jeevan Pramaan Application platform. Now, the service pensioners drawing pension from any of the accounting units can submit their Digital Life Certificate from anywhere by using mobile phone/PC and they need not visit ESIC offices.

### D. Media Cell

Media Cell in MoLE was formed 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.

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# Activities /Achievements by Media Cell in the Year 2023

- Media Cell publicizes the initiatives and efforts of the Ministry and Government of India through Press Releases, AIR interviews, articles in leading newspapers and social media posts. In social media posts, creative infographics, video or animations are used.
- ii) Awareness creatives related to the Ministry's National and International events are uploaded regularly on social media.
- iii) News articles related to the Ministry and beneficial for the workforce are shared on social media and regular monitoring is done to counter fake news.
- iv) Media Cell shares with all concerned, references/requests received from VIPs and others requesting participation of this Ministry and its organisations in their events to showcase the schemes, achievements and initiatives taken by the Ministry.
- v) Media Cell has been coordinating with Divisions/Organizations and with the Ministry of Information & Broadcasting in Media Publicity Campaign and facilitating them in regard to Press Briefs/Press Releases, organizing Press Conferences and ensuring wider publicity through PIB.
- vi) Media Cell coordinates with Central Bureau of Communication, Prasar Bharti, National Film Development Corporation of India (NFDC) and other media agencies to develop effective media related strategy.
- vii) Media Cell gave wide publicity through Social Media Platform to the activities of G-20 Employment Working Group spearheaded by this Ministry under India's G-20 Presidency.

### Chapter-20

### 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 2023

### **Punitive Vigilance**

**Complaints** – All the complaints received during the year 2023-24 (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.

### VIGILANCE & REDRESSAL OF PUBLIC GRIEVANCES

**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 30.10.2023 to 05.11.2023. Officer and members of staff in the Ministry took an Integrity Pledge on 30.10.2023.

### 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/ Additional Secretary (L&E). As per the report generated on 02/01/2024 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 01/01/2023 to 31/12/2023 is 09 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 2019 to 2023 (viz. from 01.01.2019 up to 31.12.2023) are shown in **Table 1.1** 

Table 1.1 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 2019 onwards-

SI. 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.	2019	1195	46540	47735	46397	1338	97.19%
2.	2020	1338	58862	60200	58637	1563	97.40%
3.	2021	1527	96378	97905	93900	4005	95.91%
4.	2022	4063	137327	141390	138478	2912	97.94%
5.	2023	3032	165053	168085	163224	4861	97.11%

N.B: 1. The above figures are as per reports generated on 02.01.2024 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 providing social security cover to more than 13.50 crores of ESI Beneficiaries i.e. about 10% of the population of the country. 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 (PGOs) 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 multi-lingual Toll-Free helpline number 1800-11-2526 through which stakeholders and 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 who lack writing/computer skills.

**20.10** Grievances are redressed timely and qualitatively within the maximum time limit of 30/45 days

**20.11** ESIC has settled the grievances received on CPGRAMS portal satisfactorily during the period 01-04-2023 to 31-12-2023 as per **Annexure 1** 

**20.12** For quick and on the spot redressal of Grievances of beneficiaries Suvidha 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 Suvidha 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 is 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 laid down procedure.
- Video conferences are also held periodically to monitor speedy and appropriate disposal of grievances received at various ESIC offices/Hospitals.

### **VIGILANCE ACTIVITIES IN ESIC**

20.13 Vigilance Division of ESI Corporation implements policies, instructions and guidelines from Central Vigilance Commission with regard to eradication of corruption, undertakes various preventive and punitive vigilance activities including investigation on the complaints received through Central Vigilance Commission & through other sources involving vigilance angle and initiates departmental action against the officials of the Corporation who indulge in corrupt practices and misconducts as defined in the ESIC (Staff & Conditions of Service) Regulations, 2023. The Vigilance Division in the Hqrs office is headed by the Chief Vigilance Officer assisted by a Director 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 and are responsible for carrying out inspection/investigation related to medical 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 vvigilance 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 01/01/2023 to 31/12/2023 are as follows:

- 1. During this period, penalty orders were passed in 86 Disciplinary cases, out of which 61 orders were passed from Hqrs. Office.
- 2. During the period, total 39 Charge Sheets were issued, out of which 26 Charge Sheets were issued from Hqrs. Office.
- **3.** During this period, 29 appeal cases were received from various appellants and 14 orders were passed.
- **4.** Complaints involving vigilance angle were disposed off during the period under report.
- **5.** All the quarterly structured meetings have been held in time.
- 6. 9779 property returns were scrutinized.
- 7. Monthly, quarterly and annual returns to Central Vigilance Commission have been sent timely.
- 8. During this period, 10 prosecution sanction cases were received and 19 sanction were granted within prescribed time limit in all the cases.
- 47 no. of inspections were conducted by Zonal Vigilance Offices during the period. Also, 11 CTE Type inspections were conducted during this period under the supervision of Chief Vigilance Officer.
- **10.** Omitted wages amounting to Rs. 7,43,05,383/- were detected by the Zonal Vigilance during this period.
- **11.** Scrutiny of Super Specialty Treatment bills was done by Medical Vigilance Officers and excess payments amounting to Rs. 32.16 Cr(approx.) were detected during the aforesaid period.

12. "Vigilance Awareness Week (VAW) 2023" was observed with enthusiasm by the ESI Corporation in its Headquarters' Office and its offices/hospitals located throughout the country as per the direction of the Central Vigilance Commission (CVC) from 30th October to 05th November 2023. The theme for the Vigilance Awareness Week this year was "Say no to corruption; commit to the Nation (भ्रष्टाचार का विरोध करें; राष्ट्र के प्रति समर्पित रहें)". The Vigilance Awareness Week commenced with the Integrity Pledge on 30th October 2023 in ESIC Headquarters' Office and its offices/hospitals which was taken by the officers and the staff sincerely.

Essay Writing Competition, Poster Making Competition, Quiz Competition and Extempore Competition was organized in the Headquarters' Office during the Week wherein the candidates participated with enthusiasm. The Closing Ceremony was organized in the Headquarters' office on 03.11.2023 which was chaired by the Director General, ESIC. The Ceremony was attended by all the employees of Headquarters' office. During the ceremony, the winners of various competitions, held during the Vigilance Awareness Week, were awarded for their outstanding performances.

Posters, banners and slogans were displayed at the prime locations of the office premises and also at outside locations. The name and the address of the Director General, the Central Vigilance Commissioner and the Chief Vigilance Officer have been exhibited at the prime locations in all the offices of ESIC, requesting the public to write to the above authorities in case they are facing issues regarding demand of bribe or other issues of similar nature. Vigilance Awareness Campaign was conducted for staff, employers and beneficiaries who visited the offices/hospitals. Various activities in this regard including meeting, seminars, debates, workshop lectures, essay competitions, quiz competitions, elocution competitions, poster making competitions, slogan writing competitions and group discussions were conducted at the ESIC Headquarters' Office,

Regional Offices, Sub-Regional Offices, Branch Offices, Hospitals and Medical Colleges. Special Suvidha Samagam and Complaint Redressal Camps were organized in various offices. Workshops were organized to sensitize the staff of the hospitals/offices regarding conduct rules, do's and don'ts, transparency, accountability and integrity. Officers/staff have also taken online integrity pledge by visiting CVC's website http://www.cvc.nic.in for which a link was provided on ESIC's website http://www.esic.nic.in (now http://www.esic.gov.in)

Apart from this, CVC also decided to start a 3 months campaign (from 16.08.2023 to 15.11.2023) as a precursor to VAW 2023 wherein the following Preventive Vigilance cum Internal Housekeeping Activities were taken up as focus areas:

- a. Awareness building about Public Interest Disclosure and Protection of Informers (PIDPI) Resolution
- b. Capacity Building programs
- **c.** Identification and implementation of Systemic Improvement measures
- **d.** Leveraging of IT for complaint disposal
- e. Updation of Circulars / Guidelines / Manuals
- f. Disposal of complaints received before 30.06.2023.

Nodal officers were designated in the ESIC Headquarters' to liaise with field offices and to monitor for the effective implementation. During these 3 months campaign, all the complaint cases pending as on 30.06.2023 were settled.

In all the offices/hospitals of ESIC throughout the country, the Vigilance Awareness Week was observed with various programmes and activities which have created tremendous awareness amongst the stakeholders and the public regarding vigilance activities being undertaken by the ESIC for the good of the public. A very positive response from all stakeholders has been received.

- **13.** An awareness programme on Vigilance was held on 09.03.2023 in the conference Hall of ESIC Hqrs Office from 3:00 PM to 5:30 PM for all offices of the ESI Corporation across the country during the ESIC Special Services Fortnight which was observed from 24.02.2023 to 10.03.2023. The programme was chaired by the Director General, ESIC. The officers of ESIC, Hqrs. attended the meeting physically and those of field offices attended the meeting virtually. More than 5000 participants attended the meeting.
- 14. During the investigation of complaints, a definite pattern emerged out of the observations which indicated availing of super specialty treatment (SST) by non-insured person by impersonating as an insured person. On the basis of the observation made during investigation of the case, the vigilance team suggested to withdraw the rights for changing the IP & family details from the employers. Now, the employer has access only to accept & upload the IP's request with relevant supporting document for the requisite change. The uploaded request will be processed at the concerned branch office/subregional office as per the direction laid down in ESIC branch office manual and subsequent circulars issued by competent authority till date. At these locations, responsibilities of the officials with appropriate designations has been fixed for validating and approving of the online requests received from employer. Provision of accepting IPs request directly at branch office has also been created.

## REDRESSAL OF PUBLIC GRIEVANCES (Customer Service Division-EPFO)

**20.15** EPFO, in tune with its objectives, lays strong importance to 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 the Employees' Provident Fund Organization, Headquarters, New Delhi and field formations in 21 Zones and 139 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-

- 1. CPGRAMS
- 2. Grievance Appeals
- 3. EPFiGMS
- 4. Call Center
- 5. Whatsapp Business Helpline
- 6. Twitter and FB account of EPFO & MoL&E
- 7. FAQs
- 8. Facilitation Centers

**20.16** 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.

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

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

## 20.18 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 & Employment. 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. However, after implementation of CPGRAMS 7.0 for all the Regional offices of EPFO, grievances received through Ministry of Labour & Employment category directly falls into the login of the concerned Regional Offices and speedup the process of resolution of grievances leading to better service delivery.
- 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 & Employment for its final disposal. The Ministry of Labour & Employment 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 randomly selected complainants every month to know the quality of redressal of grievances on CPGRAMS portal.

