get benefitted.

558. **Memorandum of Settlement** was signed on **09.12.2024** between Contract Labour Employees Union Vs Ambuja Cement Dadri, before RLC(C), Noida. As a result of this settlement **170** workmen **get monetary benefit of Rs 6900000/-.**

559. **Memorandum of Settlement** was signed on **16.12.2024** between Vikas Kumar Vs ICICI Bank, before RLC(C), Noida over the matte of reinstate. As a result of this settlement **1** workman **reinstate in job.**

560. **Memorandum of Settlement** was signed on **10.12.2024** between Shri Jagdish Sharma, General Secretary State Committee of CITU Vs Chairman Managing Director Food Corporation of India and M/s Baneet Gupta Contractor Jammu, before RLC(C), Jammu. As a result of this settlement **26** workmen **get benefitted.**

561. **Memorandum of Settlement** was signed on **09.12.2024** between Sh. Mukesh vs Lambda Technologies, before ALC(C), Karnal. As a result of this settlement **1** workman **get monetary benefit of Rs 250000/-.**

562. **Memorandum of Settlement** was signed on **16.12.2024** between Punjab Gramin Bank Officers Association vs Punjab Gramin Bank, before ALC(C), Jalandhar. As a result of this settlement **74** workmen **get monetary benefit of Rs 1184995/-.**

563. **Memorandum of Settlement** was signed on **18.12.2024** between UCO Bank Employees Association vs UCO Bank, before ALC(C), Jalandhar. As a result of this settlement **1** workman **get monetary benefit of Rs 8319/-.**

564. **Memorandum of Settlement** was signed on **06.12.2024** between M/s Dinesh Chandra Agarwal Infracon Pvt Ltd NHAI & Shri Akhil Gorai, before RLC(C), Asansol. As a result of this settlement **1** workman **get monetary benefit of Rs 70000/-.**

565. **Memorandum of Settlement** was signed on **09.12.2024** between Satgram Project, under Satgram Sripur Area of M/s ECL Vs Koyala Mazdoor Sangh, before ALC(C), Asansol. As a result of this settlement **1** workman **get benefitted.**

566. **Memorandum of Settlement** was signed on **10.12.2024** between Amritnagar Colliery under Kunustoria Area of M/s ECL Vs Koyala Mazdoor Sangh, before RLC(C), Asansol. As a result of this settlement **1** workman **get benefitted.**

567. **Memorandum of Settlement** was signed on **19.12.2024** between Nimcha(R), Colliery under Satgram-sripur Area of ECL Vs Koyala Mazdoor Congress, before ALC(C), Asansol. As a result of this settlement **1** workman **get compassionate job.**

568. **Memorandum of Settlement** was signed on **17.12.2024** between M/s Power Mech Private Ltd., contractor of Singareni Thermal Power Plant Vs. Singareni Thermal Power Plant Contract Employee Welfare & Protection Union, before DY CLC(C), Hyderabad. As a result of this settlement **400** workmen **get monetary benefit of Rs 1200000/-.**

569. **Memorandum of Settlement** was signed on **02.12.2024** between M/s K.S.K Raju, Sub-contractor of L&T Ltd., Rambilli

(NAOB), Visakhapatnam Vs NAOB Contract Workers Union (CITU), before RLC(C), Visakhapatnam. As a result of this settlement **18** workmen **get monetary benefit of Rs 530000/-.**

570. **Memorandum of Settlement** was signed on **11.12.2024** between M/s Ultra Dimensions Pvt Ltd., Vs Visakha Defence Contract Workers Union(CITU), before RLC(C), Visakhapatnam. As a result of this settlement **1** workman **get monetary benefit of Rs 300000/-.**

571. **Memorandum of Settlement** was signed on **11.12.2024** between M/s Ultra Dimensions Pvt Ltd., Vs Visakha Defence Contract Workers Union(CITU), before RLC(C), Visakhapatnam. As a result of this settlement **1** workman **get monetary benefit of Rs 425121/-.**

572. **Memorandum of Settlement** was signed on **18.12.2024** between M/s Orril Energy Services Pvt. Ltd., contractor at SDSC SHAR, ISRO, Sriharikota, before ALC(C), Hyderabad. As a result of this settlement **1** workman **reinstate in job.**

573. **Memorandum of Settlement** was signed on **10.12.2024** between M/s M/s DRDL, DSE Company, Hyderabad Vs TS contract Labour Union (BMS), before ALC(C), Hyderabad. As a result of this settlement **1** workman **reinstate in job.**

574. **Memorandum of Settlement** was signed on **05.12.2024** between Indian Bank Vs Indian Bank Staff Association, before RLC(C), Kanpur. As a result of this settlement **1** workman get benefitted**.**

575. **Memorandum of Settlement** was signed on **17.12.2024** between Mathura Refinery Samvida Shramik Union, before RLC(C), Kanpur. As a result of this settlement **283** workmen **get monetary benefit of Rs 977482/-.**

576. **Memorandum of Settlement** was signed on **18.12.2024** between Shri Sunil Kumar & others Vs BTL EPC Ltd contractor of NTPC Unchahar, before RLC(C), Lucknow. As a result of this settlement **09** workmen **get monetary benefit of Rs 357000/-.**

577. **Memorandum of Settlement** was signed on **19.12.2024** between Bharitya Khadya Nigam Karmchari Sangh Vs FCI Lucknow, before RLC(C), Lucknow over the matter of transfer.

578. **Memorandum of Settlement** was signed on **20.12.2024** between Thermal Power House Construction Thekedar Karmchari Sangh Vs M/s Kunal Globes and M/s Priya Construction contractor of M/s NTPC Unchahar, Raebareli, before RLC(C), Lucknow. As a result of this settlement **11** workmen **get monetary benefit of Rs 99057/-.**

579. **Memorandum of Settlement** was signed on **18.12.2024** between DGS, SBISA Prayagraj Vs SB Prayagraj, before ALC(C), Prayagraj. As a result of this settlement **02** workmen get benefitted.

VISION STATEMENT OF CLC's(C) ORGANISATION

Vision 2030:

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

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

	Seven Year Strategy		Three Year Action Plan
1.	Disposal of Industrial Disputes in conciliation in **30 days** by i. Continuous engagement with employers & Trade unions. ii. Strengthening grievance handling machinery at establishment level.	1.	Disposal of Industrial Disputes in conciliation in **40 days** by 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**.

16. The Trade Unions Act, 1926

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

2. 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.

3. 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/)

17. 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.

18. 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.

19. 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.

20. 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.

21. 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.

22. PURPOSE OF SAMADHAN PORTAL

1. This online portal is user-friendly, easy to understand for filing Industrial disputes, transparent in a way that the status is visible to all stakeholders at all times
2. The aggrieved workers can raise and track their cases independently by themselves without taking any assistance.
3. Being an integrated portal, the workers, Conciliation Officers, CGIT and Government have access to the documents for analysis and doing away with missing and repeated submission of documents thus reducing the communication gap.
4. The system enables the automatic distribution of disputes to the concerned Conciliation Officers and makes dispute redressal faster.
5. The portal allows Filing of Claims under: (a) the Minimum Wages Act, 1948 (b) The

Payment Wages Act, 1936 (c) The Equal Remuneration Act, 1976 (d) The Payment of Gratuity Act, 1972 (e) The Maternity Benefit Act, 1961 and to file Grievances, which are not covered under any of the aforementioned Act.

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

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

23. As on 31st December, 2024, the total number of User IDs is 133117 out of which 119252 are Individual User IDs and 13865 are Trade Union User IDs. As on 31st December, 2024, a total number of 36536 Industrial disputes have been raised, with 33315 being disposed of, 28641 Claim cases, with 17278 being disposed of, and 18199 general complaints received, with 15783 being disposed of.

24 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

25. 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.

26. 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.

27. 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.

28. In the Union Budget 2024-25, revamping of Samadhan Portal is announced to make it efficient, effective and to enhance Ease of Use and to facilitate both ease of doing business and ease of compliance. This will involve upgradation of technology and technical features and content upgradation with additional features to make it user friendly and easy to use. The revamp portal will be expected to launch in May, 2025.

29. The Industrial Disputes Act, 1947.

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.

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.

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

To reduce the time taken in processing of 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.

