

poems, essays and stories written by the employees, it contains informative and motivational articles on art & culture, science, current events, sports, and biographies of great men/authors.

NLI Research Studies Series

18.25 The Institute is also publishing a series entitled, *NLI Research Studies Series*, to disseminate the findings of the research activities of the Institute. So far the Institute has published 155 research findings in this series.

147/2022 The Invisibility of Women in Indian Agriculture: A Case of Uttar Pradesh (Town)-
Dr. Shashi Bala



148/2022 Emerging Trends of Gender in Agriculture: A Case of Uttar Pradesh (Village)-
Dr. Shashi Bala

149/2022 Select Policies and Practices on Industrial Relations in India – *Dr. Sanjay Upadhyaya*

150/2022 Monitoring the Contribution of Production, Employment and Emerging Challenges in Urban Agriculture-
Dr. Shashi Bala

151/2022 Decoding Agrarian Crisis: A Study of Production, Employment and Emerging Challenges in Rural Agriculture-
Dr. Shashi Bala

152/2022 E-rural Camp: Empowering Women in the Rural Economy through Labour Codes, 17-19 August, 2021-
Dr. Shashi Bala



153/2022 E-rural Camp: Strengthening Leadership Skills of the Advocate of Women Labour on Labour Codes, September 1-3, 2021-
Dr. Shashi Bala

154/2022 Women's Paid and Unpaid Work: Insights from the Time Use Survey and Methodological Issues – *Dr. Ellina Samantroy*

155/2022 BRICS - INDIA 2021: Issue Paper on "Promoting Social Security Agreements amongst BRICS Nations" –*Dr. Ruma Ghosh*

VVGNLI Policy Perspectives

18.26 *VVGNLI Policy Perspectives* focuses on key policy interventions of the government and its implications for labour and employment and also on strategies/policy initiatives to be followed which could be adopted in the area of labour and employment in future.

VVGNLI Case Studies Series

18.27 *VVGNLI Case Studies Series* includes case studies on some of the important areas of labour and related issues developed by the faculty members of the VVGNLI.

Occasional Publications

- Role of Labour in India's Development
- सामयिक श्रमिक मुद्दे: कुछ चयनित आलेख



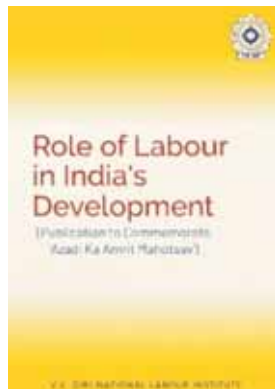
- Evolution of Trade Unions in India

Advocacy and Dissemination

18.28 Advocacy and dissemination of relevant information about various programmes and schemes are considered as core strategies to enhance the outreach of the welfare programmes launched by the Ministry of Labour and



Employment to benefit the disadvantaged people & backward regions and disseminate knowledge on labour and labour issues apart from the details about various training programmes and research activities conducted by V.V. Giri National Labour Institute. Such events provide a platform to reach out a large section of stakeholders and social partners. During the period, the Institute participated in three Mega Events namely : (i) '**Garavi Gujarat 2022**' in Mehsana, Gujarat during July 8-10, 2022; ii) '**Rise in Uttarakhand 2022**' at Dehradun, Uttarakhand during July 7-9; and '**Jaipur Expo 2022**' at Jaipur, Rajasthan during September 22-24, 2022. The Institute has also displayed its major publications in this event and got **First Prize**.



N.R. De Resource Centre on Labour Information (NRDRCLI)

18.29 N.R. De Resource Centre on Labour Information (NRDRCLI) is one of the most reputed library cum documentation Centre in the area of labour studies in the country. The Centre was renamed in memory of late Shri Nitish R. De, the founder Dean of the Institute on July 01, 1999 to commemorate the Silver Jubilee Celebration of the Institute. The Centre is fully computerized and offers the following services and products to its users.

18.30 Physical Achievements

1. Books/Journal/Services - The library has

acquired 99 books/reports/bound volumes of journals / CDs/ AV/ VC during April 2022 to December 2022, thereby enlarging the stock of books/reports/bound volumes of journals / slides / audio visual / videos / CDs / photographs/ Posters/ banners /clippings/ panels etc. to **65659**. The library regularly subscribed to **111** professional journals, magazines and newspapers in printed and electronic forms during the period. This Knowledge Centre provides services to users: Selective dissemination of information (SDI); Current awareness service; Bibliographical service; On-line search; Article indexing of Journals; Newspaper clippings service; Microfiche search and printing; Reprographic Service; CD-ROM Search; Audio/Visual Service; Current Content Service; Article Alert Service; Lending Service and Inter-Library Loan Service.

2. Products

The library provides following products in printed forms to users populations;

- Guide to periodical literature – Quarterly in-house publication providing bibliographical information of articles from over 111 selected journals / magazine.
- Current Awareness Bulletin – Quarterly in-house publication providing bibliographical information on acquisition in NRDRCLI.
- Article Alert – Weekly publication providing bibliographical information of important articles in all subscribed journals/ magazines.
- Current Content Service – Monthly publications. It is the compilation of content pages of subscribed journals.
- Article Alert Service – This weekly service is hosted on the Institute's web site for public access.
- e-Newspaper Clipping Service – A weekly service of scan copy of all major news pertaining to labor & related subjects.

3. Maintenance of specialized resource centre

The following two specialized resource centers have been created and maintained for reference purpose:

- National Resource Centre on Child Labour
- National Resource Centre on Gender Studies

18.31 MAJOR ACHIEVEMENTS

- During January to December, 2022, V.V. Giri National Labour Institute conducted 186 online/offline training programmes for various social partners and 14 workshops attended by 5788 participants and 1332 participants respectively.
- VVG NLI has completed 22 Research Projects/Papers/Case Studies during January to December, 2022 on various facets of labour and employment.
- **Generating Awareness on the issues of Child Labour and Bonded Labour**

Throughout the year, the NRCCL has been generating awareness to multi-stakeholders and social partners including officials from 200 Districts spread over 23 States of the country. The multi-stakeholders were drawn from various Departments of the State Governments including Women and Child Development, Panchayati Raj and Rural Development, Labour Department, Revenue Department, Social Welfare Department, Police including Anti Human Trafficking Units (AHTU), and also from District Legal Services Authorities (DLSA), District Child Protection Unit(DCPU), NCLP, Vigilance Committee, Trade Unions, Civil Society Organizations, NGOs, Research Scholars, Social Workers, and others dealing with the issues relating to vulnerable communities. Programme on Identification, Rescue, Rehabilitation of Child Labour and Bonded Labour with the objectives of strengthening the knowledge and skills for Identification of child labour and bonded labour; enhancing understanding on the new forms of bonded labour; imparting knowledge on Standard Operating Procedures (SOP) for