## 20.19 Receipt and disposal of grievances through CPGRAMS:

Year	Number of Grievance received	Number of Grievance disposed	Percentage of disposal	Average time taken
(01.01.2023 to 31.12.2023)	139895	135715	97.01	8

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

S. No.	Grievance Source	Total receipt	Disposed	Disposal percentage
1	DPG	7188	6877	95.6
2	DARPG	1168	1140	97.6
3	Local/Internet	118508	115077	97.1
4	President Secretariat	599	580	96.8
5	Pension	4832	4678	96.8
6	PMO	7600	7359	96.8

**20.21 REGULAR REVIEW MEETINGS:** Disposal of Public Grievances is reviewed by the Ministry of Labour & Employment every month.

20.	20.22 Qualitative Analysis of top 10 categories					
in	CPGRAMS	for	the	period	01.01.2023	to
31.	12.2023:					

S. No.	Grievance Category	Brought forward	Received during	Total receipts
1	Category not assigned due to auto forward	1400	35610	37010
2	Withdrawal Final settlement of 19 20 10C 31	173	30354	30527
3	Correction in member details KYC updation/Joint Declaration issue	105	23146	23251
4	EDLI not settled	232	19114	19346
5	Transfer of PF and Pension Service/Form 13 issue	72	13186	13258

6	Settlement of pension	39	2972	3011
7	MONTHLY PENSION /AREAR NOT RELEASED	36	2361	2397
8	Finance	0	1429	1429
9	Enhancement of pension	20	1045	1065
10	COMPLIANCE HQ	59	746	805

### EMPLOYEE'S PROVIDENT FUND ONLINE GRIEVANCE MANAGEMENT SYSTEM (EPFIGMS)

**20.23** 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 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 any time. The grievance can be lodged by the Members, Pensioners, Establishments and Others.

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

- i. Bilingual, as the grievances can be registered both in English and Hindi.
- ii. OTP verification to authenticate the user.
- **iii.** Online lodging of grievance/complaint based on UAN.
- iv. UAN integrated with master database of EPFO resulting in identification of EPF office for redressal of grievance
- v. Quick resolution the lodged grievance is directed to the officer who is handling the account of the member.
- vi. Comprehensive Categorization 59 categories introduced to identify exact nature of grievance
- vii. Grievance closure only after satisfaction of complainant
- viii. Feedback by complainant on (a) Portal Interface (b)Quality of Redressal
- ix. Multiple document upload Up to 3 documents can be uploaded in one grievance
- **x.** Interactive system Complainant can send online comments/clarifications when asked
- **xi.** Interim reply to complainant can be sent in case redressal is delayed
- **xii.** Dedicated Email and SMS facility to provide communications and alerts.
- **xiii.** 3-level escalation of grievances-RO, Zonal and HO
- xiv. Daily Monitoring through dashboard and MIS reports

## 20.25 Grievances Registered & Disposed in EPFiGMS during 01.01.2023 to 31.12.2023

Year	No. of	Disposed	% of
	Grievance		disposal
(01.01.2023	16,50,583	16,14,061	97.78
to			
31.12.2023)			

During the period 01.01.2023 to 31.12.2023, within 30 days, 94.67% of grievances were redressed. 8% redressed within 3 Days, 28.31% between 4 to 7 Days, 37.72% between 8 to 15 Days and 20.62% redressed between 16 to 30 Days. Further, the top management reviews the grievance redressal mechanism periodically.

#### 20.26 COVID-19 grievances of EPFiGMS

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

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

During the period 01.01.2023 to 31.12.2023, Covid-19 Pandemic Period, 36,499 grievances related to COVID-19 advances were received and 36,250 were disposed with 99.31% of disposal.

### 20.27 EPFiGMS in UMANG APP

EPFiGMS has been on-boarded in UMANG app and the data has been obtained from UMANG app 01.01.2023 to 31.12.2023

Period	Grievance registered	Grievance registered through UMANG app	Percentage
Jan'23	1,21,340	14,503	11.95
Feb'23	1,22,894	16,283	13.24
Mar'23	1,32,525	22,194	16.74
Apr'23	1,07,528	12,505	11.62
May'23	1,36,670	20,140	14.73
Jun'23	1,38,617	23,026	16.61
Jul'23	1,45,910	24,705	16.93
Aug'23	1,42,653	27,123	19.01
Sep'23	1,32,984	24,834	18.67
Ocť23	1,54,661	33.652	21.75
Nov'23	1,41,839	33,576	23.67
Dec'23	1,17,405	21,756	18.53

#### 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 16,50,583 total grievance receipt during 2023, 16,14,061 grievances have been disposed i.e. (97.79%). As per EPFiGMS portal as of 01.01.2023 to 31.12.2023 out of 16,14,061 grievance disposal, EPFO received 2,15,627 feedback from the stakeholders i.e. (13.36%). Further, out of that 2,15,627 feedback, 42,665(19.82%) feedbacks are 5 Star. Further 86,713 (40.28%) feedbacks are 3 star and above. Hence, it is presumed that more than 40% 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 01.01.2023 to 31.12.2023, 79% feedbacks are 3 star and above with respect to performance of the EPFiGMS portal.

### Grievance Appeals:

**20.28** Ministry of Labour & Employment forwarded 33598 Appeal Cases as on 31.12.2023. Out of that 33174 have been disposed and 424 were pending on 31.12.2023.

### Santusht:

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

Period	No. of email received
(01.01.2023 to 31.12.2023)	2,268
31.12.2023)	

### CALL CENTRE:

**20.30** EPFO has a Call Centre at NDC, Dwarka to address the queries received on Toll Free Number 1800118005 from its stakeholders across India. The short code of 14470 has been introduced to address queries. The Call Centre remained functional even during COVID-19 pandemic. During the year 2023, 33,17,565 calls were replied in the Call Centre. Call Centre is functional in three shifts from morning 7:00 A.M to Evening 9:00 P.M in all the days of the week except gazetted holidays. Further the call centre has

been revamped in January, 2021 by implementing the CSC VCC (virtual contact centre), which has the following advantages over the earlier system:

- a. Call Recording Facility
- b. Call Monitoring Facility
- c. Real Time Dashboard
- d. Provision to store Missed Calls
- e. Call Back Facility
- f. Provision to send SMS
- g. Feedback from stakeholders
- h. Provision for detailed report

The capacity of the revamped call centre has increased by almost 100%. Now approximately 9,523 calls replied per day as compared to 2000 calls earlier. 56 Agents are working in bilingual Hindi and English from 7 A.M to 9 P.M in three shifts. Constant monitoring of live calls by utilizing the feature of interception has ensured the quality of reply furnished to the stakeholders. The facility of recording all the calls with a time shelf of six months ensures the complaint verification. The Call Centre facilities are extended at Zonal level to help the stakeholders in local vernacular language in addition to English and Hindi.

### Zonal Call Centre:

**20.31** 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, Assamese, Kannada, Punjabi, Malyalam, Marathi and odia 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,	Maharashtra,	Marathi
	Bandra	Pune & Thane	
5	Zonal ACC Office	West Bengal	Bengali
	(West Bengal) &		
	A&N & Sikkim		
6	Zonal ACC Office,	Rajasthan	Hindi
	Rajasthan (Jaipur)		
7	Zonal ACC Office,	Karnataka & Goa	Kannada
	Karnataka		
8	Zonal ACC	NER	Assamese
	Office, Guwahati		
9	Zonal ACC Office,	Punjab &	Punjabi
	PB & HP	Himachal	
		Pradesh	
10	Zonal ACC Office,	Kerala	Malayalam
	Kerala		
11	Zonal ACC Office,	Orissa	Odia
	Orissa		

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.86 agents are deployed in the Zonal call centres across the nation.

### 20.32 WHATSAPP BUSINESS HELPLINE:

- EPFO has introduced WhatsApp Business Helpline Call number in all 138 Regional Offices from July, 2020 to resolve the queries raised by stakeholders from the comfort of their homes. These WhatsApp Business Helpline numbers are posted on EPFO website so that stakeholders can easily access the numbers of their respective PF Office.
- A dedicated team in each Regional Office ensures the reply to the queries within 24 hours.
- As on 15.12.2023, 1,15,774 Grievances/ Queries through WhatsApp Helpline were received of which 1,13,455 have been resolved.
- Frequently Asked Questions/Selfexplanatory texts and standardized info graphic 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.

### 20.33 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.

## 20.34 Social Media Grievances (Received from Ministry of Labour & Employment / MoS(IC)):

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 01.01.2023 to 31.12.2023 is as under:-

	No. of queries received	queries		Disposal %
Facebook	39,172	39,172	0	100%
Twitter	18,294	18,294	0	100%

### 20.35 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.

### 20.36 NIDHI AAPKE NIKAT 2.0

Nidhi Aapke Nikat 2.0 is not only a grievance redressal platform and information exchange network for the employers and the employees but also a platform for exchange of information with the district level authorities of various State and Central Government departments.

Under the Nidhi Aapke Nikat 2.0, EPFO reaches out to all its stakeholders, thereby increasing accessibility and visibility of the organization in all the districts of the country. The aim of the programme is to reach out to all the districts in the country on the same day every month. The Nidhi Aapke Nikat 2.0 will be conducted on 27th of every month starting from January 2023.

Nidhi aapke Nikat is an interactive platform for employees, employers, pensioners etc, It is an information exchange program for all stakeholders to ensure on the spot grievance redressal and those grievances, which is not resolved on the spot, same is to be registered on EPFiGMS portal for resolution.

The data for grievances registered in EPFiGMS under the category "Nidhi Aapke Nikat" for the period from 01.01.2023 to 31.12.2023 is as follows:-

Receipt	Disposed	Pending
4658	4549	109

### **EPFO** Chatbot

In the case of EPFO website, a specialized chatbot has been designed to cater to the needs of individuals seeking information about the Employees' Provident Fund Organization (EPFO). This chatbot operates using advanced Natural Language Processing (NLP) technology to facilitate easy and efficient access to crucial information related to EPFO services.

Key Features and Functions:

- Keyword-Based Interaction
- Information Retrieval
- FAQ Responses
- Office Locator

## COMMUNICATIONS & PUBLIC RELATIONS DIVISION

**20.37** The Communication & Public Relations Division (C&PR) Division represents the nodal desk for public relations to establish and maintain relationships with stakeholders especially the media,

and other opinion makers of the society. Its responsibilities include designing communications campaigns, issuing press releases, coordinating with the press, acting as organization's spokesperson, maintaining the website and social media content, and building brand image of EPFO thereby improving the image of the Government as a citizen centric unit.

