Azadi Ka Amrit Mahotsav

सत्यमेव जयते

Ministry of Labour & Employment

Government of India

Annual Report 2023-24

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Annual Report
2023-24

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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 Code	Name of States/UTs which have pre-published the draft rules
The Code on Wages, 2019	Andhra Pradesh, Arunachal Pradesh, Assam, Bihar, Chhattisgarh, Goa, Gujarat, Haryana, Himachal Pradesh, Jharkhand, Karnataka, Kerala,

	Madhya Pradesh, Maharashtra, Manipur, Mizoram, Odisha, Punjab, Rajasthan, Sikkim, Tamil Nadu, Telangana, Tripura, Uttarakhand, Uttar Pradesh, UTs of Andaman & Nicobar Islands, 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 self-employed persons in the age group of 18-40 years whose monthly income is Rs. 15000/- or less and who are not covered under EPFO/ESIC/NPS(Govt. funded) and income tax payee can join the scheme. Under this scheme, minimum assured monthly pension of Rs.3000/- will be provided to the beneficiaries after attaining the age of 60 years. Under the scheme, the subscriber is required to pay the prescribed contribution amount which ranges Rs. 55-200/- depending upon the entry age of the workers and the Central Government provides equal matching contribution. Enrolment to the Scheme is done through the Common Service Centres (CSC), through its network of over 4 lakh centres across the country. In addition, eligible persons can also self-enroll through visiting the portal www.maandhan.in. As on 31.12.2023, 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 self-certification 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 start-ups 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.
3. 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 Trust Act.

1.27.2 New initiatives under health Reforms Agenda ESIC 2.0

1. ESI Corporation has sanctioned 19 Dispensary Cum Branch Office (DCBOs), 36 ESI hospitals and 86 ESI dispensaries in 2023.

2. 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 24th, 25th and 26th 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 1st August, 1976. This Scheme is supported by nominal contribution of 0.5% by the employers. No contribution is payable by the employee for availing the benefits of the scheme. Only 0.005% Administrative charge was payable by the employer but this has also been discontinued w.e.f. 01.06.2018. However, in case the establishment is exempted under EDLI Scheme, inspection charges @0.005% minimum rupee 1 is payable.

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 benefits-monitoring 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 1st 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 auto-calculated 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 9th International Day of Yoga (IDY) on 21st 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 13-15 August, 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 5th (1st Apr 2022 to 30th Jun 2022) and 6th (1st Jul 2022 to 30th Sept 2022) round of QES have been recommended by the Expert Group. Further, the field work/data collection of 7th (1st Oct 2022 to 31st Dec 2022) and 8th (1st Jan 2023 to 31st March 2023) round of QES and two rounds of Area Frame Establishment Survey (AFES) i.e. (1st Oct 2022 to 31st Dec 2022) and (1st Jan 2023 to 31st 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 29th 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 19th 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 2nd October to 31st 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 1st January 2023 to 31st December, 2023, 11 applicants have gone to Central Information Commission (CIC) in the form of Second Appeal.

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 31st 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 29th June, 2023 to 01st 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.

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Annexure A

Sl. 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	Halol	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	Idukki	Idukki	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
13	Maharashtra	Aurangabad	Waluj	200	09.06.2023
14	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	100 beds (expandable to 150 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	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
11	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
17	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
41	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
55	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
64	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