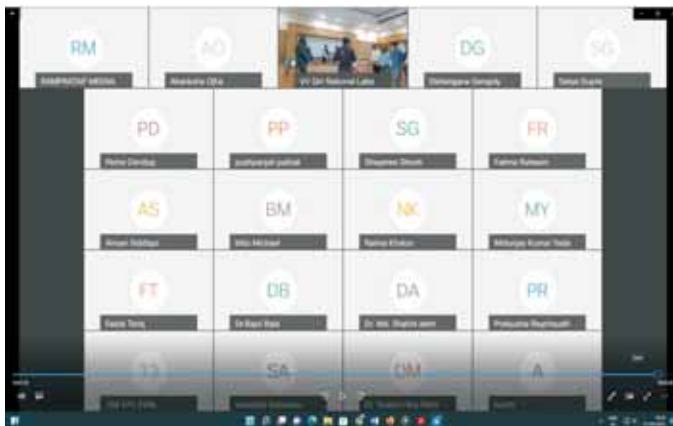
Identification and Rescue of Child Labour and Bonded Labour and also enhancing understanding of the procedures for Prosecuting the Offenders.

- V.V. Giri National Labour Institute and Late Narayan Meghaji Lokhande Maharashtra Institute of Labour Studies (LNML MILS) organised a workshop on '**New Labour Codes**' during January 24-25, 2022. The specific objectives of the programme were: (i) to understand the background of labour reforms; (ii) to understand the key changes, major objectives and features of the various labour codes - The Code on Wages, 2019; The Code on Social Security 2020; The Industrial Relations Code 2020; The Occupational Safety, Health and Working Conditions Code, 2020; (iii) to discuss the role of the different organizations/bodies to administer the provisions and the penalties; (iv) to discuss how the reforms will address the issues of the workers and impact the employers and their businesses. The Workshop was attended by seventy five participants representing Officials of State Labour Departments, representatives of Trade Unions and Employers' Association from the state of Maharashtra. Dr. Ruma Ghosh, Fellow, VVG NLI and Dr. P.M. Padukar, Lecturer, LNML MILS jointly coordinated the Workshop.
- A workshop on 'Policy Research on Labour in India' was organised in a hybrid mode by the Institute on February 25, 2022 for research scholars and academics working in the area of labour.



Prof. Biswajit Das, Professor and Founding Director of Centre for Culture, Media & Governance delivered the Inaugural Address and Dr. H. Srinivas, Director General of the Institute delivered the Valedictory Address on this occasion. A Special Session was delivered by Prof. Prabhu Mohapatra, University of Delhi. A total of seventy six participants attended the workshop. The workshop was concluded with the handing over of certificates by Dr. H. Srinivas, Director General, VVGNI. Dr. Ruma Ghosh, Fellow coordinated the programme.

- As a part of 'Azadi ka Amrit Mahotsav', the National Resource Centre on Child Labour (NRCCL) organized an On-line National Workshop on '**Labour Development: Role of Panchayati Raj Institutions**' on 9th March 2022 during the Iconic Week Celebration by the VVGNI. The objectives



of the Workshop were to discuss the contribution of the Panchayat Raj Institutions' (PRIs); to deliberate on the Role of PRIs in strengthening economic development in the wake of COVID 19 pandemic; to understand the prospects of PRIs as an effective mechanism for development of labour and also for the implementation of the Central and State Government Schemes.

- One International Webinar on '**New Forms of Employment with reference to Gig and Platform Working in the BRICS and**

Global South' was organized on March 9, 2022 in collaboration with International Labour Organisation (ILO), BRICS Network of Research Institute and International Training Centre-ILO, Turin. The objective of the International Webinar was to discuss two specific areas relating to new forms of employment : a) Opportunities and Challenges of the Gig and Platform Working, and (b) Policy Environment to promote New Forms of Employment. The Webinar was envisaged to understand cross-country perspective on these two important issues. The Webinar was Inaugurated by Shri Sunil Barthwal, Secretary, Ministry of Labour & Employment, Govt. of India.



Shri Sunil Barthwal, Secretary, MoLE inaugurating the Webinar

- One collaborative Workshop on '**Empowering Women Workers of the Unorganised Workers**' was organised



with South West Delhi Women's Association (SWDWA), New Delhi to commemorate week long women's day celebration on March 11, 2022. A total of 100 participants including domestic workers, construction workers and others attended the workshop.

- The National Resource Centre on Child Labour (NRCCL) organized online National Level Quiz Programme on 'Freedom Movement and Labour Movement' Web Ex Platform on 11th March 2022, as a part of 'Azadi ka Amrit Mahotsav'. There were 100 Multiple Choice Questions with four options each related to Freedom Movement and Labour Movement during the freedom struggle from 1857 to 1947. The total number of participants in this Quiz Programme was Sixty six. Dr. Helen R. Sekar, Senior Fellow, was the Coordinator of this quiz programme.
- An Online Workshop on 'Mapping Labour & Employment Issues in North East India' was organised on March 30, 2022. The workshop aimed to contextualise the contemporary issues in the world of work in North East India. The objectives of the workshop were: to highlight and contextualise the contemporary issues in the world of work in the North East; to make the participants acquainted with various implications of globalisation on labour; to discuss issues related to recent labour reforms; and to enable participants to contribute in their academic and professional work. There were forty seven participants representing students of Social Sciences pursuing Master Degrees and Research Scholars from Institutes and Universities in North East. Dr. H. Srinivas, Director General of the Institute inaugurated the workshop and delivered the inaugural address. Prof. L.L. Singh, Vice Chancellor of Bodoland University, Kokrajhar, Assam delivered the keynote address. Dr. Otojit Kshetrimayum, Fellow was the Coordinator of the workshop.
- V.V. Giri National Labour Institute in collaboration with Mahatma Gandhi Labour Institute, Gujarat organized a Webinar on 'Understanding Social Security in the context of Future of Work and New Forms of Work' on March 31, 2022. The broad objective of the Webinar was to understand the transformations in the labour market and its implications in terms of social protection of workers and also trace innovative policy responses. The workshop was inaugurated by Dr. H. Srinivas, Director General, VVGNNLI. Prof. Ravi Srivastava, Former Professor of Economics, Jawaharlal Nehru University, New Delhi delivered the Key Note Address. The Workshop was organised in two Panel Sessions. The Panelists of the 1st Panel Discussion on Social Protection of Workers in the New Forms of Employment were Prof. Santosh Mehrotra, Former Professor of Economics, Jawaharlal Nehru University, New Delhi, Ms Mariko Ouchi, Senior Social Protection Technical Specialist, ILO, ILO DWT South Asia and India and Dr. Ruma Ghosh, Fellow, VVGNNLI. The Panelists of the 2nd Panel Discussion on Policy Measures for Protecting Workers in New Forms of Work were Shri Virjesh Upadhaya, General Secretary, Bharatiya Mazdoor Sangh and Director General, Dattopant Thengadi Foundation, Dr Pravin Sinha, President, National Labour Law Association & Secretary-General, Social Security Association of India and Shri Michael Dias, Secretary, Employers' Association, Delhi. Shri Rajan Verma, Former Chief Labour Commissioner (Central) Ministry of Labour & Employment summed up the Webinar by highlighting the Implication of New Labour Codes on the Future of Work. The Webinar was attended by thirty participants coordinated by Dr. Ruma Ghosh, Fellow, VVGNNLI and Dr Misha Vyas, Assistant Professor, MGLI
- The Institute in collaboration with Jesus and