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.

### Nidhi Aapke Nikat 2.0 (NAN)

Over the years, EPFO has taken several measures and reforms for the benefit of its subscribers and has been carrying out several public outreach activities. It started with Bhavishya Nidhi Adalat later on rechristened as Nidhi Aapke Nikat where its members and employers were invited to visit office on a fixed day for resolution of their grievances. In January 2023, NAN 2.0 was launched. The approach now is to reach out to the stakeholders, thereby increasing accessibility and visibility of the organization, in all the districts of the country, with regular periodicity.

The Nidhi Aapke Nikat 2.0 is not only grievance redressal platform and information exchange network for the employers and the employees but also a platform for exchange of information with the district level authorities of various State and Central Government departments.

The first Nidhi Aapke Nikat 2.0 was held on January 27, 2023 in 649 districts of the country. The program was e-launched by the Secretary, Ministry of Labour and Employment from the EPFO Headquarters, in the presence of Central Provident Fund Commissioner.

Under the Nidhi Aapke Nikat 2.0, EPFO is organizing camps at district level on 27th of every month starting from January 2023.

### IEC Campaign on Social Media

In order to educate our stakeholders, educative

videos on various topics were made and posted on YouTube & social media handles of EPFO on every Friday at 06:00 PM starting from March 2023 onwards.

### Vigilance Activities in EPFO

**20.38** The Vigilance Division in EPFO is headed by a Joint Secretary level Chief Vigilance Officer at the Headquarters in New Delhi. There are four Zonal Vigilance Directorates, located in Hyderabad, Mumbai, Kolkata and New Delhi, each headed by a Deputy Director (Vigilance).

**20.39** 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 and participative 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

Preventive Vigilance inspections/surprise checks were conducted in 06 offices of EPFO during the period from 01.01.2023 to 31.12.2023.

### II Punitive Vigilance

### Complaints:

848 new complaints were received from 01.01.2023 to 31.12.2023. 858 complaints were disposed till 31.12.2023.

### CVC's 1st and 2nd stage advice:

During the year upto 31.12.2023 first stage advice of Central Vigilance Commission was disposed off in 11 cases, out of which 06 were major penalty cases and 05 was minor penalty cases. CVC's second stage advice in 02 cases were disposed off, all of which were major penalty cases.

### **Disciplinary proceedings initiated:**

58 disciplinary proceedings were initiated during the year till 31.12.2023.

#### Disciplinary proceedings finalized:

A total of 32 Disciplinary proceedings were finalized during the year of which 25 were major penalty proceedings and 7 were for minor penalty.

### **Prosecution Sanction:**

Prosecution Sanctions were accorded in 07 cases during the year till 31.12.2023.

#### III Surveillance & Detection

### Coordination meeting with CBI/ACB:

Coordination meetings were held with CBI/ACB and the Agreed Lists prepared and the ODI list was updated.

### IV Vigilance Awareness Week (VAW), 2023

VAW 2023 was observed in EPFO from 30.10.2023 to 05.11.2023 with the theme<u>"भ्रष्टाचार का विरोध</u> करें; राष्ट्र के प्रति समर्पित रहें<u>"</u> "**Say no to Corruption; commit to the Nation**".

Further, as per CVC guidelines, a 3 months' campaign was held from 16<sup>th</sup> August, 2023 to 15<sup>th</sup> November, 2023 as a precursor to VAW 2023 with focus on awareness about Public Interest and Protection of Informers (PIDPI), grievance and complaints disposal, Capacity Building and updation of circulars/guidelines.

Following activities were undertaken during the VAW 2023:

- a. Integrity pledge: VAW 2023 activities kicked off with the integrity pledge on 30.10.2023. 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 2023.
- c. Webinar cum training: Webinar cum training sessions were conducted by the Training Academy and Zonal Offices on various topics such as Cyber Hygiene and Cyber Security. During the Campaign

period, training on "Disciplinary Proceedings & Vigilance Administration and Reservation" was organised by Pandit Deen Dayal Upadhyay National Academy of Social Security (PDNASS). Chief Vigilance Officer, EPFO attended 3-day Advanced Training in "Vigilance Investigation" was held at SVPNPA, Hyderabad. Officers from Vigilance Headquarters also attended a 3 day IO/PO Training at CBI Academy, Ghaziabad (UP).

- d. Outreach Activities: At the field office level a variety of initiatives were undertaken which saw earnest participation of the stakeholders, especially through the "NidhiAapkeNikat" District Outreach Programmes of EPFO. 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 at various locations, in order to disseminate the message of the VAW 2023.
- e. Quizzes on Vigilance Awareness and on Cyber Hygiene were also conducted at Field office levels. **A Nukad Natak** (Street Play) was performed by the officials of EPFO at RO Delhi South and West to create awareness about vigilance and PIDPI. 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.
- f. 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

Year	Brought forwarded	Received	Settled	Pending as On 31/12/2023
01-04-2023 to 31-12-2023	314	12799	12682	431*

Pending as On 31/12/2023	Pending 0 - 15 Days	Pending 16-30 Days	Pending 31-45 Days	Pending 46 -60 Days	Pending 61-90 Days	•	Pending 181-365 Days
431	316	89	24	2	0	0	0

\*\*\*\*

### 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 two other social partners, namely, the workers and 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 400309000. 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 2024, India's share of contribution is SF 4178705. 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, it's thought processes, deliberations and style of functioning.

### 21.4 Ratifications by India

India has ratified 47 Conventions and one Protocol which includes six core/Fundamental Conventions, namely, Forced Labour Convention (C-29), Equal remuneration Convention (C-100), Abolition of Forced labour convention (C-105), Discrimination (Employment 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 347th Session of Governing Body of ILO

The 347<sup>th</sup> Session of the Governing Body of International Labour Organisation was held from 13.03.2023 to 23.03.2023 in Geneva, Switzerland. Delegation from this Ministry was headed by Ms. Arti Ahuja, Secretary (Labour and Employment). Shri Rupesh Kumar Thakur, Joint Secretary, Shri Rakesh Gaur, Deputy Director and Shri Piyush Kumar Pathak, Deputy Director also attended the meeting in Geneva.





# 21.6 The 111<sup>th</sup> Session of International Labour Conference (ILC) of ILO

The 111<sup>th</sup> Session of International Labour Conference of International Labour Organisation (ILO) was held at Geneva, Switzerland from 05-16 June 2023.

A delegation led by Shri Bhupender Yadav, Hon'ble Minister of Labour and Employment comprising of Ms. Arti Ahuja, Secretary (Labour and Employment), Shri Alok Chandra, Sr. Labour and Employment Adviser, Shri Rupesh Kumar Thakur, Joint Secretary and Shri V. Srikanth, Director from Ministry of Labour and Employment along with representatives from Workers' Groups and Employers' Groups attended the conference in Geneva



## 21.7 The 348th Session of Governing Body of ILO

The 348th Session of the Governing Body of International Labour Organization (ILO) was held on 17th June, 2023 in Geneva, Switzerland.

Shri Rupesh Kumar Thakur, Joint Secretary from Ministry of Labour and Employment attended the Governing Body meeting in Geneva.

# 21.8 The 349th Session of Governing Body of ILO

The 349th Session of the Governing Body of International Labour Organization (ILO) was held from 30 October 2023 to 09 November 2023 and special meetings from 10-11 November 2023 at Geneva, Switzerland. A delegation led by Ms. Arti Ahuja, Secretary(Labour and Employment) attended the 349th Session of Governing Body of ILO in Geneva. Shri Rupesh Kumar Thakur, Joint Secretary, Dr. Mahendra Kumar, Director, Shri Rakesh Gaur, Deputy Director and Ms. Priva Sarraf, Deputy Director were members of the Indian delegation. The India delegation led by Secretary (Labour & Employment) also actively participated in the two special sessions of the Governing Body held on 10th and 11th Nov., 2023 at Geneva.

The G20 Employment Working Group Informal Handover Meeting was also held on 07 November 2023 at ILO, Geneva.

# 21.9 BRICS 1<sup>st</sup> Employment Working Group (EWG) meeting.

BRICS First Employment Working Group (EWG) meeting was held from 21 to 24 February 2023 at Johannesburg, South Africa under the Presidency of South Africa. A delegation from the Ministry headed by Dr. Shashank Goel, Additional Secretary(Labour & Employment) and Dr. Ellina Samantroy Jena, Fellow, VV Giri National Labour Institute attended the meeting at Johannesburg.

# 21.10 BRICS 2<sup>nd</sup> Employment Working Group (EWG) meeting.

BRICS Second Employment Working Group (EWG) meeting was held from 09-12 May 2023 at Port Alfred, Eastern Cape, South Africa under the Presidency of South Africa. Dr. Shashank Goel, Additional Secretary (Labour & Employment) attended the meeting at Port Alfred, Eastern Cape, South Africa.

# 21.11. BRICS 3<sup>rd</sup> Employment Working Group (EWG) meeting.

BRICS Third Employment Working Group (EWG) meeting was held on 19 June 2023 at Geneva, Switzerland under the Presidency of South Africa. Shri Santosh Kumar, Chief Controller of Accounts attended the meeting at Geneva, Switzerland.

# 21.12. BRICS 4th Employment Working Group (EWG) meeting.

BRICS Fourth Employment Working Group (EWG) meeting was held from 26-27 September 2023 at Durban, South Afirca under the Presidency of South Africa. A delegation from the Ministry headed by Ms. Arti Ahuja, Secretary(Labour & Employment) along with Shri Rupesh Kumar Thakur, Joint Secretary and Shri Piyush Kumar Pathak, Deputy Director attended the meeting at Durban, South Africa.

### 21.13. BRICS Labour & Employment Ministers' Meeting(LEMM)

Indian delegation led by Shri Rameswar Teli, Hon'ble Minister of State for Labour and Employment attended the BRICS Labour and Employment Ministers'(LEMM) meeting under the Presidency of South Africa from 28-29 September 2023 at Durban, South Africa. Shri Rupesh Kumar Thakur, Joint Secretary and Shri Piyush Kumar Pathak, Deputy Director were members of the delegation.