67	Odisha	Balasore	Jaleswar	26.02.2023	2 doctors
68	Odisha	Balasore	Nilagiri	26.02.2023	2 doctors
69	Odisha	Balasore	Soro	26.02.2023	2 doctors
70	Odisha	Bhadrak	Dhamara	26.02.2023	2 doctors
71	Odisha	Cuttack	Trisulia	26.02.2023	2 doctors
72	Odisha	Cuttack	Adaspur	26.02.2023	2 doctors
73	Odisha	Jagatsinghpur	Jagatsinghpur	26.02.2023	3 doctors
74	Odisha	Keonjhar	Joda	26.02.2023	2 doctors
75	Odisha	Puri	Nimapada	26.02.2023	2 doctors
76	Odisha	Sundergarh	Banai	26.02.2023	2 doctors
77	Odisha	Sundergarh	Koira	26.02.2023	2 doctors
78	Odisha	Khordha	Jagannath Prasad, Bhubaneswar	17.07.2023	5 doctors
79	Odisha	Sambalpur	Ganeshnagar, Sambalpur	17.07.2023	5 doctors
80	Telangana	Rangareddy	Ibrahimpatnam	05.06.2023	2 doctors
81	Telangana	Medchal Malkajgiri	Gundla Pochampally	05.06.2023	3 doctors
82	Telangana	Sanagareddy	Sanagareddy	05.06.2023	3 doctors
83	Uttar Pradesh	Gautambudh Nagar	Sector-63, Noida	17.06.2023	5 doctors
84	Uttar Pradesh	Gautambudh Nagar	Chhalera. Sector-44, Noida	17.06.2023	5 doctors
85	Uttar Pradesh	Gautambudh Nagar	Dadri, Greater Noida	17.06.2023	5 doctors
86	Uttar Pradesh	Gautambudh Nagar	Kasana, Greater Noida	17.06.2023	5 doctors

Annexure C

Sl. 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

Sl. 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

ORGANISATIONAL STRUCTURE & FUNCTIONS

Labour Jurisdiction

2.1 Under the Constitution of India, Labour as a subject is in the Concurrent List and, therefore, both the Central and the State governments are competent to enact legislations subject to certain matters being reserved for the Centre. **(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 quality of life for workers, ensuring India without Child Labour and enhancing employability on a sustainable basis.

Mission

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

2.4 Objectives

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

MINISTRY OF LABOUR & EMPLOYMENT

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

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

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

Bureau Heads

Sl. No.	Name with Designation	Service
1	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 (erstwhile CBWE)

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, three-months 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 Tribunals-cum-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 Tribunals-cum-Labour Courts and National Industrial Tribunals,
- Workers Education,
- Labour and Employment Statistics,
- Employment Services,
- Administration of Central Labour &

Employment Services,

- International Cooperation in Labour & Employment matters.

CENTRAL LABOUR SERVICE (CLS)

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

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

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

Achievements

In Year 2023, **three (03)** Parliamentary Consultative Committee meetings were held on 27th march, 2023, 10th August, 2023 and 14th December 2023. Agenda for these meetings were: -

Sl No.	Agenda of the Meeting	Date	Venue
1	Building and Other Constructions Workers (BoCW)	27th March, 2023	Parliament 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)	14th December 2023	

Parliamentary Assurance:

During the year 2023, i.e. from 1st January 2023 to 31.12.2023 total 11 Assurances were added

i. No. of pending assurances as on 01.01.23	17
ii. Addition of new Assurance during 01.01.23 to 31.12.23	11
Total Assurances disposed during 01.01.23 to 31.12.23	13
No. of Assurances pending as on 31.12.23	15 (Lok Sabha- 05 & Rajya Sabha- 10)

In Year 2023, (Budget, Monsoon, Special & Winter Sessions of 2023) replies to a total 552 Parliament Questions were given, the details of which are as under-

	Starred Questions	Unstarred Questions	Total
Lok Sabha	17	281	298
Rajya Sabha	20	234	254
Total	**37**	**515**	**552**

FINANCIAL ADVISER

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 NITI Aayog.
- 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 1st January,