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

30. The Plantations Labour Act, 1951

1. 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.
2. 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.
3. The Plantations Labour Act, 1951 has been merged in the Occupational Safety, Health and Working Conditions (OSH) Code 2020 and Social Security Code 2020.

31. 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.

32. 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.

33. 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, s000/- 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 details of awards held in the previous years are given in the below tables:

Table 4.1 - Applications received for Vishwakarma Rashtriya Puraskar and the number of awards given:

Performance Year	Applications Received	Awards
2012	142	28
2013	193	28
2014	199	28
2015	212	28
2016	175	28
2017	197	28
2018	227	28

Table 4.2 - Estimated annual savings resulting from the suggestions

Performance Year	Savings in Indian Currency		Savings in Foreign Exchange	
	Recurring	Non-Recurring	Recurring	Non-Recurring
2012	8,37,70,16,690	5,61,15,000	2,22,69,000	-
2013	6,43,77,70,600	35,48,73,900	68,80,96,665	2,66,01,55,248
2014	57,71,27,000	2,29,14,000	2,27,85,894	2,92,00,830
2015	7,32,29,75,801	8,19,27,26,452	3,03,90,34,983	2,94,12,883
2016	66,97,43,925	1,03,33,184	79,21,842	2,72,22,720
2017	32,84,30,074	74,91,39,521	54,21,772	13,90,496
2018	217,16,24,663	75,72,048	3,13,54,070	1,00,339

Table 4.3 - National Safety Awards under different schemes

Performance Year	National Safety Awards	SCHEMES											
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
2012	Applications	30	31	10	12	9	12	8	9	2	2	-	-
	Awards	20	19	10	10	5	7	6	8	2	2	-	-
2013	Applications	48	39	12	19	18	21	13	13	8	8	-	-
	Awards	23	20	10	12	6	6	8	9	2	2	-	-
2014	Applications	42	34	18	20	14	17	9	14	1	1	-	-
	Awards	27	17	13	13	8	6	8	9	1	1	-	-
2015	Applications	68	54	32	37	38	42	38	38	3	3	1	1
	Awards	28	24	11	13	10	10	12	12	2	2	1	1
2016	Applications	54	44	31	35	18	22	17	16	7	7	2	2
	Awards	25	24	11	14	10	12	10	11	3	4	2	2
2017	Applications	72	60	32	34	15	19	14	15	5	6	2	1
	Awards	24	25	15	15	9	10	9	10	5	5	2	1
2018	Applications	114	91	39	37	22	22	21	22	11	8	8	13
	Awards	26	26	16	16	11	10	8	9	6	6	4	3

N.B.: The scrutiny 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

Introduction

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. The Central Government has notified increase in the basic rate of minimum wages for all sectors in the Central sphere w.e.f. 19.01.2017. For the first time minimum wages for all sectors in the Central sphere, namely agricultural, non-agricultural, construction, etc. have been increased by 42% approximately.

5.3 The minimum rates of wages also include Special Allowance, i.e. Variable Dearness Allowance (VDA) linked to Consumer Price Index Number, which is revised twice a year effective from 1st April and 1st October. The Central Government and twenty-seven States/ UTs have adopted VDA as a component of minimum wage. Both the Central and the State Governments have been revising the minimum wages in respect of scheduled employments from time to time. Latest revised rates of minimum wages including VDA applicable in Central Sphere **w.e.f. 01.10.2024** are at **Table 5.1**.

Table 5.1

Area wise Rates of Minimum Wages for Scheduled Employments in the Central Sphere (as on 01.10.2024)

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**	500	457	452
		Semi-skilled/Unskilled Supervisory	546	502	462
		Skilled/Clerical	593	546	501
		Highly-skilled	656	611	546
2.	**Sweeping and Cleaning +**	**Unskilled**	783	655	526
3.	**Watch and Ward**	**Without Arms (Upgraded to skilled with training)**	954	868	739
		With Arms (Upgraded to highly skilled for supervision)	1035	954	868
4.	**Loading & Unloading %**	**Unskilled**	783	655	526
5.	**Construction ^**	**Unskilled**	783	655	526
		Semi-skilled/ Unskilled Supervisory	868	739	614
		Skilled/ Clerical	954	868	739
		Highly-skilled	1035	954	868
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		530	
		(b) Soft Soil with Rock		795	
		(c) Rock		1053	
		2. Removal and stacking of rejected stones with 50 meters lead/1.5 meters lift *		426	
		3. Stone breaking or Stone Crushing for the stone size of category**			
		(a) 1.0 inch to 1.5 inches		3232	
		(b) Above 1.5 Inches to 3.0 Inches		2764	
		(c) Above 3.0 Inches to 5 Inches		1623	
		(d) Above 5.0 Inches		1334	
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		526	655
		Semi-skilled/Unskilled Supervisory		655	783
		Skilled/Clerical		783	912
		Highly-skilled		912	1020

* 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)
Nanded Waghala	(M. Corpn)	Greater Visakhapatnam	(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.					

5.4 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

5.5 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.

5.6 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.

5.7 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.

5.8 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

5.9 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

5.10 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.

5.11 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.

5.12 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.

5.13 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 **C**ourt, and who shall be appointed by the Government as the Chairman thereof.

5.14 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**

5.15 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.

5.16 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.

5.17 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 29.05.2024 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

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

5.19 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.

5.20 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.

Chapter-6 SOCIAL SECURITY

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

Social Security Laws

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

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

6.3 The provisions of the Employee's Compensation Act, 1923 are being administered exclusively by the State Governments. Cash benefits under the Employees' State Insurance Act, 1948 are administered by the Central Government through the Employees' State Insurance Corporation (ESIC), whereas the State Governments and Union Territory Administrations are administering medical care 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 Trust, Airport Authorities and Warehousing Establishments etc. employing 10 or more employees. Employees of Factories and establishments covered under the Act drawing monthly wages up to Rs. 21000/- per month and Rs. 25000/- per month for persons with disabilities are covered under the scheme. The ESI Scheme is now operated in 36 States/UTs. As on 31.03.2024, 3.72 crore Insured Persons and 14.44 crore beneficiaries are covered under the scheme.

6.5 Administration

The headquarter of ESI Corporation is housed in New Delhi. The Corporation has 65 field offices, 24 regional Offices, 41 Sub Regional Offices. Besides, there are 610 Branch Offices and 107 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 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 Govt for providing medical care to ESI Beneficiaries. At present the prescribed ceiling is Rs 3,000/-per Insured Persons family unit per Annum. The expenditure on medical care benefit is shared between ESI Corporation and State Government in the ratio of 7:1 within the ceiling. Formation of State ESI Society under section 58(5) of 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 Hospital 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, 2024, the total investment of Fund stands at Rs.1,53,163.89 crore including Special Deposit account (SDA)."

6.8 Arrears of ESI Dues

A sum of Rs. 5899.27 Crores is due as arrears as on 31.3.2024 on account of default / dues by the employers of covered factories / establishments. An amount of Rs.3351.30 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. 2547.97 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 Persons 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 Office (DCBO), 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.

List of ESIC/ESIS Hospitals

Sl. No.	State	District	Name of Hospital
1.	Andhra Pradesh	Vishakapatnam	Visakhapatnam
		East Godawari	Rajamahendravarm,
		Chitoor	Tirupati
		Krishna	Vijaywada.
		Kakinada	Kakinada(ESIC)
2.	Assam	Kamrup Metropolitan	Beltola (ESIC)
		Tinsukia	Tinsukia(ESIC)
3.	Bihar	Patna	Phulwarisharif (ESIC)
		Rohtash	Dalmianagar *
		Munger	Munger *
		Patna	Bihta (ESIC)
4.	Chandigarh (UT)	Chandigarh	Ramdarbar (ESIC)
5.	Chhattisgarh	Raipur	Raipur (ESIC)
		Korba	Korba(ESIC)
		Raigarh	Raigarh(ESIC)
		Durg	Bhillai(ESIC)
6.	Delhi	West Delhi	Basaidarapur (ESIC)
		Shahdara	Jhilmil (ESIC)