Mary College, University of Delhi organised a training Workshop on **'Women Workers in the MSME Sector and Home-based Employment'** during June 8-9, 2022. The specific objectives of the programme were to: (i) provide an insight into the prominent trends in the employment of women in manufacturing; (ii) provide an overview of the key gender concerns emerging from the average conditions of women workers in MSMEs and home-based work; (iii) discuss the impact of recent labour law amendments and the pandemic on this female workforce; (iv) provide an outline of important data and required research strategies on women workers of MSMEs. Dr. Maya John, Assistant Professor & Convenor, Women's Studies Centre, Jesus and Mary College, New Delhi welcomed the participants. Dr. H. Srinivas, Director



Chandra, SLEA, Ministry of Labour & Employment. Dr. H. Srinivas, Director General, VVG NLI welcomed the participants and set the context. Shri R.K. Gupta, Joint Secretary and Dr. Mahendra Kumar, Director, Ministry of Labour & Employment (MoLE) were also present in the discussions. The major aim of the program was to examine the tremendous scope for deployment of drones in the various organisations of the Ministry of Labour & Employment to bring efficiency and effectiveness in the working like phase less inspection, monitoring of works especially in Mines, hazardous areas of work etc. Nodal Officers of the Various Organisations of MoLE including ESIC, EPFO, CLC (C), DGFASLI, DGMS, and DGLB presented their views on the possibility of the deployment of drones in their organisations. The meeting was attended by 25 participants. The workshop was coordinated by Dr. Dhanya MB, Associate Fellow, VVGiri National Labour Institute.



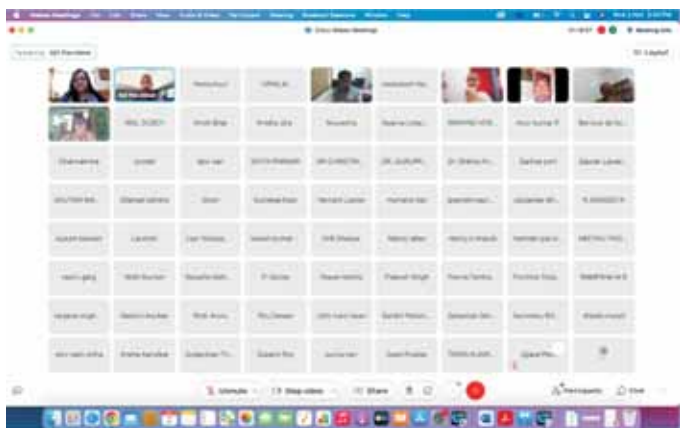
General, V.V Giri National Labour Institute inaugurated the collaborative training workshop. The programme was attended by eighty six participants from University of Delhi. The workshop was Co-ordinated by Dr Ellina Samantroy, Fellow, VVG NLI and Dr. Maya John, Assistant Professor & Convenor, Women's Studies Centre, Jesus and Mary College, University of Delhi.

- A half-day Online Workshop on **'Possibilities of Use of 21 Technology'** by the Organisations of Ministry of Labour & Employment was organised by V V Giri National Labour Institute on June 13, 2022 under the chairmanship of Shri Alok

- V.V. Giri Institute of Labour, NOIDA, organised an online one-day workshop on **'Empowering women through Digital Marketing'** on 28th June, 2022. The aim of the workshop was to raise knowledge about digital marketing, which is a valuable option for women seeking a better future. The major objective of the workshop was to provide an introduction to digital marketing

and e-commerce; an introduction to an e-commerce online e-learning course; Practical instruction on how to register their business and connect it to an e-commerce platform; Create a network of female entrepreneurs and giving them the opportunity to show off their wares and services to other attendees, and Legislations pertaining to digitization. Eighteen participants attended the programme. Dr ShashiBala, Fellow was the Course Director of the Workshop. The Inaugural address was delivered by Dr. H.Srinivas, then Director General, VVGnLI. Dr H. Srinivas, then Director General, VVGnLI addressing the participants on the occasion.

- The Institute organised three training programmes in collaboration with the National Institute for Career Services (NICS), Noida: 1) Capacity Building Programme on Labour Market & Employment Market Information from



February 16-18, 2022 and attended by 16 employment officers; 2) Capacity Building Programme on Labour Market & Employment Market Information from February 23-25, 2022 and attended by 19 employment officers; and 3) Understanding Labour Market & Employment Opportunities for North Eastern States from 29 August- 2 September 2022 and attended by 33 participants. Mr. R. Aswani kumar, Joint Director, NICS and Dr. Otojit K shetrimayum, Fellow were the Course Directors.

- A National Seminar on '**Development Experiences of Uttarakhand: Achievements, Challenges and Way Ahead**' was organised during 22-24 September 2022 by Doon University, Dehradun in partnership with V. V. Giri National Labour Institute, Noida. Prof. Ramesh Chand, Hon'ble Member of NitiAayog and Prof. Surekha Dangwal, Hon'ble Vice Chancellor of Doon University inaugurated the seminar. Dr. S.S. Sandhu, IAS Chief Secretary, Government of Uttarakhand delivered the valedictory address. 320 delegates participated in the seminar. Prof. R.P. Mamgain, Head, Department of Economics, Doon University and Dr. Otojit Kshetrimayum, Fellow, VVGnLI were the Coordinators of the seminar.