2013. DBT Mission was created in the Planning Commission to act as the Nodal Point for implementation of the DBT programmes. The Mission was transferred to the Department of Expenditure in July, 2013 and continued to function till 14.09.2015. To give more impetus, DBT Mission and matters related thereto has been placed in Cabinet Secretariat under Secretary (Co-ordination & PG) w.e.f. 14.09.2015. DBT Mission at Cabinet Secretariat is mandated to act as nodal point for implementation and monitoring of Aadhaar-based DBT programmes of various Central Ministries / Departments as well as State Governments / UTs. DBT Mission has also developed a web-based MIS portal (www.dbtbharat.gov.in), which collects and compiles all DBT related information of Ministries / Departments i.r.o. following parameters on regular basis:

i) Beneficiary Digitization and their Aadhaar Seeding / Aadhaar Authentication.

ii) Benefits (either Cash or Kind) given to the beneficiaries sponsored by the Consolidated Fund of India.

iii) Fund transferred to the beneficiaries through DBT / Non-DBT Mode.

iv) Savings, if any, due to removal of duplicate / ghost / fake beneficiaries.

2.38 In pursuance to the directions of DBT Mission, a DBT Cell was constituted in the Ministry of Labour & Employment, in August, 2016, for attending the work relating to Direct Benefit Transfer. The Cell is working under overall supervision of 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.

Action Taken Notes on PAC and C&AG Audit Paras

Table A

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

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

(From 1st April, 2023 upto 30th November, 2023)

Table B

Sl. 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**	**1.96**
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**
Aadhaar Enabled Service			
15	National Career Service (NCS).	**94,87,604***	**NA**

***Figures From Jan-2023 to December, 2023**

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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:

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

There are approximately 2.32 lacs establishments in the Central Sphere. The Inspecting Officers of CIRM inspect these establishments under different labour enactments. To ensure transparency and accountability in the system, all the inspections are conducted through web enabled Shram Suvidha Portal. The inspection reports are uploaded on the 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 Employment Rule, 2005.

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

Dy. CLC(C):- Appellate Authority under The Industrial Employment (Standing Orders) Act, 1946, the Payment of Gratuity Act, 1972, The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, 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 Received (for year 2023)	52459

8. Verification of membership of Trade unions operating in an establishment to identify majority union under Code of Discipline.

The verification of membership of unions operating in the establishments of central sphere is conducted by Chief Labour Commissioner (Central)'s office under Code of Discipline for the purpose of granting recognition as and when directed by the Ministry of Labour and Employment.

The Chief Labour Commissioner (Central) organization during the period from 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. BHEL RC Puram,
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.
3. Investigations of complaints as per direction of the Ministry of Labour & Employment.
4. Assisting Central Advisory Contract Labour Board as convener of different sub-committees to examine prohibition of contract Labour in different employments.
5. Assisting Ministry in preparation of different reports required to be submitted to International Labour Organisation.
6. Supplying information to Ministry in replying Parliament Question on various labour laws enforced by CLC(C) organisation.
7. Advising Ministry of Labour & Employment in Conflict situations like strikes of All India Nature and other labour matters.
8. Attending to Parliamentary Committees and other important delegations as per advice of the Ministry.
9. Keeping Liaison with State Government Labour Departments for collection of information as per direction of Ministry.
10. Imparting training to the Officers of Central Labour Service and LEO(C).

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.

Statement showing : Online\Offline Grievances Statues during Year 2023-2024 (Jan to Dec. 2023)

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

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

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

14.1. TRANSPORT

Container Corporation of India Ltd. (Concor) Employees Union (Regd.)

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. BANK

(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 9th and 10th February, 2023 to press their demands.

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

(iv) United Forum of Bank Unions

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 27th and 28th 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) The Canara Bank Officers' Association (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) All India Punjab & Sind Bank Officers' Federation – Code 91

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) Bengal Provincial Banks' Contract 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) Maharashtra Sanghrsha Kamgar Sanghatana

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) All India Union Bank SC/ST Staff Welfare Association

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) All India Bank Employees' Association

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 4th 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) All Bengal Contract Security Workers Union

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) United Forum of Central Bank Unions

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 PORT

(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) Mumbai Port Trust, Dock and General Employees' Union

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 ltd 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) Coordination Committee of Trade Unions