		South East Delhi	Okhla (ESIC)
		North West Delhi	Rohini (ESIC)
7.	Goa	South Goa	Margao
8.	Gujarat	Ahmedabad	Bapunagar (ESIC)
		Ahmedabad	Naroda, (ESIC)
		Ahmedabad	Rajpur Hirpur
		Gandhinagar	Kalol
		Vadodara	Baroda
		Surat	Surat
		Rajkot	Rajkot
		Bhavnagar	Bhavnagar
		Valsad	Vapi (ESIC)
		Jamnagar	Jamnagar
		Bharuch	Ankleshwar (ESIC)
		Vadodara	Vadodara (Chest)*
9.	Haryana	Gurgaon	Gurgaon (ESIC)
		Yamuna Nagar	Jagadhari
		Panipat	Panipat
		Faridabad	Ballabgarh
		Bhiwani	Bhiwani
		Gurgaon	Manesar (ESIC)
		Faridabad	Faridabad MC & Hospital (ESIC)
10.	Himachal Pradesh	Solan	Parwanoo
		Solan	Baddi (ESIC)
11.	Jammu & Kashmir	Samba	Bari Brahmana (ESIC)
12.	Jharkhand	Dhanbad	Maithan (ESIC)
		Seraikela-kharsawan/West Singhbhum	Adityapur (ESIC)
		Ranchi	Namkum, Ranchi (ESIC)
13.	Karnataka	Bangalore Urban	Rajaji Nagar (ESIC)
		Bangalore Urban	Indira Nagar
		Uttara Kannada	Dandeli
		Davangere	Devangere
		Dharwad	Hubli
		Mysore	Mysore
		Dakshina Kannada	Mangalore
		Kalaburagi (Gulbarga)	Shahbad *
		Belgaum	Belgaum

		Bangalore Urban	Peenya (ESIC)
		Kalaburagi (Gulbarga)	Gulbarga (ESIC)
14.	Kerala	Alappuzha	Alleppy
		Kollam	Asramam (ESIC)
		Ernakulam	Ernakulam
		Kollam	Ezhukone (ESIC)
		Thrissur	Mulamkunnathukam
		Thrissur	Olarikara
		Palakkad	Palakkad
		Thiruvananthapuram	Peroorkada
		Ernakulam	Udyogmandal (ESIC)
		Kottayam	Vadavathoor
		Kozhikode	Feroke
		Kannur	Thottada
15.	Madhya Pradesh	Indore	Nanda Nagar(ESIC)
		Indore	Indore
		Ujjain	Ujjain
		Gwalior	Gwalior
		Bhopal	Bhopal (ESIC)
		Dewas	Dewas
		Ujjain	Nagda
16.	Maharashtra	Mumbai Suburban	Andheri (ESIC)
		Thane	Ullhasnagar
		Thane	Thane
		Mumbai Suburban	Mulund
		Mumbai City	MGM
		Osmanabad	Vashi
		Mumbai City	Worli
		Mumbai Suburban	Kandivali
		Solapur	Sholapur
		Nashik	Nasik
		Nagpur	Nagpur
		Aurangabad	Aurangabad
		Pune	Chinchwad
		Kolhapur	Kolhapur (ESIC)
		Pune	Bibvewadi (ESIC)
17.	Odisha	Sundargarh	Kansbahal
		Cuttack	Choudwar
		Rayagada	Jaykapur
		Jharsuguda	Brajrajnagar *
		Khurdha	Bhubhaneswar

		Kendujhar (Keonjhar)	Barbil *
		Sundargarh	Rourkela (ESIC)
		Angul	Angul (ESIC)
18.	Puducherry	Puducherry	Gorimedu
19.	Punjab	Amritsar	Amritsar
		Jalandhar	Jalandhar
		Ludhiana	Ludhiana (ESIC)
		SAS Nagar (Mohali)	Mohali
		Kapurthala	Phagwara
		Hoshiarpur	Hoshiarpur
		Fatehgarh Sahib	Mandi Gobindgarh
20.	Rajasthan	Jaipur	Jaipur (ESIC)
		Kota	Kota (ESIC)
		Jodhpur	Jodhpur
		Bhilwara	Bhilwara
		Pali	Pali
		Alwar	Bhiwadi (ESIC)
		Alwar	Alwar (ESIC)
		Udaipur	Udaipur (ESIC)
		Bikaner	Bikaner (ESIC)
21.	Tamil Nadu	Chennai	Ayanavaram, Chennai
		Madurai	Madurai
		Chennai	KK Nagar, Chennai (ESIC)
		Vellore	Vellore
		Virudhunagar	Sivakasi
		Salem	Salem
		Krishnagiri	Hosure
		Trichy	Tirucharapally
		Tirunelveli	Tirunelveli (ESIC)
		Coimbatore	Coimbatore
		Tiruppur	Tiruppur (ESIC)
22.	Telangana	Hyderabad	Nacharam
		Nizamabad	Nizamabad
		Medak	R C Puram
		Hyderabad	SS Sanathnagar (ESIC)
		Hyderabad	Sanathnagar (ESIC)
		Adilabad	Sirpurkagarnagar
		Warangal (Urban)	Warangal
23.	Uttarakhand	Udham Singh Nagar	Rudrapur (ESIC)

24.	Uttar Pradesh	Kanpur Nagar	Pandunagar, Kanpur
		Kanpur Nagar	Azadnagar, Kanpur
		Ghaziabad	Modinagar
		Prayagraj	Naini Allahabad
		Kanpur Nagar	Sarvoday Nagar, Kanpur
		Lucknow	Sarojininagar, Lucknow (ESIC)
		Ghaziabad	Sahibabad (ESIC)
		Agra	Agra
		Saharanpur	Saharanpur
		Kanpur Nagar	Kidwainagar
		Bareilly	Bareilly (ESIC)
		Kanpur Nagar	Jajmau, Kanpur (ESIC)
		Gautam Buddha Nagar	Noida (ESIC)
		Aligarh	Aligarh
		Sonbhadra	Pipri
		Varanasi	Varanasi (ESIC)
25.	West Bengal	West Burdwan	Asansol
		Howrah	Belur Belly
		Howrah	Baltikuri
		Hooghly	Gaurhati
		South 24 Parganas	Budge Budge
		Nadia	Kalyani
		Kolkata	Maniktala
		North 24 Pargana	Kamarhati
		Kolkata	Sealdah
		Howrah	Uluberia
		Hooghly	Serampur
		Hooghly	Bandel
		South 24 Parganas	Joka (ESIC)
		West Burdwan	Durgapur

6.10 MEDICAL EDUCATION

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

Rationale of Medical Education: Medical Education in ESIC fulfils the objectives of (1) Augmentation of scarce qualified medical manpower to serve beneficiaries (2) Carry out research especially in occupational diseases and training to medics and para-medics and (3) Promotes inclusivity as specified seats in medical colleges are earmarked for the wards of Insured Persons / workers.

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

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

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

ESIC MEDICAL COLLEGE ALWAR

ESIC MEDICAL COLLEGE BIHTA

	Alwar	Faridabad	Joka	Gulbarga	Sanathnagar	Rajaji nagar	KK Nagar	Bihta	Total
MBBS	100	125	125	150	125	150	150	100	1025
Ward of IP	20	43	65	68	43	68	30	35	372

MEDICAL COLLEGES HANDED OVER TO THE STATE

	Coimbatore, Tamil Nadu	Mandi, Himachal Pradesh	Kollam, Kerala	Total
MBBS	100	120	110	330
Ward of IP	20	36	38/39	94/95

ESIC DENTAL COLLEGE

	Rohini	Gulbarga	Total
BDS	62	62	124
Ward of IP	-	28	28

ESIC NURSING COLLEGE

	Indiranagar	Gulbarga	Total
B.Sc. (N)	60	60	120
Ward of IP	30	30	50

ESIC PARAMEDICAL COLLEGE

	Gulbarga	Total
Paramedical	130	130
Ward of IP	104	104

POST GRADUATE SEATS

MD / MS	495
DNB	100
DM / M.Ch / DrNB	31

The establishment of 10 New ESIC Medical Colleges is under process, reaffirming the government's commitment for strengthening healthcare. The ESIC institutions will build medical manpower, foster excellence in education, inclusivity, clinical competency and ensure a skilled workforce to meet India's healthcare demands while enhancing quality care through modernized systematic protocol-based treatment and ensuring advanced medical facilities for the workforce with a vision and commitment to serve the underserved. Efforts are being made to develop the educational institutions as tertiary care centers to provide state of art facilities to ESI beneficiaries by developing super specialty services in the field of cardiology, neurology, oncology and transplant services have been developed in ESIC Medical College Hospitals.