Prof. R.P. Mamgain, Head, Department of Economics, Doon University welcoming the delegates of the National Seminar.

- The V.V.Giri National Labour Institute in collaboration with the Goa Institute of Management organised a Half day Webinar on '**Female Labour Force Participation: Challenges and Way Out**' on 2nd November 2022. The objective of the webinar was to understand the phenomenon of the low labour force participation of women in India and the factors responsible for the same. The webinar also deliberated on the prevailing legislation pertaining to women workers and understand the impact of the legislations on women workers. It also



included a discussion on policy recommendations for improving female labour force participation in the country. Shri Amit Nirmal, Director General, VVG NLI delivered the inaugural address. Prof. Ajit Parulekar, Director, Goa Institute of Management delivered a special address. Prof Sebastian Morris, Goa Institute of Management, Prof Ritu Dewan, Vice President, ISLE, Ms Amarjeet Kaur, AITUC and Shri Ankur Dalal, RLC, Ministry of Labour & Employment were panelists in the Panel on Female Labour Force :Trends and Issues. Shri Barun Ray, IAS, Principal Secretary, Government of West Bengal; Dr Shikha Anand, Director, DGE, MoLE; Dr Maya John, Asst Prof, Delhi University and Prof Santosh Mehrotra, Former Professor, JNU, New Delhi were panelists in the panel on Improving Female Labour Force Participation : Policy Implications. The webinar was attended by academia, government officials, civil society representatives, trade union representatives, employers representatives etc. from all over the country. Dr Ellina Samantroy, Fellow, VVG NLI and Dr. Kingshuk Sarkar, Associate Professor, Goa Institute of Management, Goa co-ordinated the webinar.

- A Webinar on '**Future of Work: Navigating Transformations Effectively**' was organized by the Integrated Labour History Research Programme, VVG NLI on December 13-14, 2022. Major objectives of the workshop include: a) Analyse the

major contours of the future of work. b) Trace technological changes and their impacts on and implications for work and work relations. c) Examine the major labour market implications of COVID-19 and assess the responses of various stakeholders. d) Delineate the components of the major pathways to ensure a brighter and equitable future of work. The Workshop was attended by fifteen participants



representing all concerned stakeholders. Dr. Dhanya M. B., Fellow coordinated the Workshop.

Special Event

- The National Resource Centre on Child Labour (NRCCL) organized an Essay Writing competition as a part of ICONIC Week 'Azadi ka Amrit Mahotsav', on 21st January 2022 at the V. V. Giri National Labour Institute for the purpose of spreading the information about the Young

revolutionaries, who were always ready to sacrifice their life for the attainment of freedom, among the participants and general public. The topic of the essay was the “Contribution of Young Revolutionaries in the Freedom Movement”. Shri B.S. Rawat, Senior Translation Officer, was the Coordinator of this Essay Writing Competition.

- The V.V. Giri National Labour Institute (VVG NLI) in collaboration with National Law University (NLU), Dwarka, New Delhi organized a '**Global Symposium on Occupational Safety and Health: Challenges and Solutions**' during 1-2 November, 2022 at National Law University, Delhi. National Law University, Bhopal; Labour Department, Government of Delhi; Directorate General Factory Advice Service & Labour Institute, Ministry of Labour & Employment; Deutsche Gesetzliche Unfallversicherung (DGUV), Germany, Indo-German Focal Point, India and the National Labour Law Association also partnered in organizing the Symposium. The Symposium aimed at discussing the issue of Occupational Safety & Health; prevention strategies; training, awareness and capacity building; international labour standards on occupational safety & health; and future of work and OSH requirements. The Symposium was attended by hundred delegates from India and Germany. Dr.EllinaSamantroy, Fellow, VVG NLI was a panelist and also chaired a session in the Symposium. Shri Beerendra Singh Rawat (Senior Translation Officer), Ms. Kusum Balooni, Shri Satyavan and Mr.Harkesh Kumar from VVG NLI also attended the Symposium. Professor Jeet Singh Man, Professor, Legal Education and Research, National Law University, Dwarka, New Delhi and Dr. Ellina Samantroy, Fellow from V.V. Giri National Labour Institute, Noida were coordinated the Symposium.



- ✓ The Institute celebrated the 'International Yoga Day' 21st June, 2022. It was attended by faculty, officers and staff members along with their families as well as participants of training programmes.



Director General, Faculty Members, Officer, Staff and participants of the training programmes participating the yoga

- ✓ Secretary, Labour & Employment (MoLE) and Chairperson, Executive Council, VVG NLI visited V.V.Giri National Labour Institute on October 18, 2022 and chaired a meeting to review the functioning of VVG NLI.



Ms. Arti Ahuja, Secretary (L&E) interacting with the Faculty Members and Officers

Chapter-19

INFORMATION TECHNOLOGY (IT) / MEDIA RELATED INITIATIVES / E-GOVERNANCE

19.1 The National e-Governance Plan regarding cause list, tenders, date of (NeGP) is an initiative by the government of India to connect e-Governance systems throughout the country and create a nation-wide network for electronic delivery of government services. The National e-Governance Plan (NeGP) was conceptualized to focus on e-Governance initiatives at the national level with an aim to "Make all Government services accessible to the common man in his locality, through common service delivery outlets, and ensure efficiency, transparency, and reliability of such services at affordable costs to realize the basic needs of a common man". In this regard, "Scheme on Information Technology "is under" implementation in the Ministry. The objective of the Scheme is to strengthen and up-grade the existing information technology infrastructure in the Ministry. It is intended to bring the working of the Government to higher standard and move in the direction of paperless office. An amount of Rs. 3 crore was earmarked for IT infrastructure during the financial year 2022-23 next hearing, etc through the portal.