The Ministers of the member countries viz. Brazil, Russia, India, China and South Africa participated in the meeting. Discussions were held on three priority issues, namely, Promoting labour rights for all and reducing decent work deficits; Universal access to social protection and ensuring a minimum basic income grant; Promoting decent work and closing the skills gap in the informal economy; and Building sustainable enterprises, innovation, and enhancing productivity and an exclusive topic on "Establishment of a BRICS Productivity Ecosystem for Decent Work Platform".



### G 20 Meetings held under India's Presidency.

Ministry of Labour and Employment (MoLE), Government of India is the nodal ministry for Employment Working Group under the Indian presidency of G20. Three critical challenges being faced by workers globally were selected as the priority areas by India for deliberations in the G20 EWG in 2023. These were:-

- a. Addressing Global Skill Gaps
- b. Gig and Platform economy and social protection
- c. Sustainable financing of social protection

Ms. Arti Ahuja, Secretary (Labour & Employment) represented the Indian G20 Presidency as she chaired the G20 EWG meetings which were held in 2023.

## 21.14. G20 1st Employment Working Group (EWG) Meeting

Under India's G20 Presidency, the First Employment Working Group meeting was organised at Jodhpur from 2-4 February 2023. The meeting commenced with a special event that is a panel discussion on "exploring strategies for global skills and qualifications harmonization and developing a framework for common skill taxonomies". The discussion was chaired and moderated by Mr. Atul Kumar Tiwari, Secretary of Ministry of Skill Development and Entrepreneurship, who provided insightful guidance for the event. The panel consisted of prominent national and international leaders in the field from Ministry of Manpower of the Republic of Indonesia, OECD, NETF, ILO and Team Lease.



Ms. Arti Ahuja, Secretary (Labour & Employment) led the Indian delegation which also comprised Dr. Shashank Goel, Additional Secretary, Shri Rupesh Kumar Thakur, Joint Secretary, Dr. Mahendra Kumar, Director and Shri Rakesh Gaur, Deputy Director. The meeting witnessed active participation from delegates representing G20 Member countries, Guest Countries, and International/Regional Organizations.

The Employment Working Group meeting had the mandate of addressing priorities of labour, employment and social issues for strong, sustainable, balanced, and job-rich growth for all.

Delegates from the G20 countries, Guest countries, International and National Organisations and other prominent international and national experts attended the discussion. Officers from several Central and State Government agencies, representatives from industry bodies, academia and Chair of Labour-20 Engagement Group also participated.

The Employment Working Group meeting concluded on a positive note with all G20 countries showing interest and commitment in constructively working towards the objective of the three priority areas of Addressing Global Skills Gaps, Gig & platform economy & social protection and Sustainable Financing of Social Security set by the Indian Presidency.



# 21.15. G20 2nd Employment Working Group (EWG) Meeting

The Second Employment Working Group (EWG) Meeting under India's G20 Presidency was held in Guwahati, Assam from April 03 to 05, 2023. Ms. Arti Ahuja, Secretary (Labour & Employment) led the Indian delegation which also comprised Dr. Shashank Goel, Additional Secretary, Shri

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Rupesh Kumar Thakur, Joint Secretary, Dr. Mahendra Kumar, Director and Shri Rakesh Gaur, Deputy Director. The meeting witnessed active participation from delegates representing G20 Member countries, Guest Countries, and International/Regional Organizations.

The G20 EWG's second meeting was a crucial step towards building consensus on the outcomes of the 3 key priority areas for EWG 2023 under the Indian Presidency as line-by-line negotiations and discussions commenced.

The first day of the meeting will comprise of sessions focused on different priority areas such as by the Education Working Group, Digital Economy Working Group, Finance Track, G20 Entrepreneurship Research Centre, the L20 and B20 Chairs.

During the 2nd EWG, discussion took place on Ministerial Communique and the outcome documents for arriving at a consensus. The communique was key to defining the future direction of the global economy through its eventual implementation in the G20 nations.



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# 21.16. G20 3<sup>rd</sup> Employment Working Group (EWG) Meeting

The 3rd Employment Working Group (EWG) meeting under the G20 Indian Presidency was held at ILO Headquarters in Geneva, Switzerland from 31 May to 02 June 2023. The meeting witnessed active participation from delegates representing G20 Member countries, Guest Countries, and International/Regional Organizations.

Ms. Arti Ahuja, Secretary (Labour & Employment) and Chair G20 EWG led the Indian delegation which also comprised Shri Rupesh Kumar Thakur, Joint Secretary, Dr. Mahendra Kumar, Director, Shri Gaurav Bhatia, Director and Shri Rakesh Gaur, Deputy Director.

This meeting concluded on a high note with a broad agreement by all members on the draft Ministerial Communique and Outcome documents related to the priority areas of the G20 EWG 2023.

The Chair Ms. Arti Ahuja steered the deliberations smoothly to ensure consensus was reached on all substantive issues in a record time.

The G20 EWG's third meeting crossed a major milestone towards building consensus on the outcomes of the 03 key priority areas for EWG 2023 under the Indian Presidency. The third

meeting concluded with a vote of thanks by the Chair where the contributions of all stakeholders involved in the successful organizing this meeting especially the ILO and Permanent Mission of India to UN, Geneva, were acknowledged.



21.17. G20 4<sup>th</sup> Employment Working Group (EWG) Meeting

The 4<sup>th</sup> Employment Working Group (EWG) Meeting under India's G20 Presidency was held in Indore, Madhya Pradesh from 19-20 July 2023. Ms. Arti Ahuja, Secretary (Labour & Employment) led the Indian delegation which also comprised Dr. Shashank Goel, Additional Secretary, Shri Rupesh Kumar Thakur, Joint Secretary, Dr. Mahendra Kumar, Director and Shri Rakesh Gaur, Deputy Director. In the opening session of the meeting, the EWG Chair welcomed the delegates and recapitulated the discussions and achievements made during the last three EWG meetings. She wished all the success for completing the work on draft ministerial declaration and outcome documents during the sessions ahead.

The delegates from Co-Chair countries, namely Indonesia and Brazil also made statements in the opening session and expressed their optimism on competing the work through fruitful discussions.

India made a presentation on e-Shram, the world's largest database of unorganised workers and National Career Service (NCS) Portal. The presentation on e-shram and NCS portals was also shared with the international delegates who expressed interest and curiosity on India's achievement on these fronts.

In further sessions of the meeting, discussions took place on the Draft Outcome Documents which were unanimously finalized by the G20 EWG for consideration of the Labour & Employment Ministers of G20.



21.18. G-20 Labour and Employment Ministers' Meeting (LEMM)

The G20 Labour and Employment Ministers

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Meeting 2023 was held in Indore, Madhya Pradesh from 20-21 July 20213. The meeting was chaired by Shri Bhupender Yadav, Hon'ble Minister of Labour & Employment chaired the meeting. Ms. Arti Ahuja, Secretary, L&E and Chair G20 EWG was present during the meeting. Shri Rupesh Kumar Thakur, Joint Secretary, Shri Mahendra Kumar, Director, Shri Gaurav Bhatia, Director and Shri Rakesh Gaur also attended the meeting as members of the Indian delegation.

The G20 EWG Chair presented the draft Outcome Documents unanimously finalized by the G20 EWG for the consideration of the G20 Labour & Employment Ministers.

The meeting of the LEM commenced with a video message delivered by Hon'ble Prime Minister Shri Narendra Modi, where he shared his inspiring vision for the ever evolving world of work. The PM stressed that "mobile workforce is going to be a reality in the future. Therefore, it is now time to globalize the development and sharing of skills in the true sense. The G20 must play a leading role in this."

The G20 took note of the overwhelming success story of India in accelerating the transition from informality to formality and enhancing social protection as India's recent key initiatives in legal reforms, systemic transformation, Micro, Small and Medium Enterprises, and social protection were highlighted.

International Organizations and also the International Knowledge Partners for India's G20 Presidency- the ILO, OECD, ISSA, and World Bank -- shared crucial insights on the future of work. An update was give on the G20 countries' progress towards Brisbane and Antalya goals by Deputy Secretary General, OECD and Director General, ILO. Social partners represented by G20 engagement groups, namely Business 20, Labour 20, Startup 20 and Think 20 called for greater coordination and synergies between all stakeholders to address global labour challenges. Discussions and rich exchange of diverse perspectives took place among G20 Member and Guest countries on the increasing criticality of the priority areas and the related Outcome Documents.

The Labour & Employment Ministers' meeting took a historical step closer to strengthen global amity. In a landmark initiative, G20 Countries rallied behind Indian leadership for achieving consensus on all issues except just one paragraph on the geopolitical issues, for which a Chair's Summary was issued. Under India's Presidency, the G20 nations agreed to include the reference to 'respect for multilateralism', 'respect for purposes and principles of the UN Charter', as well as the phrase by Hon'ble Prime Minister Shri Narendra Modi. 'Today's era must not be of war'.

The LEM meeting and EWG's journey under India's Presidency concluded with These outcomes were appreciated and endorsed by the G20 Leaders during the G20 Summit in September 2023. These outcome documents were annexed to the G20 New Delhi Leader's Declaration 2023. The key outcomes under the "Future of work" were accorded high priority by the G20 Leaders in the Leader's Declaration.

Adoption and implementation of these outcomes will enable people, especially India's youth to avail gainful employment across the world leading to sustainable, resilient and inclusive global economic development.

The 'G20 Policy Priorities on Strategies to Address Skill Gaps Globally' were adopted by the Ministers. The G20 countries have united under India's Leadership as they have committed to addressing skill gaps and enhancing global employment. The G20 committed to work towards the long awaited International referencing framework of occupations by skills and occupations requirements.

The G20 agreed to work with ILO and OECD towards adoption of basic and extended

indicators in national surveys and extension of ILO and OECD's Skills for Jobs Database. This historic step will boost accurate mapping of global skill gaps and surpluses. This is Indian Presidency's contribution towards a global good. People will benefit across the world as this breakthrough will lead to accurate skill gap mapping, and benchmarking, optimal development and sharing of skills. This agreement under the Indian G20 Presidency will usher in an era of unprecedented global employment opportunities for more than twothirds population of the world through enhanced cross country comparability and mutual recognition of skills.

The Ministers adopted 'G20 Policy Priorities on Adequate and Sustainable Social Protection and Decent Work for Gig and Platform Workers'. In a significant breakthrough for the gig and platform economy, the Indian Presidency forged consensus in the G20 for providing social protection to the gig and platform workers on priority, irrespective of their classification. India championed the cause of these workers by bringing the G20 together to agree to work towards sharing of responsibility among governments, employers and workers for providing adequate and sustainable social protection for these workers. The G20 broke new ground when countries agreed to work towards providing social protection across borders for online platform workers through bilateral or multilateral agreements.