Cath lab at ESIC Medical College Hospital, Faridabad

6.11 EMPLOYEES' PROVIDENT FUND ORGANISATION

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

6.12 SCHEMES FRAMED UNDER THE EPF & 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 01.01.2024 to 31.12.2024:

i.	Total No. of Establish ments covered	281331
ii.	New joined EPF Membership (Exempted)	281018
iii.	New joined EPF Membership (Unexempted)	12071337
iv.	Total Contributing members	68169170
v.	Total Contributing establishments	769975
vi.	Total Claims settled	56087662

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 2024 is indicated in the following table:

Category of Claims	Number of Claims Settled for period 01.01.2024 to 31.12.2024 (A)	Projections for period Jan –Mar 2025(A/4)
Monthly Pension Benefits*	3,62,191	90,548
Other than Monthly Pension **	33,42,007	8,35,502
Total	**37,04,198**	**9,26,050**

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 received during the year	Interest	Corpus as at the end of Financial Year
2018-2019	40259.74	6401.90	46661.64	32982.68	437762.54
2019-2020	44448.55	7504.59	51953.13	39042.05	530846.39
2020-2021	44009.53	6552.48	50562.01	41472.14	602319.81
2021-2022	49719.98	7806.20	57526.18	50613.95	689210.72
2022-2023	56170.84	8714.76	64885.60	51985.82	780308.93
2023-2024*	62,423.93	9356.48	71,780.41	58,668.73	8,88,269.01
01.01.2024 to 31.12.2024	Balance sheet is not yet prepared.				
Projections for Jan- Mar 2024					

*Unaudited data

The accumulated corpus of the EPS has grown steadily and since the year 2018-19, the corpus has increased by almost 78.25%.

6.18 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 Pensioners benefited	Amount paid as original pension (Rs. In Crores)	Amount Paid as per minimum pension notification (Rs. In crores)	Difference amount (Rs. In Crores)
2019-2020	19,82,612	1,403.97	2,311.83	907.86
2020-2021	19,70,670	1,415.03	2,315.70	900.67
2021-2022	20,44,136	1,421.57	2,348.31	926.74
2022-2023	20,55,878	1,463.01	2,432.77	969.76
01.01.203 to 31.12.2023	20,55,521	1,471.30	2,450.38	979.08
01.01.2024 to 31.12.2024	2059247	1480.07	2472.15	992.09
#Projections for Jan –Mar, 2025	2063159	370.01*	618.03*	248.02*

Projection for January-March 2025 has been calculated by taking out average % increase during the last five FYs divided by 4.

**** Calculated by dividing the total amount by 4.***

6.19 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.

6.20 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.

6.21 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.

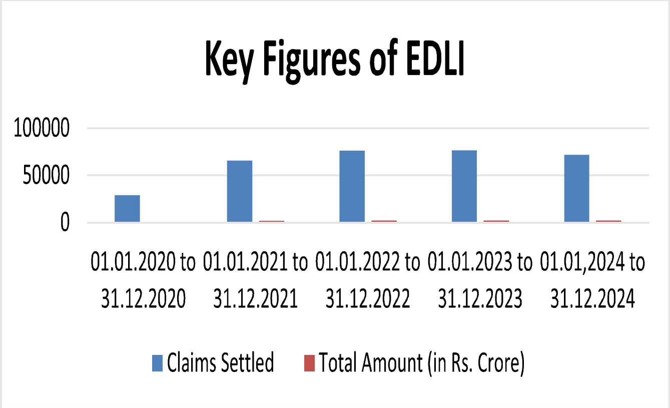
6.22 Key figures of EDLI

Important Amendments in the EDLI Scheme vide G.S.R. 715 (E) dated 18.11.2024:

- Maximum assurance benefits payable shall be Rs.7,00,000/- w.e.f 28.04.2024
- Minimum assurance benefits payable shall be Rs.2,50,000/- w.e.f 28.04.2024
- 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.

EDLI Claims settled and amount disbursed in the last 5 Calendar Years is as under: -

Key Figures for the last 5 Calendar Years		
Calendar Year	Claims Settled	Total Amount (in Rs. Crore)
01.01.2020 to 31.12.2020	**28831.00**	**716.92**
01.01.2021 to 31.12.2021	**65584.00**	**1908.78**
01.01.2022 to 31.12.2022	**75883.00**	**2168.08**
01.01.2023 to 31.12.2023	**76347.00**	**2099.41**
01.01,2024 to 31.12.2024	**71518.00**	**2090.93**



6.23 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.

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

6.25 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

6.26 The Maternity Benefit Act, 1961 regulates the employment of women in factories, mines, the ciprcus 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

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Chapter-7 LABOUR WELFARE

Directorate General Labour Welfare (DGLW)

7.1 Directorate General Labour Welfare Organisation (DGLW) under Ministry of Labour & Employment administers Labour Welfare Schemes (LWS) for specified categories of unorganised workers. Schemes are medium to enhance and enrich the living standards of the workers who belong to unorganized and economically weaker sections of the society having very low literacy rate, poor health standards and low per capita income.

7.2 The basic objective of the labour welfare scheme is to extend financial assistance to Beedi/ Cine/ Iron, Manganese, Chrome / Limestone & Dolomite/ Mica Mine workers and their family members.

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

7.4 The Labour Welfare scheme is outside the framework of specific employer and employee relationship in as much as the resources are provisioned by the Government on a non-contributory basis and welfare services are delivered without linkage to individual worker's contribution. Labour Welfare Schemes follow a sectoral approach which are in addition to number of various other poverty alleviation and employment generation programmes.

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

7.6 The eighteen (18) Offices of Welfare Commissioners known as Labour Welfare Organisation (LWO) are the sub-ordinate offices of the Ministry of Labour & Employment. The jurisdictions of 18 LWOs have been shown in the Table below:

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

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

Components of Labour Welfare Scheme (LWS)

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

7.8 Housing Scheme: Revised Integrated Housing Scheme (RIHS)

A revamped housing scheme (RIHS, 2016) was introduced in December, 2016 providing a subsidy of Rs.1, 50,000 per beneficiary household. The subsidy is released through DBT mechanism in three instalments of 25:60:15 ratio. viz First instalment as advance, second on reaching the lintel level and third after receipt of inspection report that the construction of houses has been completed in all respect.

The scheme has been converged with Pradhan Mantri Awaas Yojna (PMAY). Thus, the scheme has attained sunset and as such no fresh application under this scheme is being accepted. However, the pending installments were paid upto 31.03.2024 as scheme achieved its sunset on this day.

7.9 Health Scheme: Health care facilities are provided to Beedi, Cine and Non-Coal Mine workers and to their family members through 10

Hospitals and 279 Dispensaries located across the country. Under this scheme OPD facility is provided to the workers and their family members. Apart from OPD facility, reimbursement of expenditure for specialized medical treatment in case of following critical diseases is also provided:

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

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

7.10 Education Scheme: Financial Assistance is given to the wards of Beedi/Iron Ore Mines, Manganese Ore & Chrome Ore Mines (IOMC)/Limestone Mines, Dolomite Mines (LSDM)/Mica Mines and Cine Workers, varying from Rs. 1000/- to Rs. 25,000/- per student per year. The benefits under the scheme are transferred through DBT mechanism and the applications under this scheme are invited and processed through the National Scholarship Portal (NSP). Every year more than one lakh applications are received under this scheme on the NSP portal.

Financial Assistance for education	
	Financial Assistance Rate w.e.f. 2022 -23 (Amount in Rs. Per annum per student)
Class	**Both girls and boys**
I to IV (for purchase of dress/books etc.)	1000
V to VIII	1500
IX & X	2000
Class XI & XII	3000
ITI	6000
Polytechnic	
Degree Course (Including B.Sc.-Agri)	
Professional Courses (BE/MBBS/MBA)	*25000*

7.11 Campaign for Unorganized Workers

- **Awareness Programme:** Various camps are organized across the country by the Labour Welfare Organisations in their respective jurisdictions to spread the awareness in respect of various welfare and other schemes like PM-SYM, E-Shram, PMSBY, PMJJBY, PM- JAY (Ayushman Bharat) etc. run by Government of India for the workers of unorganized sector. During the period of 1.4.2024 to 31.12.2024, 4538 Aware Camps for PM-SYM, E-Shram, PMSBY, PMJJBY, PM- JAY (Ayushman Bharat) and 3434 Preventive Health Check-up Camps have been organised by the LWOs across the country.