19.2 Considering the importance of National e-Governance Plan, the Ministry of Labour and Employment and various organizations under it carried out the following activities:

A. Activities in the Ministry:

- i. Several IT initiatives were taken up in the Ministry for e.g. Development of Ministry's internal dashboard, upgradation of Ministry's dashboard on the official website, integration of Invest India Portal with Ministry's Shram Suvidha Portal. During the lockdown a portal for Dy CLC Delhi was developed which is still operational wherein litigating parties can get information
- ii. The functions of Ministry's SAMADHAN (Software Application for Monitoring And Disposal Handling of Apprehended/ Existing Industrial Dispute) portal were stabilized.
- iii. Implemented e-Office as one of the Mission Mod Projects (MMPs) under the Digital India Programme. Use of e-office in official transactions helps in bringing transparency, accountability and expeditious decision making. E-office also provides additional advantages like real time tracking, location agnostic disposal, universal search-ability and retrieval of files.
- iv. PENCIL (PLATFORM FOR Effective Enforcement of No Child Labour) Portal was launched for better monitoring & reporting system, to ensure effective implementation of the provisions of the amended Child Labour (Prohibition & Regulation) Act, 1986 and National Child Labour Project (NCLP) Scheme. PENCIL Portal has five components namely (i) Complaint Corner (ii) District Nodal Officer (DNO), (iii) National Child Labour Project (NCLP) Scheme, (iv) State Government and (v) Central Government. A module to capture online attendance of the children enrolled at the Special Training Centres was also launched and through it automatic stipend processing to the eligible children was activated.
- v. Ministry issued Notification dated 21st February, 2017 for ease of compliance of Labour Laws, reducing the number of Registers to be maintained to 5 in place of 56 Registers which were provided under

the Central Labour Laws/Rules. To facilitate the compliance by the establishments further, a software was developed for maintenance of these registers by the Establishments and uploaded for free download on the Ministry's website <https://labour.gov.in/eRegister>. As on 18.01.2023, 80486 downloads have been made by the establishments all over India since inception of the website.

- vi. Directorate General of Employment (DGE) has taken initiatives to bring employers, trainers and unemployed on a single platform through National Career Services (NCS) Portal www.ncs.gov.in. As on 31.12.2022, NCS Platform has 2.81 crore registered Jobseekers, 6.54 Lakh active employers and 2.97 Lakh active vacancies. The total number of vacancies mobilized on the portal since its launch in 2015 is more than 1.23 Crore. As per the budget announcement, NCS portal has been integrated with the e-Shram Portal, Udyam Portal and Skill India Portal (SIP). A government job module has been added on 04 mar 2022 to the NCS portal wherein DGE can post jobs on behalf of other government ministries/departments/PSU organizations. To enhance the International avenue for the job seekers a new module for international jobs was added on the NCS portal w.e.f 20th April 2022. This module facilitates Ministry of External Affairs' (MEA) registered Recruiting Agents (RAs) to register as an employer and post international job opportunities in the NCS portal. It also facilitates the job seekers to search and apply for these international job opportunities via NCS Portal. As of 12th December 2022 around 400 MEA registered Recruiting Agents have registered with NCS and more than 1450 international vacancies have been mobilized on NCS portal. National career service partnered with Microsoft and launched DigiSaksham, a joint digital skills initiative for employability through Digital

Skills. Various free of cost courses such as Excel, Azure, Security Fundamentals, etc. are provided to the jobseekers. National Career Service (NCS) partnered with TCS iON, a strategic unit of Tata Consultancy Services Ltd. to offer its registered job seekers a free, self paced online training program on 'Career Skills', which will equip the learners with an array of soft skills. **An Online Employment Exchange Module** has been created on National Career Service (NCS) Portal and launched w.e.f. November 2022. This Online Module will serve as a platform for the online data flow of various Employment Exchange Returns which will reduce the time lag and ease the process of submission. All Employment Exchanges/Career Centres can submit the statistical returns through this online module which will speed up the subsequent process of compilation, analysis and dissemination of information. A separate website for DGE (<https://dge.gov.in/dge/>) has been developed with a new shape & design. All the useful information relating to functioning of this directorate general such as functions, schemes, published reports/documents, recruitment rules, reports relating to employment & unemployment data, vacancies, telephone directory, details of DGE employees & offices, etc. has been placed on this website and is being updated regularly. Since its launch in April, 2022 it has received more than three lakh sixty thousands hits till 31.12.2022 which reflects very encouraging response from its users.

- vii. Shram Suvidha Portal(SSP) is a major IT initiative of the Ministry, towards ease of doing business and reducing the complexities in labour law compliance.
- viii. Initiatives of the CLC Organisation are as under
- a. CLC(C) organisation is using IT based system for inspection, issuance of license & registration certificates and for

receiving unified annual return under various Labour Laws through ShramSuvudha Portal

- b. LIMBS portal is being used to enter details of cases of Hon'ble Supreme Court, High Court, Labour Court and Lower courts by the respective field offices of the CLC(C) organization.
 - c. Twenty Monitoring Centres (earlier known as control rooms) were set up in the regional headquarters under the supervision of CLC(C) during the lock down declared in view of the Covid-19, to resolve the complaints of workers /migrant workers. IT systems/methods were used in resolving the complaints.
 - d. Registration of Un-organized workers on E-shram Portal through Chief Labour Commissioner (Central) Organization: The Hon'ble Minister for Labour & Employment on 31st August 2021 during the review of the "100 Days plan" directed to accelerate the registration of unorganized Workers on e-Shram Portal. The field officers of CLC(C) organization conducted registration drive/awareness camps for unorganized workers including differently abled persons, transgenders etc. besides camps in remote areas. These efforts led to encourage 3, 21, 95 , 333 un-organized workers for registrations.
- ix. Data generation and compilation is the main activity of Labour Bureau. Accordingly, there is a huge scope for integrating the existing activities of Bureau with the Information technology (IT) tools. The Bureau is taking numerous initiatives with regard to achieving such integration:
- a. For online collection of prices under the new base for CPI(IW), software has been developed which makes use of hand-held devices such as TABs, which in turn will improve the quality of data collection and reduce the time lag in the release of Index Numbers.
 - b. As a first step, the Bureau is going to make use of IT based online survey solutions for collection and processing of data for the following survey:-
 - i. All India Survey on Domestic Workers
 - ii. All India Survey on Migrant Workers
 - iii. All India Quarterly Establishment based Employment Survey
 - c. Bureau is proposing to launch a complete digitalization and automation of all the activities which will encompass the entire chain of data generation starting from collection to dissemination. IT interventions will not only enhance the efficiency of data collection but will also reduce the time lag in data dissemination.
 - d. In addition to this, Bureau also intends to also take advantage of new fields like big data analytics and artificial intelligence for better data delivery.
 - e. The Broad objectives of the proposed digitalization and automation project are:
 - To integrate the existing core activities of Bureau with advanced tools and technologies and making them paperless. Digitization of archive data records.
 - IT based Survey solutions for surveys conducted by Bureau to make the surveys paperless.
 - Development of a database managements system, that addresses the need for seamless data transfer, storage, access and integrity o Integration of database so created with the Bureau's website including creation of a dynamic dashboard for dissemination to end users.