Notice of strike dated 27.09.2023 served by Co-ordination 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) Calcutta Port Shramik Union

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) Paradip Port Shramik Karmchari Union

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) All India Insurance Employees' Association

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 Coal and non-coal

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 Electricity

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

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) Central Organisation of Tamilnadu Electricity Employees, CITU, NTPL Branch

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 Oil

i) unions of Refineries, Pipelines and R&D Centre of India Oil Corporation Ltd

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 Mine

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) Mithun Naik, Representative of the 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) Donimalai Iron Ore Project Employees Association and Metal Mine Workers Union

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) Aluminum Majdoor Sangha, Nalco.

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 ltd 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) All India Cantonment Board Employees Federation

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 MINT

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) Tanksal Karmika Sangh/ Calcutta Mint Employee's Union/ Hyderabad Security Printing Press Employees Union/ Tanksal Mazdoor Sabha

Notice of Strike dated 29.09.2023 served by aforementioned unions to the Chairman & Managing Director, Security Printing & Minting Corporation of India ltd. 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) AIIMS Out Sourcing Employees Union, Raipur

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) Hindustan Engineering and General Mazdoor Union

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) NLC Jeeva Oppanda Thozhilalargal Sangam

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) All India Association of MSTC Ltd. Employees' Union

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) Kalpakkam Atomic Energy Contract 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 ltd 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) M.E.S. Civilian Workers & Employees Union Ferozpur (PB)

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) All India Postal Employees Union Gramin Dak Sevak

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. Dharna 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 1ST JANUARY, 2023 TO 31ST DECEMBER, 2023 IN WHICH CIRM PLAYED IMPORTANT ROLE:-

Office of Chief Labour Commissioner(C), New Delhi

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

1. 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 ltd 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.

3. 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/-.

9. 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. ltd 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.

17. 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 ltd, 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.

39. 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 ltd 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 Rs 4,37,640/-.

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/-.

58. 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 MRL Anna 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 ltd, 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 ltd, 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/-.

91. A memorandum of settlement arrived on 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 ltd. 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 ltd. 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 ltd 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 staff get 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 ltd 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 non-payment 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 in conciliation in **30 days** by	1.	Disposal of Industrial Disputes in conciliation in **40 days** by

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

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
2020(P)	43	8	51	2,572,393
2021(P)	38	8	46	2,113,461
2022(P)	30	5	35	610,511
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	1618
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(P)	28	4978
2022(P)	20	2761
2023(P) (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

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

(ii) The number of units effecting retrenchment and workers retrenched therein during the period 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(P)	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 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).

14.18. <u>The Trade Unions Act, 1926</u>

(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 Disputes Act, 1947. (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 17th 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. <u>PURPOSE OF SAMADHAN PORTAL</u>

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. ID Act, 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.

(iv) To reduce the time taken in processing of 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. The Plantations Labour Act, 1951

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

(ii) Keeping in view the changing social, economic and industrial relations scenario in the country, the Government amended the Plantations Labour Act, 1951 which was enforced w.e.f. 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

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.

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.

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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 awards. The number of awards has been increased from 17 to 33. The awards, in order of sequence are Shram Ratna, Shram Bhushan, Shram Vir/Veerangana and Shram Shri/Devi. The recognition consists of a Sanad and cash award of Rs. Two lakh (1 award), Rs. One lakh (4 awards), Rs. 60,000 (12 awards) and Rs. 40,000 (16 awards) respectively.

2) Vishwakarma Rashtriya Puraskar (VRP) 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 man-hours.

Awards for the performance year 2018

I. Prime Minister's Shram Awards

4.9 The Prime Minister's Shram Awards (PMSA) for the performance year 2018 are to be awarded to 69 workers employed in the Departmental Undertakings & Public Sector Undertakings of the Central and State Governments and Private Sector Units employing 500 or more workers in recognition of their distinguished performance, innovative abilities, outstanding contribution in the field of productivity and exhibition of exceptional courage and presence of mind.