- **Registration Camps:** The Labour Welfare Organisations organize camps with the help of CSC, nodal banks and concerned state governments to register the workers of unorganized sector in various social security schemes.

7.12 Representation in State BOCW Welfare Board: Welfare Commissioners are the member of Building and Other Construction Workers' Welfare Board.

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Chapter-8 UNORGANIZED WORKERS

8.1 The term unorganised worker has been defined in the Unorganised Workers' Social Security Act,2008, means a home-based worker, self-employed worker or a wage worker in the unorganised sector and includes a worker in the organised sector who is not covered by the Industrial Disputes Act, 1947 or Chapters III to VII of the Code i.e. Employees Provident Fund, Employees' State Insurance Corporation, Gratuity, Maternity Benefit, Employee's Compensation. The Act has been sub-subsumed in the Code on Social Security, 2020.

8.2 The unorganised workers are subject to seasonality of employment, lack of a formal employer-employee relationship, absence of adequate social security protection and other welfare schemes such as sickness and unemployment allowances.

COMPREHENSIVE LEGISLATION FOR WORKERS IN THE UNORGANIZED SECTOR

8.3 For the first time, provisions have been made to register the unorganised workers on a National Portal. Accordingly, the eShram portal was launched on 26.08.2021 for creation of a comprehensive National Database of Unorganised Workers, which is seeded with Aadhaar, on self-declaration basis. It has details of workers such as name, occupation, address, educational qualification, skill types etc. for optimum realisation of their employability and facilitate to extend the benefits under the social security schemes to them. It is the first ever national database of unorganised workers including migrant workers, construction workers, gig and platform workers, etc. As on 31.12.2024, more than 30.51 crores workers have been registered on eShram portal. The key objectives of the Portal are as under: -

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

Further, Hon'ble Union Minister of Labour & Employment launched eShram-“One-Stop-Solution” portal on 21.10.2024. eShram-“One-

Stop- Solution" entails integration of different Social Security/ Welfare schemes at single portal i.e. eShram. So far, twelve (12) Social Security/ welfare schemes such as Indira Gandhi National Disability Pension Scheme (IGNDPS), Indira Gandhi National Widow Pension Scheme (IGNWPS), National Family Benefit Scheme (NFBS), Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), Pradhan Mantri Awas Yojana – Gramin (PMAY-G), Pradhan Mantri Street Vendors Atmanirbhar Nidhi (PM-SVANidhi), Pradhan Mantri Suraksha Bima Yojana (PMSBY), Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY), Ayushman Bharat – Pradhan Mantri Jan Arogya Yojana (AB-PMJAY), Pradhan Mantri Awas Yojana – Urban (PMAY-U) and Pradhan Mantri Matsya Sampada Yojana (PMMSY) have already been integrated/ mapped with eShram. eShram – "One-Stop-Solution" will help in creating awareness about the social security schemes being implemented by the Government for welfare of unorganised workers.

A separate module for onboarding of platform aggregators has been launched and made available for registration, to all platform aggregators on 12.12.2024. After successful onboarding, aggregators will be allowed to submit platform workers details through this module.

In line with the vision of making eShram a 'One-Stop-Solution', multilingual functionality has been enabled on eShram portal. Now eShram portal is available in all 22 Scheduled Languages. MEITY's Bhashini project has been leveraged to upgrade the eShram portal with 22 languages, while earlier version was available in English, Hindi, Kannada and Marathi.

Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM):

8.4 Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM), a pension scheme for unorganised workers has been introduced by the Government of India to provide old age protection to the Unorganised Workers. As on 31.12.2024, over 50 Lakhs beneficiaries have been registered under the scheme, including the bulk upload data pertaining to 5.06 Lakh beneficiaries.

8.5 The unorganised workers who are mostly engaged as home-based workers, street vendors, mid-day meal workers, head loaders, brick kiln workers, cobblers, rag pickers, domestic workers, washer men, rickshaw pullers, landless labourers, own account workers, agricultural workers, construction workers, beedi workers, handloom workers, leather workers, audio- visual workers and similar other occupations, may join the scheme. It is a voluntary and contributory pension scheme. It is available to unorganised workers in the age group of 18 years to 40 years with monthly income not exceeding to Rs 15,000. Further, he/she should not be a member of New Pension Scheme (NPS), Employees' State Insurance Corporation (ESIC) scheme or Employees' Provident Fund Organisation (EPFO) and he should not be an income tax payee. The monthly contributions by the beneficiary range from Rs.55 to Rs.200 per month depending upon their entry age. The equal matching contribution is paid by the Central Government.

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

8.7 The features of the scheme is as given below:

1. Minimum Monthly Assured Pension of Rs. 3000/- after attaining the age of 60 years.

2. During the receipt of pension, if the subscriber dies, the spouse of the beneficiary shall be entitled to receive 50% of the pension as family pension.

3. If a beneficiary has given regular contribution and died due to any cause (before age of 60 years), his/her spouse will be entitled to join and continue the scheme subsequently by payment of regular contribution or exit the scheme as per provisions of exit and withdrawal of the money with interest as applicable in the scheme.

Various New Modules introduced in PM-SYM such as Involuntary EXIT Module, Voluntary EXIT Module, Claim Status, View Account Statement, and Revival Module.

8.8 National Pension Scheme for Traders, Shopkeeper and Self-Employed Persons: National Pension Scheme for Traders, Shopkeeper and Self-Employed Persons was launched on 12.09.2019 by the Hon'ble Prime Minister. The eligibility and other features of the scheme are similar to PM-SYM Scheme. It is also a voluntary and contributory pension scheme. In this scheme the annual turnover of the subscriber should not exceed Rs. 1.5 Crore and should not be a member of EPFO/ ESIC/NPS/ PM-SYM and he should not be an income tax payee. As on 31.12.2024 more than 58 thousand beneficiaries have registered.

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

The Building and other Construction workers

8.9 The construction workers constitute one of the major categories of workers in the unorganized sector. As reported by the States/UTs, about 5.73 crore BOC workers are registered throughout the country. In order to safeguard the interest of the workers of this sector, Government has enacted the following legislations for the construction workers: -

The Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996.

The Building and Other Construction Workers' Welfare Cess, Act, 1996;

8.10 Further, the Building and Other Construction Workers' Welfare Cess Rules, 1998 and the Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Central Rules, 1998 have been notified on 26.03.1998 and 19.11.1998 respectively.

8.11 These legislations regulate the employment and conditions of service, safety, health and welfare measures for the building and other construction workers. All State Governments and Union Territories are to constitute the State BOCW Welfare Board. Welfare measures are financed by levy of cess on cost of construction work incurred by an employer @ 1%.

8.12 The funds collected are used for providing social security and welfare benefits to the registered workers and their families. An amount of approx. Rs. 1,17,507 Crore (revised) has been collected as Cess by the State Governments and Union Territories and an amount of approx. Rs. 67,670 Crore (revised) has been spent on the Welfare Scheme for Building and Other Construction workers by the State Governments and the Union Territories, since the constitution of State BOCW Welfare Boards throughout the country, as on 30.09.2024.

8.13 The Central Government has been issuing directions from time to time, under Section 60 of the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996, to State Governments and UT Administrations for proper implementation of the provisions of the Act. To monitor the implementation of these directions, specifically with reference to utilization of Cess fund for Welfare Schemes enumerated under Section 22 of the Act, by the State Building and Other Construction Workers' Welfare Boards, a Committee under the Chairmanship of Secretary, Ministry of Labour and Employment has been constituted. The Monitoring Committee holds its meeting from time to time with the Principal Secretaries/ Secretaries of Labour Departments of the State/ Uts.

8.14 Implementation of the Building and Other Construction Workers (RE&CS) Act, 1996 and the Building and Other Construction Workers' Welfare Cess Act, 1996 was under of the Hon'ble Court in Writ Petition (Civil) No. 318 of 2006 between M/s National Campaign Committee for Central Legislation on Construction Labour V/s Union of India and others. Pursuant to the judgment dated 19.03.2018 and Order dated 04.10.2018 of the Hon'ble Supreme Court in the matter, Model Scheme for Building and Other Construction Workers and Action Plan (for strengthening Implementation Machinery) were framed and circulated to all States/UTs for implementation.