- f. E-office has been implemented in Labour Bureau, Chandigarh, Shimla and all Regional offices.
- g. Bureau is also in a process to make its website more users friendly.
- x. DGMS has taken many IT initiatives during the year 2022-23 which including the following:
 - a. The website of DGMS has been redesigned and customized for providing better user interface and transparency for differen stakeholders.
 - b. In line with the Digital India initiative, software modules namely “Approval System”, “Permission/Exemption/Relaxation System” have been developed and made live for use by the user industry. As on 31.12.2021 total of 12440 applications for Permission/Exemption/Relaxation has been received online and 11857 has been dealt accordingly and total of 837 applications for Approval has been received online and 801 has been dealt accordingly.
 - c. “National Safety Award (Mines) System” software module has been made live for online submission of applications for the NSA (Mines), evaluation and verification of data and preparation of awardees list. This has brought transparency and accountability in the system. For the contest years 2015 and 2016 total 290, 378 online applications were received respectively and the National Safety Awards (Mines) function was organized on 16th December 2019 at Vigyan Bhawan, New Delhi. For the contest years 2017, 2018, 2019 and 2020 total of 315, 223, 470 and 425 applications have been received online for the respective years. Award list has been approved and Award giving function will be organized in near future.
 - d. “Accidents & Statistics System” software module has been developed and made live on 01.08.2020. This system has enabled online, sending of accident intimation by the mine user, filing of accident inquiry reports by the inspecting officers of DGMS, follow up of the accident reports, finalization of action and dissemination of the relevant information and alerts to the mining industry for improving safety standards. Additionally, the system provides platform for online filing of statistical details by the mine users. As on 31.12.2021 total of 149 fatal accidents, 255 serious accidents and 56 dangerous occurrences have been reported on the web portal.
 - e. Module for online logging of daily activity by the officers has been developed to generate details of inspection, inquiry, follow up actions, promotional initiatives taken up on daily basis. This will facilitate online generation and reporting of monthly summary work by the officers and real time updating of dash board on the DGMS web site.
 - f. For online generation for inspection, the modalities for “Risk-based inspection System” for coal mines have been development and incorporated in the Shram Suvidha portal.
 - g. All statutory examinations under Coal Mines Regulations, 2017 and Metalliferous Mines Regulations, 1961 are being conducted on Computer Based Test (CBT) mode. The Computer based test (CBT) for Manager's, Overman's, Foreman's, Surveyor's, Sirdar's, Mate's, Blaster's

and Gas Testing Competency Examination, under the Coal Mines Regulations, 2017 and Metalliferous Mines Regulations, 1961 was held all over India from 19th to 29th December 2021. Total 5,082 candidates appeared in the aforesaid examinations.

- h. The project for making the necessary changes in the Website and the MIS Application is under process after successful implementation of the first version. The integration of the MIS with DBT Bharat Portal with necessary changes for District wise updation of data is in final stages. As per the instructions of the Ministry, the project for integration of MIS with PFMS is initiated and is under development through NIC. This MIS Portal and Mobile Application is developed to enter and maintain the real time data of various training programmes / activities in Organized, Unorganised and Rural Sectors conducted by the 50 Regional Directorates or DTNBWED. This MIS Application is integrated with DBT Bharat Portal for online updation of data in respect of Direct Benefit Transfers Further, and YouTube Channel has been created.

A. IT initiatives in EPFO

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

i. Facility of e-nomination:

As a part of celebration of Azadi ka Amrit Mahotsav to commemorate the 75 years of India's Independence, EPFO started a drive to encourage members to file e-nomination. As on 25.01.2021, 48 lakh e-nominations were completed.

ii. Facility of Self-Generation of UAN:

The self-generation of UAN by any employees who has not been allocated

UAN by the employer was provided on Unified Portal. This facility has been replicated through UMANG App.\

iii. Facility of Know Your UAN:

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

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

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

v. Principal Employers, Contract Workers:

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

vi. Auto Verification of Bank account through SBI:

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

vii. Web facility for Registering, processing, and Monitoring of complaints and

optional Inspection by Regional Offices (Ros), Zonal Offices (ZOs) and Head Office:

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

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

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

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

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

x. Facility for Employer to declare closure:-

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

B. IT initiatives in ESIC

ESIC has made some progress in taking over strategic roles and responsibilities in managing its own IT affairs. The Service Provider M/s. CMS Computers Ltd has been entrusted with the job of all central Applications (including ERP Insurance and Dhanwantri, etc.), along with Data Centre (DC) and Data Recovery Centre (DRC) infrastructure maintenance and business continuity. Remaining all field activities including management of computer Infrastructure, Network & Bandwidth provisioning and central activities which includes renewal of licenses, maintenance/technical contracts, subscriptions of all tangible and intangible central assets at DC/DR are being done by ESIC through its internal non-technical resources. ESIC has implemented the following initiatives in the year 2021-22:

- i. Ministry has decided to link the ESIC Insurance Number of the Insured Persons with the EPFO's Universal Account Number (UAN) for ease of access of various provisions of the Act. Under Azadi ka Amrit Mahotsav a target of 75 lakh workers is kept and as on 27.01.2022, 66 lakh worker accounts have been linked.
- ii. Provision for selection of Regional Language (Gujrati, Marathi, Punjabi, Tamil, Telugu, Malayalam & Kannada) has been enabled in IP Portal meant for the beneficiaries.
- iii. Provision for selection of Regional Language (Gujrati, Punjabi, Malayalam & Tamil) has been enabled in Employer Portal.
- iv. Extension of date for filing of the monthly contribution for the month of April 2021 has been made effective in Panchdeep Module.
- v. The UMANG Mobile App: Many Panchdeep value-added information and functionalities are provided to the beneficiaries through the Unified Mobile Application platform for

New-age Governance (UMANG) of Government of India has been successfully enhanced (June 2021) with added features, as envisaged. Any ESI centre or a tie-up hospital (PMJAY or UTI-ITSL) can be searched based on distance and/or services available therein. This data intensive enhancement is an important achievement considering the intricacies & complexities of interdepartmental coordinated efforts required.