The Ministers adopted 'G20 Policy Options for Sustainable Financing of Social Protection'. G20 Labour & Employment Ministers led by the Indian Presidency leave a lasting Legacy as they adopt a menu of global solutions for sustainable financing of social protection". It includes strengthening contributory and non-contributory mechanisms to ensure sustainable financing of adequate social protection for all.

The Employment Working Group and Labour and Employment Ministerial Meetings scripted history by introduction of refreshing **Yoga stretch breaks** during the meetings by Indian Presidency.



## Panel Discussion: Addressing global skill gaps to prepare for a brighter Future of Work

An engaging panel discussion took place in New Delhi, on November 6, 2023 focusing on the topic of "Addressing Global Skill Gaps to prepare for a brighter future of work". This event was a follow-up to the 2023 G20 Leaders' Summit and the New Delhi Leaders' Declaration.

Union Minister for Finance and Corporate Affairs Smt. Nirmala Sitharaman delivered the inaugural address at the G20 webinar on 'Strong, Sustainable, Balanced and Inclusive Growth'. The seminar was organised by the Ministry of Finance in association with the Ministry of Commerce and Industry, and the Ministry of Labour and Employment.

On the issue of skill gaps, the Union Finance Minister said that NDLD recognises that wellintegrated and adequately skilled workers benefit origin and destination countries alike and also emphasises the importance of addressing skill gaps globally and provides comprehensive policy guidance in this respect. Smt. Sitharaman underlined the G20 policy priorities for addressing skill gaps globally, facilitating crosscountry comparability and mutual recognition of skills and qualifications and comprehensive tool kits for upskilling and reskilling, the areas that the NDLD has addressed.

The Presidency organized this panel discussion to set a course for the future. The distinguished panel was moderated by Sh. Atul Kumar Tiwari, Secretary, Ministry of Skill Development & Entrepreneurship. The panel comprised of esteemed experts namely Srinivas B Reddy, Chief of Skills and Employability Branch at ILO Geneva; Ms. S Singh from the Confederation of Indian Industry; Mark Keese, Head of Skills and Employability Division at the Organisation for Economic Co-operation and Development; and Shri Hiranmay Pandya-ji, President of Bharatiya Mazdoor Sangh.

# G20 Employment Working Group Informal Handover Meeting

The G20 Employment Working Group (EWG) Informal Handover meeting under the G20 Indian Presidency was held at ILO Headquarters in Geneva, Switzerland from 07 November 2023. The meeting witnessed active participation from delegates representing G20 Member countries, Guest Countries, and International/Regional Organizations. A symbolic handover of the G20 EWG chairpersonship took place in the meeting from India to Brazil. Brazil introduced the priority areas selected for deliberations by the G20 EWG and South Africa was introduced as the new member of Troika.

Ms. Arti Ahuja, Secretary (Labour & Employment) and G20 EWG Chair presided over the meeting while Dr. Mahendra Kumar, Director and Ms. Priya Sarraf, Deputy Director were other members of the Indian delegation

### 21.19. L20 Inception Meeting

The Labour 20 (L20) Inception meeting was held in Amritsar, Punjab, from 19 - 20 March 2023. L20 is one of the engagement groups under G20. President of Bhartiya Mazdoor Sangh, Shri Hiranmay Jaydevprasad Pandya chaired the meeting. It comprises leaders and representatives of trade union centers of G20 countries who provide analyses and policy recommendations aimed at addressing laborrelated issues. Universal Social Security and Women & fuure of Work were the two priority areas of L20. Bharatiya Mazdoor Sangh (BMS) was the lead national trade union centre for organising the L20 meeting under India G20 presidency.

### 21.20. L20 Summit

The L20 summit was held in Patna, Bihar from 22 - 23 June, 2023. President of Bhartiya Mazdoor Sangh, Shri Hiranmay Jaydevprasad Pandya chaired the meeting. L20 summit adopted two statements pertaining to 'Universal Social

Security' and 'Women and Future of Work'. These statements reflected our shared commitment to ensuring social protection for all and creating equal opportunities for women in the evolving world of work.

### 21.21. International Trade and Investment Agreements, Social Security and Manpower Mobility Agreements and other International Fora and Groups.

India-IPEF (Indo Pacific Economic Framework) negotiations:- Shri Rupesh Kumar Thakur, Joint Secretary attended Indo Pacific Economic Framework's Singapore Round from 13-15 May 2023 at Singapore.

- Dr. Mahendra Kumar, Director represented Ministry in Indian delegation during the Indo-Pacific Economic Forum negotiations from 13 to 15 March 2023 at Bali, Indonesia.
- Shri Piyush Pathak, Deputy Director and Shri Rakesh Gaur, Deputy Director represented Ministry in Indian delegation during the round of negotiations held on Pillar III (Clean economy) and Pillar II (Supply Chain) respectively in New Delhi (8-11 February, 2023).
- India-EU FTA negotiations:- Shri Rakesh Gaur, Deputy Director represented the Ministry in the Indian delegation during fourth and fifth round of negotiations of the proposed India-EU FTA held in New Delhi (19-21 June 2023) and Brussels (18-20 October 2023) respectively.
- India-Canada FTA negotiations:- Shri Rakesh Gaur, Deputy Director represented the Ministry in the Indian delegation during sixth and seventh round of negotiations of the proposed India-Canada CEPA/EPTA held in New Delhi (23-27 January 2023) and Ottawa (03-06 April 2023) respectively.
- India-Australia CECA negotiations:-Shri Piyush Kumar Pathak, Deputy Director represented the Ministry in the Indian

delegation in all rounds of India-Australia negotiations held virtually during the year 2023.

• India-EFTA TEPA Negotiations- Ms. Priya Sarraf, Deputy Director participated in negotiations of Trade and Sustainable Development (TSD) chapter in various rounds of India-EFTA TEPA negotiations held during Aug., Nov., and Dec., 2023.

### 21.22 Some of the prominent International meetings/training programmes where India participated actively are as under:

- Shri Amit Nirmal, Deputy Director General, Directorate General of Employment attended ILO's Technical tripartite meeting of experts for the International Conference of Labour Statisticians from 7-10 February 2023 in Geneva, Switzerland.
- Shri Nagesh Kumar Singh, Deputy Director General attended the 12<sup>th</sup> International Hindi Conference from 15-17 February 2023 at Nandi, Fiji.
- Dr. Shashi Bala, Fellow, VV Giri National Labour Institute and Shri Ajay Kumar, RPFC-I, PDNASS attended ILO's "South Asia Regional Training on Evidence-based Policy making for Decent Work" from 10-13 April, 2023 in New Delhi.
- Ms. Shikha Anand, Director and Ms. Monica Kumawat, Deputy Director, Directorate General of Employment attended ILO's training "Effective public employment services in Asia and the Pacific with a focus on youth employment and the role of technology " from 22-26 May 2023 at Bangkok, Thailand.
- Shri Nagesh Kumar Singh, Deputy Director General attended ILO-PSEI study tour from 3-7 July, 2023 at the Republic of Korea.
- Dr. Sulabh Saini, IMO Grade-II, ESIC attended ITC-ILO training programme on Code of Practice on Occupational Safety

and Health in the Textiles, Clothing, Leather and Footwear Industries from 13-17 November 2023 at Turin, Italy.

- A meeting between Ms. Arti Ahuja, Secretary (Labour & Employment) was held with Dr. Philipp Ackermann, German Ambassador in New Delhi on 23 February 2023.
- A meeting between Ms. Arti Ahuja, Secretary (Labour & Employment) was held with Mr. Satoshi Sasaki, OIC/Deputy Director, ILO, New Delhi and Ms. Elena Gerasimova, Specialist on Labour Law and International Labour Standards, ILO in New Delhi on 17 April 2023.
- A Tripartite meeting to discuss the agenda items and ILO's reports on the agenda items for the 111<sup>th</sup> Session of the ILC of ILO was held under the chairmanship of Shri Rupesh Kumar Thakur, Joint Secretary on 27 April 2023 in New Delhi.
- Shri Amit Nirmal, Deputy Director General, Directorate General of Employment attended the UN India-ILO UNICEF roundtable on "The Global Accelerator on Jobs and Social Protection for Just Transition" on 4 May 2023 in New Delhi.
- A delegation led by Shri Ramesh Krishnamurthi, Additional Secretary (Labour & Employment) met the delegation from International Monetary Fund led by Ms. Nujin Suphaphiphat, Senior Economist, IMF in New Delhi on 8 May 2023.
- A Tripartite meeting to discuss the agenda items and ILO's reports on the agenda items for the 111<sup>th</sup> Session of the ILC of ILO was held under the chairmanship of Shri Bhupender Yadav, Hon'ble Minister of Labour & Employment on 18 May 2023 in New Delhi.
- A meeting between Ms. Arti Ahuja,

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Secretary (Labour & Employment) was held with H.E. Mr. Andrei Rzheussky, Ambassador Extraordinary and Plenipotentiary of the Republic of Belarus on 23 May 2023 in New Delhi.