Further, as per the directions of the Hon'ble Supreme Court, a framework for social audit of implementation of BOCW Act was developed in consultation with the State Governments and other stake holders and has been circulated to all States/UTs for carrying out social audit.

8.15 An addendum to model Welfare Schemes has been issued with the following guidelines:

i. The State/UT BOCW Welfare Boards should have integration with e-Shram Portal

ii. Onboarding of BOC workers on e-Shram Portal and they should have e-Shram Universal Account Number (UAN)

iii. Portability of benefits to BOC workers

iv. Opening of Special Educational / Training Institutions for the wards of registered BOC workers

v. Construction of School building for the wards of BOC workers

vi. Facilitation Centres for registration of BOC workers by the State BOCW Welfare Boards

vii. Coordination between destination and source states and relevant authorities for portability of benefits and address issues relating to migrant workers

8.16 The Mission Mode Project (MMP) was prepared and forwarded to all the States / UTs Governments. They were advised to implement the MMP immediately to register all the left-out BOC workers who have not been registered with the State Building and Other Construction Workers Welfare Boards to ensure that all the registered BOC workers get the benefits of welfare schemes, of the State Welfare Boards and social security schemes of the Central/State Governments like PM-JAY (Ayushman Bharat), PM-Jivan Jyoti Beema Yojana, PM-Suraksha Beema Yojana, PM-Shram Yogi Mandhan Yojana etc.

8.17 For bringing BOCW under the coverage of Ayushman Bharat PM-JAY, Ministry of Labour & Employment, National Health Authority (NHA), State BOCW Welfare Boards and State Health Agencies (SHAs) have been pro-actively engaging in various deliberations. As a step forward, 14 States/UTs BOCW Welfare Boards (Punjab, Bihar, Nagaland, MP, UP, Chandigarh, Tripura, Gujarat, Telangana, Assam, Himachal Pradesh, Sikkim, Andaman & Nicobar, Arunachal Pradesh) have signed MoU with concerned SHAs.

8.18 An instruction has been issued to the States/UTs for use of Direct Benefit Transfer (DBT) for cash assistance and restriction on distribution of benefits in-kind. No benefit is to be provided in-kind except in extra-ordinary circumstances such as natural calamities, epidemics, fire, accidents caused due to occupational hazard or similar other crisis, and with prior approval of the State Government and intimation to DG Labour Welfare, MoLE, Govt. of India.

8.19 Meetings of Monitoring Committee, chaired by Secretary, MOLE constituted to Monitor implementation of direction issued from time to time by the Central Government under Section (60) of Building and Other Construction Workers (RE&CS) Act, 1996 specifically with reference to utilization of cess fund for welfare scheme for BOC workers, were held in June, 2024, August, 2024 and January, 2025 with the Principal Secretaries/Secretaries of Labour Department of States/ UTs Governments.

8.20 Six Regional Conferences were held with the State/UT labour secretaries during August-October, 2024 at Bangalore, Chandigarh, Rajkot, Bhubaneswar, Lucknow and Guwahati to discuss various issues related to labour laws and welfare schemes. Deliberation included the aspects related to collection and utilisation of Cess for BoCW and migrant workers.

8.21 The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and the Building and Other Construction Workers' Welfare Cess, Act, 1996 have been subsumed in the Occupational Safety, Health and Working Conditions Code, 2020 (OSH Code, 2020) and the Code on Social Security, 2020 (SS Code, 2020). Both the codes have been notified on 29.09.2020.

Migrant Workers & Inter-State Migrant Workers

8.22 In order to safeguard the interest of the Migrant workers, the Central Government had enacted the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Services) Act, 1979. The Act provides for registration of certain establishments employing Inter State Migrant Workers, licensing of contractors etc. Workers employed with such establishment are to be provided minimum wages, journey allowance, displacement allowance, residential accommodation, medical facilities and protective clothing etc.

8.23 The Inter-state Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 has been subsumed in the Occupational Safety, Health and Working Conditions Code, 2020 and the Code has been notified on 29.09.2020. OSH Code, provides for decent working conditions, minimum wages, grievances redressal mechanism, protection from abuse and exploitation, enhancement of skills and social security to all category of organised and unorganised workers including migrant workers. The Code is applicable to every establishment in which 10 or more inter-state migrant workers are employed or were employed on any day of the preceding twelve months.

8.24 In the OSH Code, 2020 (Section 59 to 65) the following provisions have been made:

(a) Contractor/ Employer of an establishment employing inter-state migrant worker has to ensure suitable conditions of work having regard to the fact that the migrant worker is required to work in a state other than his own State.

(b) In case of fatal accident or serious bodily injury, employer/ contractor has to report to the specified authorities of both the States and also to the next of kin of the worker.

© Migrant worker is eligible to avail all the benefits which is available to a regular worker of that establishment including benefits of ESIC, EPFO and other benefits.

(d) He is eligible for journey allowance once in a year.

(e) He is eligible for benefits of Public Distribution System (PDS) in his native State or the destination State where he is employed, under the initiative named One Nation One Ration Card.

(f) He is eligible for the defined benefits from the cess fund if he is working as the Building & Other Construction (BOC) worker.

(g) A toll-free helpline number.

(h) There is also a provision for study of inter-state migrant worker.

(I) No suit or other proceeding in Court for recovery of debt of the past liability will lie against the migrant worker after completion of his employment.

8.25 The main responsibility for enforcement of the provision of the Act lies with the Central and the State Governments / Union Territories in the establishment falling in the Central and State Sphere respectively.

Gig and Platform Workers

8.26 The Indian workforce is undergoing a profound transformation, with the rise of the gig economy as a pivotal force. Fueled by the rapid expansion of online platforms and the increasing prevalence of flexible work arrangements, this burgeoning sector is creating a new class of workers who operate outside the traditional employer-employee paradigm.

8.27 NITI Aayog vide its report titled "India`s Booming Gig and Platform Economy" published in June 2022, estimates that 7.7 million individuals were engaged in gig work in 2020-21, a number projected to skyrocket to 23.5 million by 2029-30 and much more in the coming years.

8.28 To address the unique needs of this growing segment, the Code on Social Security 2020 has been enacted by the Parliament and for the first time has provided the definition of 'gig workers' and 'platform workers' and provisions related to the same paving the way for a more inclusive and equitable social security system. The Code also provides for framing of suitable social security measures for gig workers and platform workers on matters relating to life and disability cover, accident insurance, health and maternity benefits, old age protection, etc. and setting up of a Social Security Fund for funding the welfare schemes for gig & platform workers.

Framework development for social security coverage

8.29 The advent of technology has transformed the world of work with new and flexible types of jobs, business models and working arrangements and has led to new type of employment i.e. gig & platform work.

8.30 A comprehensive approach has been adopted to develop a robust social security framework for gig & platform workers including detailed research and analysis. This approach includes exploring suitable mechanisms, existing Government schemes such as **Pradhan Mantri Jan Arogya Yojana (PMJAY), Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY), Pradhan Mantri Suraksha Bima Yojana**

(PMSBY), Pradhan Mantri Matru Vandana Yojana (PMMVY) as well as leveraging benefits of **ESIC and EPFO**, while considering funding models, administrative challenges, and potential on-ground implementation challenges.

Platform Worker registration and on-boarding

8.31 The Government has launched e-Shram portal on 26.08.2021 for registration and creation of a comprehensive National Database of Unorganized Workers including platform workers. It allows a person to register himself or herself on the portal on a self- declaration basis using Aadhaar (UAN). Over 30.40 Crore total workers have been registered/updated their profile on e-Shram portal as on date including platform workers.

8.32 The e-Shram platform is being leveraged to provide easy access and assimilation of data of platform workers to be received from the aggregators and to channelize the benefits to eligible beneficiaries. API integration of the e-Shram Portal data of platform workers as well as onboarding of aggregators and registration of platform workers on the portal has been initiated.