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

i. Shram Bhushan Awards which carry a cash prize of Rs. 1,00,000/- each

ii. Shram Vir/Shram Veerangana Awards which carry a cash prize of Rs. 60,000/- each

iii. Shram Shree/Shram Devi Awards which carry a cash prize of Rs. 40,000/- each

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

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

2. **SHRAM VIR/VEERANGANA:** Total numbers of Shram Vir/Shram Veerangana Awards are twelve (12). It carries a cash award of Rs. 60,000/- and a 'Sanad'. Total numbers of Shram

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

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

II. **Vishwakarma Rashtriya Puraskar (VRP):** 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 8th 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.

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:

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

III. **National Safety Awards:** For the performance year 2018, the 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.

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Chapter-5

WAGES

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

The Minimum Wages Act, 1948

5.2 The Minimum Wages Act, 1948, safeguards the interests of the workers as they are vulnerable to exploitation due to illiteracy and lack of bargaining power and binds the employers to pay the minimum wages to the workers as fixed under the statute for the work performed during a given period, which cannot be reduced by collective agreement or an individual contract. The provisions of the Act are gender neutral and thus do not discriminate between male and female workers. Under the Minimum Wages Act, 1948 (the Act) both the Central and the State Governments are "Appropriate Governments" for fixation/revision of minimum rates of wages for the scheduled employments at an interval not exceeding five years. There are 45 scheduled employments in the Central sphere while in the State sphere the number (cumulative) of such employments is 1709. The Central Government has notified increase in the basic rate of minimum wages for all sectors in the Central sphere w.e.f. 19.01.2017. For the first time minimum wages for all sectors in the Central sphere, namely agricultural, non- agricultural, construction, etc. have been increased by 42% approximately.

5.3 The minimum rates of wages also include Special Allowance i.e. Variable Dearness Allowance (VDA) linked to Consumer Price Index Number, which is revised twice a year effective from 1st April and 1stOctober. 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**

Table 5.1

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

As on 01.10.2023

Sr. No.	Scheduled Employment	Category of Workers	Rates of Wages including V.D.A per day (in Rs.)		
			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.	Construction^	Unskilled	751	628	504
		Semi-skilled/Unskilled Supervisory	832	709	589
		Skilled/Clerical	915	832	709
		Highly-skilled	992	915	832
6.	Workers engaged in Stone Mines for Stone Breaking and Stone Crushing	1.Excavation & removal of over burden with 50 meters lead/1.5 meters lift:*			
		(a) Soft Soil	508		
		(b) Soft Soil with Rock	763		
		(c) Rock	1010		
		2. Removal and Staking of rejected stones with 50 metres lead/1.5metres lift*	408		
		3. Stone breaking or Stone Crushing for the stone size of category**			
		(a) 1.0 inch to 1.5 inches	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 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).

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

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

CLASSIFICATION OF AREA

AREA "A"					
Ahmedabad	(UA)	Hyderabad	(UA)	Faridabad complex	
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)

Coimbatore	(UA)	Kozhikode	(UA)	Tiruppur	(UA)
Cuttack	(UA)	Ludhiana	(M.Corpn)	Ujjain	(M.Corpn)
Dehradun	(UA)	Madurai	(UA)	Vadodara	(UA)
Dhanbad	(UA)	Malappuram	(UA)	Varanasi	(UA)
Durgapur	(UA)	Malegaon	(UA)	Vasai- Virar City	(M.Corpn)
Durg-Bhilai Nagar	(UA)	Mangalore	(UA)	Vijayawada	(UA)
Erode	(UA)	Meerut	(UA)	Vishakhapatnam	(M.Corpn)
Firozabad		Moradabad	(M. Corpn)	Warangal	(UA)
Goa		Mysore	(UA)	Gorakhpur	(UA)
NandedWaghala	(M. Corpn)	GreaterVisakhapatnam	(M.Corpn)	Nasik	(UA)
Gulbarga	(UA)	Nellore	(UA)	Guntur	(UA)
Panchkula	(UA)	Guwahati	(UA)	Patna	(UA)

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

National Floor Level Minimum Wage

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

Central Advisory Board (CAB)

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

Minimum Wages Advisory Board (MWAB)

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

5.7 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 29th June, 2009 defining the procedure for nomination and restricting the nomination by workers to his /her family members as far as applicable.