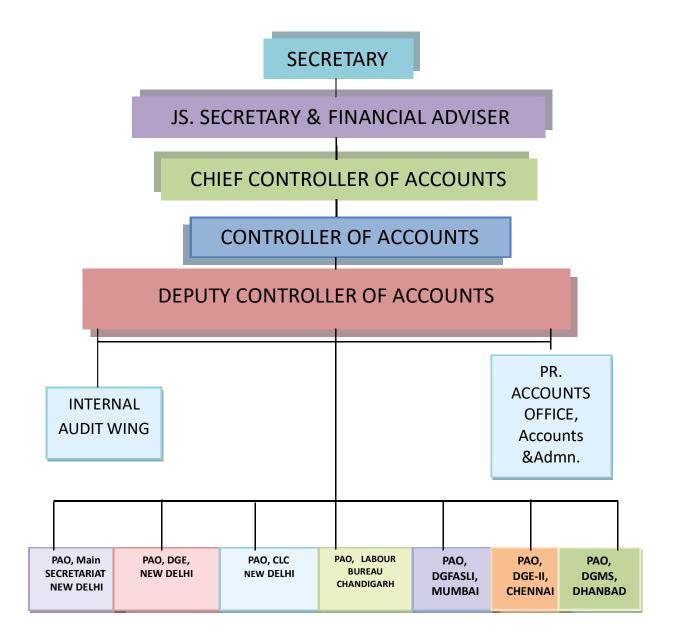
- A Tripartite orientation programme to discuss the agenda items and ILO's reports on the agenda items for the 111<sup>th</sup> Session of the ILC of ILO was held under the chairmanship of Shri Rupesh Kumar Thakur, Joint Secretary on 25 May 2023 in New Delhi.
- A meeting between Shri Bhupender Yadav, Hon'ble Minister of Labour and Employment and Mr. Hubertus Heil, German Federal Minister of Labour & Social Affairs was held in New Delhi on 18 July 2023.
- A meeting between Ms. Arti Ahuja, Secretary (Labour & Employment) was held with Mr. Keizo Takemi, Member of Parliament in Japan on 24 August 2023 in New Delhi.
- A meeting between Shri Ramesh Krishnamurthi, Additional Secretary (Labour & Employment) was held with IMF officials led by Ms. Nada Choueiri, Assistant Director and Mission Chief on 14 September 2023 in New Delhi.
- A meeting between Shri Ramesh Krishnamurthi, Additional Secretary(Labour & Employment) was held with Belgian Delegation led by Mr. Bert Mons, CEO Voka West-Flanders on 20 November 2023 in New Delhi.
- A meeting between Ms. Arti Ahuja, Secretary (Labour & Employment) was held with Ms. Karen Curtis, Chief, Freedom of Association Branch, ILO, Geneva was held in New Delhi on 14 December 2023.

### 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 byController 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:

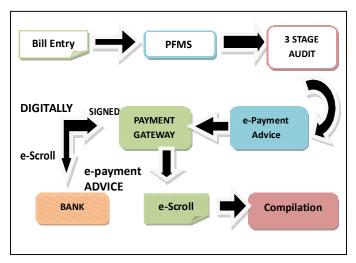
- 128 bit PKI encryption.
- Integrity of Information: Hash Algorithm SHAI): security standards are designed to ensure confidentiality, authenticity and integrity of data being conveyed on the internet by PAOs to the bank.
- Non-repudiation: Key generation/ Digital Signature based on 128 bit PKI (PublicKey Infrastructure) as recommended by RBI.
- Digitally signed e-payment Authorization along with itemized tracking of each epayment 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. 2022-23 Scheme wise Expenditure (Rs. In Crores)							
S.No.	Description	BE 2022-23	RE 2022-23	F.E 2022-23	Actual Expenditure 2022-23	% of Exp. w.r.t FE	
1	Establishment Expenditure of the Centre	619.18	644.18	614.61	592.80	96.45	
	Total (A)	619.18	644.18	614.61	592.80	96.45	
(B) Ce	ntral Sector Scheme				·		
2	LESS Scheme	89.00	80.00	50.72	49.13	96.87	
3	Labour Welfare Scheme	120.00	120.00	91.60	80.79	88.20	
4	Bima Yojana for Unorganised Workers	0.10	0.01	0.01	0.00	0.00	
5	Employees Pension Scheme, 1995 (Payment made to EPFO)	8485.00	8485.00	8785.00	8785.00	100.00	
6	Social Security for Plantation Workers in Assam	60.00	60.00	60.00	60.00	100.00	
7	Pradhan Mantri Shram Yogi Maandhan	350.00	350.00	281.19	269.91	95.99	
8	National Pension Scheme for Self Employed Persons	50.00	10.00	0.03	0.02	66.67	
9	Aatmanirbhar Bharat Rojgar Yojana	6400.00	5758.06	4636.00	4636.00	100.00	
10	National Child Labour Project (NCLP)	20.00	20.00	20.00	15.90	79.50	
11	Bonded Labour	10.00	10.00	5.16	5.16	100.00	
12	National Database for Unorganized Worker	500.00	400.00	124.48	123.99	99.61	
	Total (B)	16084.10	15293.07	14054.19	14025.90	99.80	

(C) Ot	her Central Sector Expenditure					
13	DTNBWED	103.15	103.15	103.15	103.15	100.00
14	VVGNLI	12.25	12.25	12.77	12.77	100.00
	Total(C)	115.40	115.40	115.92	115.92	100.00
(D) Ce	ntrally Sponsored Schemes					
15	Coaching and Guidance for SCs STs (CGC)	23.00	23.00	22.37	22.06	98.61
16	National Career Services	52.00	42.00	44.07	43.99	99.82
Total (D)		75.00	65.00	66.44	66.05	99.41
	Grand Total :	16893.68	16117.65	14851.16	14800.67	99.66

### 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. As per the information received from States/UTs, the total number of Employment Exchanges functioning in country is

<u>1005 (including 76 University Employment</u> Information and Guidance Bureau).

### INFRASTRUCTURE AVAILABLE FOR EMPLOYMENT SERVICE WITH STATE GOVERNMENTS:-

- As per the information received form the State/UTs, there are 1005 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 recently developed website (https://dge.gov.in/dge/) which is being updated regularly. Since its launch in April, 2022, it has received more than 22.90 lakh hits till 31.12.2023 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), MCCsto 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 nonstatutory 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 <u>1005</u> 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 nonagricultural private sector establishments with 10 or more workers) on employment, vacancies, occupational and educational



pattern of employees, etc. in ER-I returns prescribed under the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and Rules framed there under. The establishments employing 10-24 workers in private sector are covered on voluntary basis. However, the 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 3<sup>rd</sup> 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.

# <u>EMPLOYMENT EXCHANGES</u> (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 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 jobseekers, career counseling & vocational guidance and collection of employment market information.

Table-	23.18	5
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$\triangleleft$	Total number of Employment	1005
,	Exchanges includes the	1000
	-	
	following :	
$\succ$	University Employment	76
	Information and Guidance	
	Bureaux (UEIGBx)	
$\checkmark$	Professional and Executive	14
	Employment Exchanges	
$\succ$	Special Employment	42
	Exchanges for the Physically	
	Handicapped	
$\checkmark$	Special Employment Exchange	01
	for Plantation Labour	
$\checkmark$	Employment Exchanges	05
	exclusively for Women	
	exclusively for Women	1

**23.17** The performance of Employment Exchanges (**as on 31-12-2022**) 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	24.96	5.17	294.3
Women	15.00	1.23	162.9
Total	39.39	6.40	457.2

# Salient features of registration and placement in Employment Exchanges.

# 23.18 Registration:

Out of total number of 39.96 lakh job seekers registered up-to end of December 2022, 24.96 lakh job seekers were men and 15.00 lakh were women. Maximum numbers of job seekers 5.1 lakh were registered in Kerala followed by Maharashtra, Tamil Nadu and Uttar Pradesh which were more than 4 Lakh in each State.

#### 23.19 Placement:

Out of the 6.4 lakh job seekers that got employment through the employment exchanges, 1.2 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 457.2 lakh job seekers on Live Register, 294.3 lakh jobseekers are men and 162.9 lakh jobseekers are women. The highest jobseekers were in West Bengal followed by Tamil Nadu.

**23.21** Year wise registration, placement, vacancies notified, submissions made and Live Register for the period 2011-2022 are given in Table No.-23.23

Table - 23.23

V	Emplo	(in Tho	(in Thousand)				
Year	yment Excha nges,U EIGBx	Registra tion	Placem ent	Vacanci es notified	Submiss ion made	Live Register	
(1)		(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
2022	1005	3996.7	644.6	1367.6	2637.6	45717.7

# 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 Level 05 or above. As per revised procedure laid down by DoPT all the vacancies notified to CEE as per EE (CNV) Act. 1959 are (now presumed as a part of Social Security Code) to be advertised in Employments News by Central Employment Exchange (CEE). In addition to this, such vacancies are also to be placed at National Career Service (NCS) Portal vide instruction issued by DoPT in November, 2016.

# EMPLOYMENT MARKET INFORMATION PROGRAMME (EMI)SCOPE, COVERAGE AND LIMITATION

**23.23** The Employment data in the organized sector was being collected under the Employment Market Information (EMI) Programme which is provided the statutory base by the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and Rules framed there under. However, The required provisions of EE(CNV) Act, 1959/EE(CNV) Rules 1960 pertaining to compulsory notifications by employers to employment exchanges now form part of Code on Social Security, 2020 and the new rules are under process of notification.

# EMPLOYMENT ASSISTANCE TO SPECIAL CATEGORIES

**23.24** Employment Service, as in the past, continued making efforts to cater to the special needs of vulnerable sections like Women, Scheduled Castes / Scheduled Tribes, persons with disabilities and differently abled Ex-

servicemen job-seekers. Details of programmes on vulnerable section are given in Chapter 24.

## **National Career Service**

**23.25** The Ministry is implementing the National Career Service (NCS) Project as a Mission Mode Project for transformation of the National Employment Service to provide a variety of employment related services like job matching, career counselling, vocational guidance, information on skill development courses, apprenticeship, internships etc. The services under NCS are available online and can be accessed directly, through Career Centres, Common Service Centres, post offices, mobile devices, cyber cafes etc. The various stakeholders are available on the NCS platform including job-seekers, industries, employers, employment exchanges (career centres), training providers, educational institutions and placement organizations. This project consisted of three important components namely- (i) NCS Portal (www.ncs.gov.in); (ii) Model Career Centres; and (iii) Interlinking with Employment Exchanges.

**23.26** The services under NCS are available online and can be accessed directly, through Career Centres, Common Service Centres, Post Offices, mobile devices, cyber cafes etc. The various stakeholders on the NCS platform include job seekers, industries, employers, employment exchanges (career centres), training providers, educational institutions and placement organizations.

**23.27** The NCS Portal (NCSP) has been made functional at the URL (www.ncs.gov.in). The portal was dedicated to the Nation by Hon'ble Prime Minister of India on 20.07.2015. The NCSP is supported by a dedicated helpline (multi-lingual) available from Tuesday to Sunday (8.00 AM to 8.00 PM) on 1800-425-1514 for assisting users. These services are available free of cost. The portal is accessible by all users including jobseekers, employers, skill providers, placement organisations, career counsellors etc. The portal

also facilitates organization of job fairs where both employers and job seekers can interact.

The brief	Statistics	of	NCS	Portal	is	as
under:						

N	NATIONAL CAREER SERVICE					
Sr.	Parameters	Number as on				
No.		31 <sup>st</sup> December				
		2023				
1.	Job Seekers	3,74,33,886				
	Registered					
2.	No. of active	20,63,772				
	Employers					
	Registered					
3.	Active Vacancies	4,29,742				
	Mobilised					
4.	Total Vacancies	2,00,63,404				
	Mobilized					

**23.28** With the increased focus of Government on Career Counselling, the Ministry has created a network of Career Counsellors where the Career Centres will become the hub of Career Counselling in their area. Around 1,160 approved Career Counsellors from various States/UTs have are available on NCS Portal for providing career counselling services to the Jobseekers.