8.33 An advisory had been issued to the aggregators on 16.09.2024 urging them to onboard themselves and platform workers engaged by them on e-Shram portal. This will facilitate the platform workers to get easy access to the social security benefits. Also, a separate module on e-Shram portal has been launched on 12.12.2024 for aggregators for registering themselves and platform workers engaged by them.

Extensive stakeholder consultations

8.34 Multiple rounds of deliberations have been conducted with aggregators, knowledge partners, and platform worker organizations, State Governments/UTs to ensure a comprehensive understanding of the Social Security Code, 2020 and collaborative approaches for developing a social security framework for gig & platform workers. Also, meetings under the Chairmanship of Honorable Minister of Labour and Employment have been conducted, with the Aggregators and Knowledge Partners on 18.09.2024 and with the Platform Workers Associations /Unions and Knowledge Partners on 17.10.2024.

8.35 A consultative meeting with the Principal Secretaries of the States and UTs was held on 16.12.2024 to harmonize and coordinate on the legislation for Gig and Platform Worker to avoid any duplications and overlaps.

8.36 Two meetings on a collaborative study have been conducted with the ILO to comprehensively assess various factors, including the number of platform workers, prevalent business models, potential schemes, financial implications (including aggregator turnover and contribution), and a roadmap for implementation of social security scheme for platform workers.

Committee to recommend social security framework for gig & platform workers

8.37 To address the social security and welfare needs of gig and platform workers, a dedicated Committee has been set up under the Chairmanship of the Central Provident Fund Commissioner (CPFC), EPFO. This Committee comprises representatives from Platform Aggregators, Gig and Platform Worker Associations, Knowledge Partners, and Industry Associations.

8.38 The Committee's Terms of Reference encompass, discussion on changes in definition of Code on Social Security, 2020 and Draft Rules on Code on Social Security, 2020, potential and related facets of contribution, Social Security Scheme for Gig and Platform Workers, its modalities, etc. Furthermore, the Committee is tasked with exploring and recommending suitable framework for designing a comprehensive Social Security Scheme specifically for gig & platform workers, and determining its implementation modalities.

8.39 The Committee's deliberations have involved extensive discussions and presentations on key factors such as platform worker earnings, sectoral variations, and alternative scheme frameworks. To gain a broader perspective, the Committee has engaged with special invitees representing diverse stakeholder interests. Additionally, the Committee has actively consulted with the Employees' Provident Fund Organization (EPFO) and the Employees' State Insurance Corporation (ESIC) to ensure the development of an ideal social security scheme for platform workers with optimum benefits.

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Chapter-9 BONDED LABOUR

9.1 The Bonded Labour System stands abolished throughout the country with effect from 25.10.1975 with the enactment of Bonded Labour System (Abolition) Act, 1976. It freed unilaterally all the bonded labourers from bondage with simultaneous liquidation of their debts. It made the practice of bondage a cognizable offence punishable by law.

9.2 The Act is being implemented by the State Governments concerned. Salient features of the Act are given below:

- On commencement of this Act, the bonded labour system stood abolished and every bonded labourer stood freed and discharged free from any obligation to render bonded labour.
- Any custom, agreement or other instrument by virtue of which a person was required to render any service as bonded labour was rendered void.
- Liability to repay bonded debt was deemed to have been extinguished.
- Property of the bonded labourer was freed from mortgage etc.
- Freed bonded labourer was not to be evicted from homesteads or other residential premises which he was occupying as part of consideration for the bonded labour.
- District Magistrates have been entrusted with certain duties and responsibilities for implementing the provisions of this Act.
- Vigilance committees are required to be constituted at district and sub-divisional levels.
- Offences for contravention of provisions of the Act are punishable with imprisonment for a term, which may extend to three years and also with fines, which may extend to two thousand rupees.
- Powers of Judicial Magistrates are required to be conferred on Executive Magistrates for trial of offences under this Act. Offences under this Act could be tried summarily.

Central Sector Scheme for Rehabilitation of Bonded Labourer, 2021

9.3 In order to assist the State Governments in their task of rehabilitation of released bonded labourers, the Ministry of Labour launched a Centrally Sponsored Scheme for rehabilitation of bonded labourers in May, 1978. Originally the Scheme provided for rehabilitation assistance up-to ceiling of Rs. 4000/- per freed bonded labour, which was shared by the Central Government and State Governments on (50:50) basis. In case of North Eastern States, 100% central assistance were provided if they expressed their inability to provide their share.

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

- Financial assistance for rehabilitation of a rescued bonded labourer is Rs. One lakhs per adult male beneficiary, Rs. two lakhs for special category beneficiaries such as children including orphans or those rescued from organized & forced begging rings or other forms of forced child labour, and women and Rs. three lakhs in cases of bonded or forced labour involving extreme cases of deprivation or marginalization such as trans-genders, or women or children rescued from ostensible sexual exploitation such as brothels, massage parlours, placement agencies etc., or trafficking, or in cases of differently abled persons, or in situations where the District Magistrate deems fit.
- The State Governments are not required to pay any matching contribution for the purpose of cash rehabilitation assistance.
- The Scheme provides for financial assistance of Rs. 4.50 lakhs per district for conducting survey of bonded labourers once in every three years for sensitive district, Rs. 1.50 lakhs for evaluatory studies (maximum of five evaluatory studies per year) and Rs. 10 lakhs per annum for awareness generation per State.
- The release of rehabilitation assistance is linked with conviction of the accused. However, immediate cash assistance upto Rs. 30,000/- may be provided to the rescued bonded labour by the District Administration irrespective of the status of conviction proceedings. Further, in case, where the trial has not been concluded, but the District Administration has arrived at a *prima-facie* finding and proof of bondage, then the proposal for cash assistance shall not be stopped for want of details of conviction. However, final disbursement of cash assistance and non-cash assistance shall be made upon proof of bondage and other legal consequences as per judicial process.
- The Scheme provides for creation of a Bonded Labour Rehabilitation Fund at District level by each State with a permanent corpus of at least Rs. 10 lakhs at the disposal of the District Magistrate which would be renewable for extending immediate help to the released bonded labourers.
- The above benefits are in addition to other cash or non-cash benefits provided by the States.

A total no. of 3,16,336 bonded labourers have been released and Rs. 10,625.10 lakhs have been released /reimbursed to the State / UT Governments under Scheme for rehabilitation of bonded labourers till 07.01.2025. Further, Rs. 1127.94 lakh has been provided to State /UT Govt towards conducting survey, awareness generation and evaluatory studies till 07.01.2025.

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Chapter-10 CONTRACT LABOUR

10.1 Contract labour generally refers to workers engaged by a contractor for user enterprises. These workers are engaged in various sectors such as in agricultural operations, plantation, construction industry, ports and docks, oil fields, factories, railways, shipping, airlines, road transport etc.

10.2 The Contract Labour (Regulation and Abolition) Act, 1970 is enacted to protect and safeguard the interests of these workers. It applies to every establishment /contractor in which 20 or more workmen are employed. It also applies to establishments of the Government and local authorities.

10.3 The Central Government has jurisdiction over establishments like railways, banks, mines etc. and the State Governments have jurisdiction over other establishments located in that State.

10.4 The Central Government and State Governments, in their capacity as "appropriate" Governments, are required to set up Central and State Advisory Contract Labour Boards (CACLB) to advise respective Governments on matters arising out of the administration of the Act and as referred to them. The Board is authorized to constitute Committees as deemed appropriate.

10.5 The Central Advisory Contract Labour Board (CACLB) is a tripartite body. The non-official members hold office for a term of three years. The present CACLB has been re-constituted on 05.01.2024 and its term is upto 04.01.2027. Till date, 104 meetings of the Central Advisory Contract Labour Board have been held, including three meetings by the present Board.

10.6 So far, 95 notifications have been issued u/s 10 of the Act abolishing employment of contract labour in specified establishments in consultation with the CACLB.

10.7 Every establishment and contractor, to whom the Act applies, has to register itself/obtain a license for execution of the contract work. The interests of contract workers are protected in terms of wages, hours of work, welfare, health etc. As per the provisions of the Act, the amenities are to be provided to the contract labours include canteen, rest rooms, first aid facilities and other basic necessities at the work place like drinking water, etc. The responsibility to ensure payment of wages and other benefits is primarily that of the contractor, and, in case of default, that of the principal employer

10.8 In the Central sphere, the Central Industrial Relations Machinery (CIRM) headed by Chief Labour Commissioner (Central) and his officers have been entrusted with the responsibility of enforcing the provisions of the Act and the rules made thereunder.