- vi. DHANWANTRI Mobile App : The Dhanwantri Mobile App is an extension of the Dhanwantri Web App and is meant for ESIC & ESIS Doctors, mIMPs, Chemists/ Diagnostic Centres of mIMP scheme. It has been enhanced (June 2021) further successfully to help Doctors prescribe pre-defined terms of drugs, diagnosis and tests. mIMPs can capture clinical data through hand-held devices. The App has now feature as per the expected outcome. International Classification of Diseasever-10 (ICD 10) and the System i c Nomenclature of Medical and Clinical Terminology (SNOMED-CT) as available in the Dhanwantri web module, are also linked to this Mobile App for capturing of standardized terms of diagnosis/ disease, without requiring extended typing by the physicians.
- vii. Changing Dispensary by IP at ease: New Facility has been provisioned for the Insured Persons to generate request online, at his comfort to Change Dispensary / IMP Clinic of his choice, subject to the permissible limit and conditions. This shall empower the beneficiary to access services at ease and prevent his unnecessary travels to the offices/ employer.
- viii. Multilingual SMSs to the IPs: The Beneficiaries are being facilitated for opting language of choice in which value-addition SMSs may be sent to them. He shall have any one of the 12 different languages to choose, in addition to the National

Language. By default, it shall be in Hindi for North India and English for South India. The module has been deployed. However, translation of SMSs in 10 regional languages have been completed and rest are in progress, and shall be implemented soon.

- ix. COVID-19 Dashboard in www.esic.in: A new value-added feature has been implemented for the benefit of the citizen of the Nation to help during these difficult periods of the COVID-19 Pandemic. An information Dashboard has been developed which depicts the near-Realtime status of the availability of vacant beds, oxygen and ICU facilities. RT-PCR testing capability, availability and Vaccination programme related information. Even though it is a very small step, but has earned applauds amongst the patients requiring such information.
- x. ESIC COVID-19 Pension Scheme related benefit has been made online through the Data Migration process.
- xi. ESIC has been permitted by UIDAI to become sub-AUA of Ministry of Labour & Employment for performing online authentication of Aadhaar in addition to storing the complete eKYC, as per Regulation 16 (2) of the Aadhaar (Authentication & Offline verification) Regulation, 2021, in the Aadhaar Data Vault to be procured by ESIC. UIDAI has provided approval for registration of un-organised worker or any other person, as mandated in The Code of Social Security, 2020.
- xii. UAN Seeding- A provision of "UAN seeding" has been provided in the Employer Portal to seed UAN of Insured Person in ESIC database.
- xiii. ESIC has on boarded in "PRAYAS" (prayas.nic.in) and is sharing 2 Keys Performance Indicators (KPIs) on the outpatient services of the ESI health Centres and showcasing information in the PRAYAS Dashboard

Media Cell

Media Cell in MoLE was formed in July, 2014 in view of the growing emphasis on efficient and effective use of various platforms including websites and other digital media to disseminate information of Schemes/Policies/ Initiatives and Achievements of the Ministry of Labour and Employment to common worker of the country.

Activities /Achievements by Media Cell in the year 2022:

- I) Handling of over 804 Public Grievances from January to December, 2022 received on the Official Social Media Handles on Twitter and Facebook of the Ministry.
- ii) Media Cell publicizes the initiatives and efforts of the Ministry and Government of India through social media by posting creative infographics, video or animations at minimum expenditure.
- iii) The team also regularly uploads awareness creatives related to the Ministry in addition to gathering and disseminating information of the Hon'ble LEM, Hon'ble MOS and Ministry's National and International event.
- iv) The team also actively shares news articles related to the Ministry beneficial for the workforce along with sharing relevant tweets by reliable news agencies and regularly monitors news to encounter fake news.
- v) Media Cell also circulates VIP reference/request for participation in events to showcase the schemes, achievements and initiatives taken by the Ministry.
- vi) Media Cell has been coordinating with Divisions/Organizations in Media Publicity Campaign and organizes Press Conferences/ Press Brief/Press Releases and ensures wider publicity through PIB official website.
- vii) Media Cell coordinates with Bureau of Outreach and Communication (BOC), National Film Development Corporation of India (NFDC) and other media agencies to develop effective media related strategy.
- vii) Wide publicity through Social Media Platform is being given to activities of Employment Working Group of this Ministry for G-20 and India's Presidency.

Chapter-20

VIGILANCE & REDRESSAL OF PUBLIC GRIEVANCES

20.1 Role and Functions of Chief Vigilance Officer

Background – The Primary responsibility for maintenance of purity, integrity and efficiency in the organisation vests in the Secretary, Ministry of Labour and Employment. The Chief Vigilance Officer assists the Secretary in the discharge of his/her vigilance functions. The CVO acts as a special assistant/advisor to the chief executive and reports directly to him/her in all matters relating to vigilance. CVO heads the Vigilance Division of the Ministry and provides a link between Ministry and Central Vigilance Commission and also the Central Bureau of Investigation. The Chief Vigilance Officer is appointed with the prior consultation of Central Vigilance Commission and no person whose appointment in that capacity is objected to by the Commission can be so appointed.

The Vigilance functions of CVO are of wide sweep and include collecting intelligence about the corrupt practices committed, or likely to be committed by the employees of his/her organisation; investigating or causing an investigation to be made into verifiable allegations reported to him/her; processing investigation reports for further consideration of the disciplinary advice wherever necessary, taking steps to prevent commissioning of improper practices/misconducts, etc. It can broadly be divided into three parts – (i) Preventive vigilance, (ii) Punitive vigilance & (iii) Surveillance and detection.

20.2 An over view of the performance during the year 2022

Punitive Vigilance

Complaints – All the complaints received during the year 2022-23 (till date) have been appropriately addressed.

Departmental Proceedings – Sincere efforts were made to expeditiously finalise the pending

Departmental Proceedings by issuing necessary directions to the concerned Inquiring Authorities.

Prosecution Sanctions - All the Prosecution Sanctions as sought by the CBI/ACB during the year were accorded. No Prosecution Sanction case is pending for more than three months.

Preventive Vigilance – Annual Property Returns submitted by the employees of the Ministry were properly scrutinised to deter the corrupt intent if any. All the intimations given regarding acquiring/disposing of the movable/immovable property were also properly examined in the light of known sources of income of the concerned employees. Vigilance Awareness Week was observed in the Ministry from 31.10.2022 to 06.11.2021. Officer and members of staff in the Ministry took an Integrity Pledge on 31.10.2022.

GRIEVANCE REDERESSAL IN MAIN SECRETARIAT

20.3 The Public Grievances are received in the Ministry mainly in two modes, viz. online through the **CENTRALISED PUBLIC GRIEVANCE REDRESS AND MONITORING SYSTEM (CPGRAMS)** portal (<https://pgportal.gov.in>) and also in off-line (physical) form from various sources. Of late, many aggrieved persons/parties are also raising their grievances to the Ministry through e-mail and social media.