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

5.13 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 Ministry of Labour. The Wage Boards are tripartite in character in which representatives of workers, employers and independent members participate and finalize the recommendations. At present, there is provision for only two Wage Boards, one for the Working Journalists and the other for the Non-Journalist Newspaper Employees which are in operation as statutory Wage Boards. All other Wage Boards have ceased to exist.

5.15 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:.

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

5.18 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
ii.	Joint Secretary, Ministry of Labour & Employment (in-charge of Wage Board Section)	Member
iii.	Joint Secretary, Ministry of Information & Broadcasting	Member
iv.	Chief Labour Commissioner (Central)	Member
v.	Director/Deputy Secretary, Ministry of Labour & Employment (in-charge of Wage Board Section)	Member Secretary

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 A of 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:

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

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

6.3 The provisions of the Employee's Compensation Act, 1923 are being administered exclusively by the State Governments. Cash benefits under the Employees' State Insurance Act, 1948 are administered by the Central Government through the Employees' State Insurance Corporation (ESIC), whereas the State Governments and Union Territory Administrations are administering medical care 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 Hqrs. 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).**

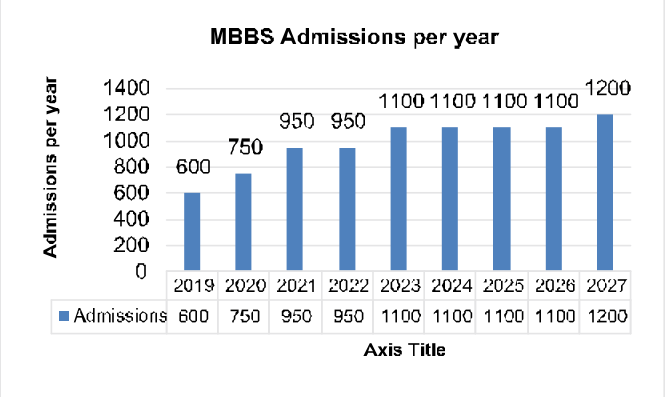
Initially, each of the medical colleges began functioning with 100 MBBS seats. In 2020, the number of seats for all the six medical colleges were increased to 125 each, with the approval of National Medical Commission (NMC).

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.

ESIC MEDICAL COLLEGE ALWAR

ESIC MEDICAL COLLEGE BIHTA

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.



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.

Cath lab at ESIC Medical College Hospital Fbd.

6.11 EMPLOYEES' PROVIDENT FUND ORGANISATION

The Employees' Provident Fund Organisation, an autonomous body under the Ministry of Labour & Employment (MoL&E), Government of India, administers the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 (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} A mix of "defined contribution" and "defined benefit" forms the Pension Scheme. The employees do not have to contribute to this scheme.

iii. The Employees' Deposit Linked Insurance Scheme, 1976 (EDLI) (w.e.f. 1st August, 1976) Insurance Scheme is a deposit linked Scheme that provides for benefits up to Rs. 7,00,000/- without any contribution from employees.

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 Establishments covered	2,71,731
ii.	New joined EPF Membership (Exempted)	2,12,394
iii.	New joined EPF Membership (Unexempted)	1,10,01,883
iv.	Total Contributing members	6,51,50,509
v.	Total Contributing establishments	7,40,378
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	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 long-awaited demands for implementation of the minimum pension was given effect to. The Central Government had issued Gazette Notification No. 593(E) dated 19.08.2014 providing a minimum pension of Rs. 1,000/- per month for member/widow (er)/disabled/ nominee/ dependent parent pensioners, Rs. 750/- per month for orphan pensioners and Rs. 250/- per month for children pensioners.