10.9 The Contract Labour (Regulation and Abolition) Act, 1970 has been subsumed in the OSH & WC Code, 2020 and the Code has been notified on 29.09.2020. It will come into force from the date of notification by the Central Government. In the OSH & WC Code, the threshold of the number of contract labourers in establishment has been enhanced from 20 to 50 workers for the purpose of applicability of the Code in respect of contract labour. In the Code, core activity of an establishment has been defined as any activity for which the establishment is set up and includes any activity which is essential or necessary to such activity. The following activity shall not be considered as essential or necessary activity, if the establishment is not set up for such activity, namely:

(i) sanitation works, including sweeping, cleaning, dusting and collection and disposal of all kinds of waste;

(ii) watch and ward services including security services;

(iii) canteen and catering services;

(iv) loading and unloading operations;

(v) running of hospitals, educational and training Institutions, guest houses, clubs and the like where they are in the nature of support services of an establishment;

(vi) courier services which are in nature of support services of an establishment;

(vii) civil and other constructional works, including maintenance;

(viii) gardening and maintenance of lawns and other like activities;

(ix) housekeeping and laundry services, and other like activities, where these are in nature of support services of an establishment;

(x) transport services including, ambulance services;

(xi) any activity of intermittent nature even if that constitutes a core activity of establishment.

10.10 To promote ease of doing business and remove multiplicity & duplicity in various forms/reports/returns, the Ministry of Labour & Employment notified the “Rationalisation of Forms and Reports under Certain Labour Laws Rules, 2017” in the official gazette of India on 28th March, 2017. In effect, the number of forms and reports prescribed under the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970), the Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 (30 of 1979) and the Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 (27 of 1996) have been reduced from 36 to 12.

10.11 In order to further simplify and reduce the number of forms prescribed under the above mentioned three Acts, the Ministry has also notified the Rationalisation of Forms and Reports under Certain Labour Laws (Amendment) Rules, 2017 vide G.S.R 1593(E) dated 29th December, 2017 reducing a total of 8 other Forms regarding registration of establishment and filing of unified annual return to 2. Now, the number of forms and reports/returns prescribed under the above three Acts have been reduced from 44 to 14.

10.12 Taking forward the Government's “Digital India” initiative and various Government Services are being made available to the citizens electronically, Ministry of Labour and Employment has further made available the following facilities: -

i. Filing of unified annual return mandatory online on the Shram Suvidha Portal under the above three Acts vide notification(s) G.S.R. 1593 (E) to G.S. R. 1596 (E) notified in the Gazette of India on 29the December, 2017.

ii. Filing of application and granting of certificate of registration/license under the Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970) has been made mandatorily online on the Shram Suvidha Portal vide Gazette of India notification(s) G.S.R. 1125 (E) and G.S.R. 1126 (E) dated 15th November, 2018

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Chapter-11 WOMEN AND WORK

PROFILE OF WOMEN WORKERS

11.1 Women form an integral part of the Indian workforce. The total number of female workers in India is 149.8 million and female workers in rural and urban areas are 121.8 and 28.0 million respectively (source: census, 2011). Out of total 149.8 million female workers, 35.9 million females are working as cultivators and another 61.5 million are agricultural labourers. Of the remaining female workers, 8.5 million are in household Industry and 43.7 million are classified as other workers. As per Census 2011, the work participation rate for women is 25.51 per cent as compared to 25.63 per cent in 2001.

Periodic Labour Force Survey (PLFS)

11.2 As per the results of Periodic Labour Force Survey (PLFS) conducted by National Statistics Office, Ministry of Statistics and Programme Implementation during **2023-24**, the Worker population Ratio (WPR) (in percent) for women in the age group 15 years & above in usual status (principal status +subsidiary status) was **40.3%** at all India level and it was **46.5%** in rural areas as compared to **26%** in urban areas. The overall Labour Force Participation Rate (LFPR) for the women in the age group 15 & above in usual status (principal status+ subsidiary status) basis was **41.7%** at all India level, and it was **47.6%** in rural areas as compared to **28%** in urban areas. The overall unemployment rate of women in the age group 15 years and above in usual status (principal status + subsidiary status) was **3.2%** at all India level, and it was **2.1%** in rural areas as compared to **7.1%** in urban areas.

EQUAL REMUNERATION ACT, 1976

11.3 The ILO Convention No.100 of 1951 relating to equal remuneration for men and women was ratified by the Government of India in the year 1958. To give effect to the Constitutional provisions and also to ensure the enforcement of ILO Convention No.100, the Equal Remuneration Act was enacted on 1976.

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

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

MATERNITY BENEFIT ACT, 1961

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

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

CHILD CARE CENTRES

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

COMPLAINT COMMITTEE

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

Training of Women Workers

11.10 In tune with the Government of India's stress on empowering the women workers, special efforts were made by Dattopant Thengadi National Board for Workers Education & Development (erstwhile Central Board of Workers Education) to have more participation of Women Workers in Board's various training programmes. During the year 2023-24, total 4,79,152 women participated in Board's various training Programmes. Among these 42,184 were from SC category 1,06,186 from ST Category and 3,30,782 from other category.

11.11 The V.V. Giri National Labour Institute (VVGNLI), which is the training, research and policy institute of the Ministry of Labour & Employment, conducts various customized training programmes on labour and employment issues for women workerson regular basis. Training for gender parity and women's empowerment is a vital component of VVGNLI's Commitment to promote gender equality for creating gender inclusive societies.Considering training as a transformative process aiming to provide knowledge, skills, altitudinal and behavioural change, the Institute conducts training programmes on various dimensions of gender. Eleven training programmes conducted exclusively on various issues related to gender and women empowerment in which 267 women participated are as follows:

Training_ programme on Gender and Women (January to November 2024)

1. International Labour Standards and Promotion of Gender Equality at the Workplace – January 15 – February 02, 2024
2. Law related to Equality & Empowerment of Women-February 12- 16, 2024
3. Leadership Development Programme for Women Officials-February 12-14,2024
4. Developing Skill Development Strategies for Women Workers in the Informal Economy – May 06-10, 2024
5. Gender and Labour Laws: National and International Perspectives- May 13-17,2024
6. Gender and Labour Issues – June 19-21, 2024
7. Facilitating Gender Sensitive Environment: A Behavioral Approach-July 08-12, 2024
8. Laws Relating to Equality & Empowerment of Women-August 20- 22,2024
9. Gender and Transformative Leadership – August 27-30, 2024
10. Course on Research Methods on Gender, Poverty and Informal Economy-October 07-11, 2024
11. Enhancing Employability & Entrepreneurship among Women-October 14-18, 2024

11.12 Proposed training programmes to be conducted from December, 2024 to March, 2025

1. Leadership Development programme for Women Officials- January 27-29, 2025
2. Gender and Entrepreneurship Together- December 16-20, 2024
3. Gender, Work and Development-March 03-07, 2025
4. Research Methods in Gender and Labour Issues- December 02-06, 2024
5. International Labour Standards and Promotion of Gender Equality at the Workplace- March 10-28, 2025
6. Enhancing Employability and Entrepreneurship among Women of North Eastern States- November 25-29, 2024
7. Gender and Labour Laws: National and International Perspectives(National Law University) NLU, Cuttack, Odisha- November 25-27, 2024
8. Leadership Development Capsule for Women officials for Navy Officials- December 09-13, 2024
9. International Labour Standards and Promotion of Gender Equality at the Workplace- January 15-February 02, 2024

ASSISTANCE TO WOMEN JOB SEEKERS

NCS Features for Women

11.13 In order to promote women empowerment, National Career Service (NCS) has various features for helping women to connect with the right opportunities. A specific tile "Jobs for Women" has been featured on NCS Portal Home Page to help them easily search and apply to relevant jobs. Women candidates are encouraged to participate in the Job Fairs and Recruitment drive conducted by the Model Career Centres.

11.14 The Employment Exchanges take special care to cater to the job needs of women registered with them. During the year 2021, total 81.1 thousand, during 2022, total 122.7 thousand and during 2023, total 151.6 (Provisional) thousand women were placed in various employments.

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