23.29 The NCS Portal also provides an open architecture for partnering of institutions and 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 such as TCS iON, Quikr Jobs, Monster.com, Freshers World, First Job, Mera Job, Synergy relationship Management Services Private Limited, VSS Tech Solutions Pvt. Ltd., Saral Rozgar, Cassius Technologies Pvt. Ltd.,

Shine.com etc. As per DOPT instructions it has been decided that advertisement of vacancies shall now be mandatory placed at the National Career Service Portal (ncs.gov.in) developed by Ministry of Labour and Employment.

**23.30** NCS Portal has also established linkage with Govt. recruitment bodies – UPSC, SSC, ASRB, Railway Recruitment Boards etc. for disclosure of non-recommended willing candidates. This database is useful to other employers as it enables them to identify suitable employable candidates.

**23.31** The portal has also a rich career information repository, which is helpful for the career counsellors/job seekers while guiding the individual/ choosing the occupations. The Ministry has updated the NCO documents in the line of ISCO – 2008 and mapped the NCO with the QP-NOS. The current volume of NCO (NCO-2015 series) details out the job description of 3,842 civilian occupations for 52 sectors. The NCO helps to identify the size and profile of the sectors/industries, types of occupations, key trends, developments, and opportunities for progression in a particular sector.

**23.32** The portal has also a rich career information repository, which is helpful for the career counsellors/job seekers while guiding the individual/ choosing the occupations. The Ministry has updated the NCO documents in the line of ISCO – 2008 and mapped the NCO with the QP-NOS. The current volume of NCO (NCO-2015 series) details out the job description of 3,842 civilian occupations for 52 sectors. The NCO helps to identify the size and profile of the sectors/industries, types of occupations, key trends, developments, and opportunities for progression in a particular sector.

**23.33** NCS has partnered with Microsoft India and launched DigiSaksham - a joint digital skills

programme to enhance the employability of youth by imparting digital skills that are required in an increasingly technology driven era. This initiative is an extension of the Government's ongoing programs to support the youth from rural and semi-urban areas to acquire digital skills for better career opportunities. The salient features of the programme are: (i) to support government's accelerated efforts to skill youth for employment; (ii) to develop standardized curriculum and content that would be able to meet the continuously evolving demands of the industry; and (iii) to transform 'youth' into a 'workplace ready professional' through knowledge acquisition and skill development.

**23.34** National Career Service (NCS) partnered with TCS iON, a strategic unit of Tata Consultancy Services Ltd. to offer its registered jobseekers a free, self-paced Online Training Program on "Career Skills", which will equip the learners with an array of soft skills.

**23.35** NCS portal has been integrated with the e-Shram portal for consent-based registration of e-Shram registered unorganized workers and search for gainful career opportunities. So far, more than 48,01,909 e-Shram registrants have registered on NCS portal.

**23.36** NCS portal has been integrated with the Udyam portal for 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 18,26,832 MSME employers have been registered on NCS portal.

**23.37** NCS Portal integrated with Skill India Portal (SIP). As on 31<sup>st</sup> December 2023; 54,49,319 SIP candidates have now been registered on NCS Portal. Among these, more than 13.27 Lakh candidates applied for at least one job, and more than 5.18 lakh candidates got shortlisted across various vacancies.

23.38 The government job module on NCS

portal wherein DGE can post jobs on behalf of other government ministries/departments / PSU organizations. This module can be used for notification of permanent or contractual vacancies like Young Professionals, Consultants, etc. across different government departments or ministries.

**23.39** The International Jobs module facilitates MEA-approved RAs to post international job opportunities on the NCS portal. It will facilitate the jobseekers to search and apply for these international job opportunities via NCS portal. MEA-approved RAs registered over the NCS portal have posted around 12,000 vacancies.

**23.40** NCS has successfully integrated with DigiLocker. With this seamless integration, NCS users can now securely and effortlessly access and share their educational and employment documents stored in their DigiLocker accounts. This innovation not only simplifies the job application process but also enhances the credibility and authenticity of the documents submitted, fostering trust among employers and job seekers.

**23.41** NCS has launched employability assessment tools in December 2023. This is an AI proctored online free evaluation tool. It's a 100-minute exam that includes psychometric, communication skills, verbal ability, logical reasoning, domain knowledge & computer skills. The key benefits are:

- Jobseekers get a view of their employability quotient.
- Get noticed by dream employers.
- Identify strengths and areas of improvements.
- Stand out in the crowd by posting your video resumes.
- Accessible on app and web platforms. Instant test results.

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**23.42** NCS Portal facilitates for organising online Job Fairs part from organising Job Fairs at the Model Career Centres established at various States/UTs. This facility has enabled the Job seekers at far places to meet the employers online. From 01<sup>st</sup> Januray 2023 to 31st December, 2023 total 7566 Job Fairs were organised where 582083 Job seekers and 36420 employers participated. Since the confirmation of the final hiring figure is not mandatory on NCS Portal, the job hiring data is available only to the extent as voluntarily reported by the employers. 235573 candidates have been shortlisted through Job Fairs from 01<sup>st</sup> Januray 2023 to 31st December, 2023 to 31st December, 2023.



चित्र. भोपाल, मध्य प्रदेश

23.43 NCS publishes 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 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.



#### National Career service Centres for SC/STs

**23.44** Twenty Five National Career Service Centers for SC/STs have been set up in 25 States. Confidence Building Programmes 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

**23.45** 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 proactive role in creating public awareness and community participation in the rehabilitation of people with disabilities. During 2022-23 these centres have registered 35667, evaluated 35628 and rehabilitated 13467 persons with disabilities. During 2023 (upto31.12.2023) these centres have registered 42142, evaluated 42142 and rehabilitated 14435 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 counseling as key activities for youth with disabilities to pursue skill enhancement courses. The officers of the NCSC-DA are being trained on professional counseling techniques. Outreach counseling sessions and job-fairs are a key activity in these career Centres. The projected physical achievement during January to March 2024 is: registered 10925. Evaluated 10643 and rehabilitated 397. Details on NCSC-DAs is given at Chapter-24.

**23.46** Placement service to the differently abled Ex-servicemen/Border Security Force personnel and their dependents is provided through an Exservicemen Cell set up in DGE (Hqrs.). For further details please refer to para 24.14 of chapter 24.

### Aatmanirbhar Bharat Rojgar Yojana (ABRY)

**23.47** 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 withEPFOand 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 upto31<sup>st</sup> March2022 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 then Rs, 15,000/- per month. Till 31<sup>st</sup> December, 2023 total benefits of Rs. 10098.89 Crore have been given to 6048887 beneficiaries through 1,52,507 establishments. Year-wise details under ABRY are given below:

F.Y.	Unique beneficiar ies UANs	Unique benefici aries establis hments	Disburs ed Amount (Rs. In Crore)
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	5,45,720	12684	4593.05
F.Y.2023 -24 till 31.12.2023	14246	390	1108.41

# NATIONAL INSTITUTE FOR CAREER SERVICE

**23.48** 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.

**23.49** NICS, Noida is also running a Model Career Centres (MCC) which 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 Jan to Dec 2023, MCC NICS Noida has conducted total **36** Job fairs/ placement drives against **20220** vacancies in which **13917** job seekers & **422** employers had been participated. Approx **5500+** candidates shortlisted. MCC registered **7505** job seekers, **45** Employers on NCS Portal and **3193** job seekers had been guided individually.

**CAPACITY BUILDING /TRAINING ACTIVITIES** (Jan–Dec, 2023): NICS Noida has conducted a total of 89 programs with the participation of 3368 individuals, details are as follows:-

1. Twenty-One (**21**) Capacity Building Programs / Refresher Training Programs for Employment service Personnel's & YPs with **648** participants.

- Fifty-Two (52) Orientation/ Webinar/ Guidance programmes for Jobseekers, students, employers & other stake holders of NCS portal with 2479 participants.
- Sixteen (16) Workshops/ Seminar for various stake holders of NCS portal with 241 participants.

Additionally, from January 2023 to December 2023, NICS Noida organized 27 Career Talk Sessions addressing various career-related subjects, featuring prominent subject matter experts. These sessions were subsequently uploaded to the YouTube channels of both NICS and NCS India.

23.50 NICS Noida has Conceptualized & Implemented the Young Professionals (YPs) Scheme under the NCS Project of the Ministry of Labour and Employment. This initiative encompasses the recruitment of YPs, deployment of YPs in various MCCs, disbursement of remuneration and increments, contract extensions, trainings etc. The organization plays a pivotal role in coordinating activities for over 400 Model Career Centers established across the country as part of the NCS Project through the engagement of Young Professionals. During the period between Jan 2023 and Dec 2023, NICS, Noida conducted two rounds of recruitment for Young Professionals for batches 9 and 10. During this period, 112 Young Professionals were deployed to MCCs operating under state governments as part of the NCS Project. Currently, as of the present day, 276 Young Professionals are actively contributing to the NCS project of the Ministry of Labour and Employment.

Detailed activities of NICS Noida may be seen through monthly e-newsletter of NICS Noida at: https://dge.gov.in/dge/nics-e-newsletter.

# Chapter-24

**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 Exservicemen job-seekers.

# NATIONAL CAREER SERVICE CENTRES FOR SC/STs.

**24.2** Coaching-cum-guidance Centres for SC/Sts (now called National Career Service Centres for SC/STs) were established by Directorate General of Employment and 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. 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 jobseekers 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 21 States in a phased manner. At present, twenty five National Career Service Centres for SC/STs are functioning in twenty five

# **EMPLOYMENT ASSISTANCE TO SPECIAL CATEGORIES**

States/Union Territories one each at Delhi, abalpur, Kanpur, Chennai, Hyderabad, Thiruvananthapuram, Kolkata, Jaipur, Ranchi, Surat, Aizawl, Bangalore, Imphal, Hissar, Nagpur, Bhubaneshwar, Guwahati, Mandi, Kohima, Jowai, Jammu, Jalandhar, Naharlagun, Puducherry & Vishakhapatnam.