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

Year	No. of Pensioner benefited	Amount paid as original pension (Rs. In crores)	Amount paid as per minimum pension notification (Rs. In crores)	Difference amount (Rs. in crores)
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.

6.21 APPLICATION AND COVERAGE

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:-

i. The family will get an amount equal to the average balance in Provident Fund account during preceding 12 months or during the period of his membership, whichever is less; except where the average balance exceeds rupees fifty thousand, the amount payable shall be rupees fifty thousand plus 40% of the amount in excess of rupees fifty thousand subject to a ceiling of rupees one lakh. The benefit will be further increased by twenty percent.

ii. Where the deceased member was in employment for a continuous period of twelve months, preceding the month in which he died, the quantum of benefits will be the average monthly wages drawn (subject to a maximum of Rs.15,000/-) during the twelve months preceding the month in which employee died, multiplied by thirty five times plus fifty percent of the average balance in the Provident Fund account of the deceased during the preceding twelve months subject to a ceiling of one lakh and seventy five thousand rupees.

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

6.23 Key figures of EDLI

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

- 26 Weeks of maternity leave out of which eight weeks before the expected date of delivery for upto 2 surviving children. For 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

List of ESIC/ESIS Hospitals

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

2.	Assam	5.	Kamrup Metropolitan	Beltola (ESIC)
		6.	Tinsukia	Tinsukia(ESIC)
3.	Bihar	7.	Patna	Phulwarisharif (ESIC)
		8.	Rohtash	Dalmianagar *
		9.	Munger	Munger *
		10.	Patna	Bihta (ESIC)
4.	Chandigarh (UT)	11.	Chandigarh	Ramdarbar (ESIC)
5.	Chhattisgarh	12.	Raipur	Raipur (ESIC)
		13.	Korba	Korba(ESIC)
6.	Delhi	14.	West Delhi	Basaidarapur (ESIC)
		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)*
9.	Haryana	31.	Gurgaon	Gurgaon (ESIC)
		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 Pradesh	38.	Solan	Parwanoo
		39.	Solan	Baddi (ESIC)
11.	Jammu & Kashmir	40.	Samba	Bari Brahmana (ESIC)
12.	Jharkhand	41.	Dhanbad	Maithan (ESIC)
		42.	Seraikela-kharsawan	Adityapur (ESIC)
		43.	Ranchi	Namkum, Ranchi (ESIC)
13.	Karnataka	44.	Bangalore Urban	Rajaji Nagar (ESIC)
		45.	Bangalore Urban	Indira Nagar
		46.	Uttara Kannada	Dandeli
		47.	Davangere	Devangere
		48.	Dharwad	Hubli
		49.	Mysore	Mysore
		50.	Dakshina Kannada	Mangalore
		51.	Kalaburagi (Gulbarga)	Shahbad *
		52.	Belgaum	Belgaum
		53.	Bangalore Urban	Peenya (ESIC)
		54.	Kalaburagi (Gulbarga)	Gulbarga (ESIC)
14.	Kerala	55.	Alappuzha	Alleppy
		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
15.	Madhya Pradesh	67.	Indore	Nanda Nagar(ESIC)
		68.	Indore	Indore
		69.	Ujjain	Ujjain
		70.	Gwalior	Gwalior
		71.	Bhopal	Bhopal (ESIC)
		72.	Dewas	Dewas
		73.	Ujjain	Nagda
16.	Maharashtra	74.	Mumbai City	Andheri (ESIC)
		75.	Thane	Ulhasnagar
		76.	Thane	Thane
		77.	Mumbai Suburban	Mulund
		78.	Mumbai City	MGM
		79.	Osmanabad	Vashi
		80.	Mumbai City	Worli
		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)

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