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, 2023 to December, 2023 are given below:

ACTIVITY	NO. OF CANDIDATES COVERED (Jan 2023 to Dec.23)
Registration on NCS	36394
Individual Guidance/Career Information	151437
Confidence Building Programme	46315
Training in Typing and shorthand	8575
Pre-Recruitment Training (PRT)	14038

#### **These Centres:**

- Provide employment related coachingcum-guidance to SC/ST applicants.
- Provide information on job requirements and the type of tests/interviews they are

likely to face when called by the employers.

- Take up appropriate follow up action with the employers to ascertain the results of submission against reserved vacancies.
- Undertake job development work besides providing occupational information/ vocational guidance & counselling and organising Confidence Building Programmes for job-seekers.
- The applicants registered with employment exchanges are provided guidance at the time of their registration and also when they are sponsored against notified vacancies. The Centre also follows up with the employers for placement against vacancies reserved for the Scheduled Caste and Scheduled Tribe candidates belongs to SC/ST.
- Provide facilities to SC/ST job-seekers for practicing shorthand and typing at the above Centres except National Career Service Centres located at Aizawl, Hissar, Bhubaneshwar, Guwahati, Mandi, Kohima, Jowai, Jammu, Jalandhar, Naharlagun & Vishakhapatnam.
- Arrange from time to time, Pre Recruitment Training Programme for SC/ST candidates to improve their employability through competitive examinations conducted by the Staff Selection Commission, etc. for group 'C' posts in collaboration with various employing authorities and recruiting agencies.

# 24.3 SALIENT FEATURES OF SPECIAL COACHING SCHEME FOR SC/STs

 A Special Coaching Scheme to prepare SC/ST candidates for competitive examinations/selection tests for Group 'C' posts is being operated through NCSC for SC/STs.

- The coaching is of 12 months duration and the trainees are paid stipend besides free course books and limited stationery. The coaching institutes are paid professional charges for imparting coaching to SC/ST candidates.
- This scheme was launched in 1973 on a pilot basis at Delhi.
- Guided by the benefits derived from the above Special Coaching Scheme, the scheme has been extended to twenty more places at Kanpur, Kolkata, Bangalore, Hyderabad, Ranchi, Surat, Guwahati, Imphal, Hisar, Jabalpur, Chennai, Thiruvanathapuram, Jaipur, Bhubaneshwar, Mandi, Nagpur, Delhi, Jammu. Jalandhar Kohima & Naharlagun.
- Till December 2023, 24449 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 was of six months duration.

The scheme was launched initially at Bangalore, Bhubaneswar, Chennai, Delhi, Guwahati, Hissar, Hyderabad, Jaipur, Jabalpur, Kolkata, Nagpur, Surat, Kanpur, Thiruvananthapuram, Ranchi & Mandi. The programme 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. <u>At present</u> 25,610 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 December 2023.

**24.5** The one year 'O' level Computer Hardware Maintenance Training was started w.e.f 01.08.2012 and 10175 SC/ST candidates were admitted & provided training till December 2023.

**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 5058 SC/ST candidates were admitted under these courses during 2023-24.

**24.7** Three new Computer Courses namely Office Automation Accounting, Computer Application Business Accounting Associate, Cyber Secured Web Development Associate were introduced from 2023-24 in Ten Centres Viz Bangalore, Bhubaneshwar, Chennai, Delhi, Guwahati Hyderabad, Kanpur, Kolkata, Surat & Thiruvananthapuram.

**24.8** Allocation of Rs.25.00 crore has been made during 2023-24 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".

**24.9** One of the major objectives of NCS Centers working for the SC STs is to build confidence. The primary focus of the program is to engage them in a healthy & participative conversation. CBP Program provides a platform

for all candidates to speak in front of the Group, and through active participation & peer learning they will get a peek in their confidence. A program was organized by NCS Center for SC/ ST, Surat where 24 candidates participated.

# Benefits provided to SC/ST trainees through Direct Benefit Transfer (DBT) (Scheme "4165")

# 'Welfare of SC/ST jobseekers through Coaching-cum-Guidance Centres(CGC).

**24.10** 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. A total of 5,058 beneficiaries are being disbursed stipend during 2023-24 in 25 centres under following Courses, in Six sub-Schemes i.e.,

- (1) Special Coaching Scheme (2160 Beneficiaries),
- (2) Computer 'O' Level Training Software Course (1350 Beneficiaries)
- (3) Computer 'O' Level Computer Hardware Maintenance Training (675 Beneficiaries).
- (4) Office Automation Accounting, (300 Beneficiaries)
- (5) Computer Application Business AccountingAssociate, (300 Beneficiaries).

(6) Cyber Secured Web Development Associate, (300 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 2023 at total stipend of Rs. 5.17 Cr. Was given to the beneficiaries under DBT.

### SCHEDULED CASTES/ SCHEDULED TRIBES

**24.11** Performance of Employment Exchanges in respect of Scheduled Caste/Scheduled Tribe and Other Backward Class job-seekers during 2017 onwards is indicated in **Table24.1** below.

(in lakh)

Category	Activity	2017	2018	2019	2020	2021	2022
SCHEDULED CASTE	Registration	4.37	3.95	4.65	3.35	3.62	7.09
	Placement	0.31	0.32	0.24	0.21	0.26	0.38
	Live Register	71.05	69.97	70.68	69.96	70.31	72.84
SCHEDULED	Registration	2.48	1.89	2.25	1.56	1.67	2.42
TRIBE	Placement	0.33	0.32	0.30	020	0.21	0.22
	Live Register	26.08	26.06	26.39	25.05	25.36	30.18
OTHER	Registration	7.98	6.77	8.62	6.53	6.46	9.67
BACKWARD	Placement	0.05	0.06	0.05	0.05	0.06	0.18
CLASS	Live Register	118.21	114.86	115.15	114.07	114.28	122.15

### Table 24.1

# NATIONAL CAREER SERVICE CENTERS FOR DIFFERENTLY ABLED (NCSC for DA)

**24.12** 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 coordinating 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.

- 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 the 2022-23 these centres have registered 35667, evaluated 35628 and rehabilitated 13467 persons with disabilities.
- During 2023 (upto 31.12.2023) these centres have registered 42142, evaluated 42124 and rehabilitated 14435 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 counseling sessions and job fairs will be a key activity in these Career Centres.

**24.13** On 30-12-2023, NCSC-DA, Guwahati organized free distribution of Assistive Devices to Divyangjan under CSR Initiative, with the help of Indian Railway Finance Corporation limited (IRFC) in Collaboration with Alimco and District Administration at Goalpara District Assam. 297 beneficiary got Aids and appliances for mobility and support like Hearing Aids, tricycle wheel Chair, Smart phone, etc.



Benefits provided to Differently Abled trainees through DBT (Scheme "3468")

"Stipend to Candidates under Scheme of Vocational Rehabilitation Centre for Handicapped (VRCs)"

**24.14** At present, there are 24 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 the mad just mental 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 2023 a total stipend of Rs. 3.62 Cr was given to the PwD beneficiaries under DBT.

## ASSISTANCE TO DIFFERENTLY ABLED EX-SERVICEMEN AND DEPENDANTS

24.15 In order to provide registration/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.

# SERVICES TO PERSONS WITH DISABILITIES THROUGH EMPLOYMENT EXCHGANGES:

**24.16** The Employment Service has been making special efforts to cater to the special need of Differently Abled job-seekers, berformance of which for the last five years is given as under:-

Performance of Employment Exchanges in respect of Differently Abled Job-Seekers

Year	Registr ation	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	28.3	2.5	702.7

(In thousands)

# SPECIAL EMPLOYMENT EXCHANGES FOR DEFFERNTLYABLED:

**24.17** 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 are Special Cells dealing with differently abled job-seekers.

**24.18** 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.

24.19 The performance of the Special Employment Exchanges for differently abled job-seekers is given in the following table:

Year	2017	2018	2019	2020	2021	2022
Registration	2798	2488	2448	866	1659	902
Placement	71	184	175	102	145	103
Live Register	93295	90665	90471	87431	90902	87185

#### WOMEN

**24.20** Year-wise performance of Employment Exchanges in respect of women job-seekers is given below (Table 24.2):

					(In Thousands)
YEAR	REGISTRATION	PLACEMENT	LIVE REGISTER OF WOMEN	TOTAL LIVE REGISTER	% OF LIVE REGISTER OF WOMEN TOTOTAL
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 <u>.</u> 9	36.6
2018	1437.0	58.2	15611.0	42122.3	37.1

**Table 24.2** 

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	1500.4	122.7	16297.3	45717.7	35.6

#### MINORITIES

**24.21** 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 58.7 lakh job-seekers on the Live Registers of Employment Exchanges belonging to the minority communities at the end of December 2022. These account for 12.8% of total job-seekers on the Live Register.

24.22. The details of the Budget Estimates of the Schemes of Employment Directorate for Financial Year 2023-24 are given in Table-24.17 below:

S.No.	Schemes under Employment Directorate	Financial year 2023-24		
	Schemes/Programmes	Budget Estimates (Cr.)	Expenditure (till December 2023) 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".	25.00	17.31	
2	National Career Service (NCS) Project	52.00	26.62	
3	Aatmanirbhar Bharat Rojgar Yojana	2272.82	1265.00	

#### Table-24.17

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# Chapter-25

# **GENDER BUDGETING**

**25.1** The Gender Budget Cell is headed by Chief Controller of Accounts (CCA). 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 2022-23 is at **Annexure 1**.

#### WELFARE OF SC/ST

**25.2** National Career Service Centers for SC/ST provide confidence building, prerecruitment and computer training and vocational guidance to the SC/ST candidates. The scheme is gender neutral. These National Career Service Centres are also involved in organizing job fairs and outreach activities.

#### (Rs. in crore)

Programme	Expected Outcome/ objective	Gender Component of programme /Sub Programme	Total Public Expenditure for financial year (2023-24 upto December 2023)	Total Public Expenditure on Woman/ for financial year (2023-24 upto December 2023)	Gender Disaggregated Beneficiaries (extent of benefits to women) (2023-24 upto December 2023)/ 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	17.31	8.48	91217 (49%)



# Annexure 1

(in Crores)

S. No.	Name of the Scheme	Actual 2021-22	BE 2022-23	RE 2022-23	BE 2023-24
1	National Child Labour Project including grants in aid to voluntary agencies and reimbursement of assistance to bonded labour	21.99	30.00	30.00	20.00
2	Labour Welfare Scheme	64.22	120.00	120.00	75.00
3	Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM)	324.23	350.00	350.00	350.00
	Total	410.44	500.00	500.00	445.00

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# **Ministry of Labour & Employment**

Government of India



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