20.4 The work of Public Grievance redressal is given high importance by the Ministry and it is regularly reviewed under chairmanship of Secretary (L&E). **As per the report generated on 02/01/2023 in the CPGRAMS portal account of the Ministry, the average Disposal Time of the grievances received on PG Portal (CPGRAMS) by the Ministry of Labour and Employment for the period 01/01/2022 to 31/12/2022 is 10 days.**

20.5 A comparative table with year-wise figures of Public Grievances received and disposed of in

the CPGRAMS portal by the Ministry of Labour and Employment and percentage of disposal of such

Grievances during the period 2018 to 2022 (viz. from 01.01.2018 up to 31.12.2022) are shown in Table below:

Year-wise break up of Public Grievances received and disposed of in the online CPGRAMS portal (<https://pgportal.gov.in>) by the Ministry of Labour and Employment from 2017 onwards

Sl. No. (col. 1)	Year (col. 2)	No. of Grievances Brought forward from previous year (col. 3)	No. of Grievances received during the year (col. 4)	Total No. of Grievances received for the year (col. 5) [col. 3+ col. 4]	Cases disposed of during the year (col. 6)	Cases pending at the end of the year (col. 7) [col. 5-col. 6]	Percentage of Disposal (col. 8) [col. 6/col. 5]X100
1.	2018	1436	35054	36490	35295	1195	96.72%
2.	2019	1195	46540	47735	46397	1338	97.19%
3.	2020	1338	58862	60200	58637	1563	97.40%
4.	2021	1527	96378	97905	93900	4005	95.91%
5.	2022	4063	137327	141390	138478	2912	97.94%

N.B: 1. The above figures are as per reports generated on 03.01.2022 in the CPGRAMS Portal.

2. The figures shown in the reports generated in the CPGRAMS portal are dynamic in nature, i.e. some of these figures may change slightly from time to time depending on the date and time of generation of the reports and their disposal/pendency etc.

Redressal of Public Grievances

20.6 The ESI Corporation being a premier social security Organisation is catering to the needs of more than 13.50 crores of ESI Beneficiaries i.e. about 10% of the population of the country. Being a service Organisation ESIC is handling numerous Public grievances/queries from its stake-holders throughout the year.

20.7 In pursuance of the instructions issued by the Directorate of Public Grievances, Govt. of India, the Corporation is making all out efforts for qualitative and speedy redressal of all the Public Grievances received. Public Grievances are received through various channels like Telephone, Postal, Email, CPGRAMS, Social Media etc.

20.8 The Corporation monitors Public Grievances through a vast network of designated

Public Grievance Officers posted in all the field offices/ESIC hospitals.

20.9 To provide guidance/information to the stake holders/beneficiaries and making the grievance filing easy and convenient, the Corporation has set up a 24 hour Toll-Free helpline number 1800-11-2526 through which Stakeholders & public can register their grievances telephonically and get a grievance registration number for the same. They can also seek status of their grievance from this helpline by providing such grievance registration number. This facility has helped those IPs/IWs who are either illiterate or lacking writing/computer skills.

20.10 Grievances are redressed timely and qualitatively within the maximum time limit assigned for redressal of grievances (within 45 days)

20.11 The details of grievances received on CPGRAMS portal during the period 01.04.2022 to 31.10.2022 are given at **Annexure 1**

20.12 For quick and on the spot redressal of Grievances of beneficiaries Suvidha Samagams are also periodically arranged at Regional Offices/ Sub-Regional Offices /Divisional Offices on second Wednesday (AN) (If holiday, then next working day) of each month and at Branch offices on 2nd Friday of each month regularly. Medical Superintendent of the ESIC/ESIS Hospitals, where the ESIC and ESIS Hospitals are located in the same town/city are also part of these Suvidha Samagam organized by the Regional Offices/Sub-Regional Offices/Divisional offices and on the spot medical related grievances are settled through them.

- In many cases where telephone numbers are available, feedback/Satisfaction level are also obtained from the complainant and in case of any dissatisfaction remedial measures are taken promptly.
- The Director General, ESIC himself/herself takes efforts on his/her part by reviewing at least 20 grievances every week to check qualitative and speedy redressal of grievances.
- A detailed standard operating procedure (SOP) for timely redressal of public grievances at each level with timelines has also been issued directing all offices to redress all the public grievances following the procedure.
- Video conferences are also arranged periodically to monitor speedy and appropriate disposal of grievances received at various ESIC offices/ Hospitals.

VIGILANCE ACTIVITIES IN ESIC

20.13 Vigilance Branch of ESI Corporation implements policies, instructions and guidelines

from Central Vigilance Commission in regard to eradication of corruption, undertakes various preventive and punitive vigilance activities including investigation on the complaints received through Central Vigilance Commission and through other sources involving vigilance angle and initiates departmental action against the officials of the Corporation who indulges in corrupt practices and misconducts as defined in the ESIC (Staff & Conditions of Service) Regulations, 1959. The Vigilance Division in the Hqrs office is headed by the Chief Vigilance Officer assisted by an Additional Commissioner and other Officers. Four Zonal Vigilance Offices and four Zonal Inquiry Offices (Departmental Inquiry) are located at Delhi, Mumbai, Chennai and Kolkata. There is also a Medical Vigilance cell under which several Medical Vigilance Officers of various ranks are functioning who are responsible for carrying out inspection/investigation related to Medical related issues, checking of SST payments etc. Investigation of the complaints are undertaken by the Zonal Vigilance Officers and MVOs, and the departmental enquiries are conducted by the Zonal Inquiry Officers (Departmental Inquiry) and by other officers appointed/empaneled as Inquiry Officers by Disciplinary Authority. As a preventive measure, Zonal Vigilance Units and Medical Vigilance officers posted in various states, conduct periodical and surprise inspections of ESI Offices i.e. Regional Offices, Sub Regional Offices, Branch Offices, Hospitals and Dispensaries etc. falling in their respective jurisdiction. The Zonal Vigilance Officers also carry out Test inspections of Employers registered under ESI Act to examine correctness of Inspections conducted by SSOs.

20.14 The status in respect of various activities accomplished by Vigilance Division during the period 01.04.2022 to 31.10.2022 are given as below:

1. During this period, penalty orders were passed in 30 Disciplinary cases, out of which 09 orders were passed from ESIC Hqrs. Office.
2. During this period, total 29 Charge sheets were issued, out of which 03 Charge sheets were issued from Hqrs. Office.

3. During this period, 21 appeal cases were received from various appellants and 11 orders passed including previously received appeals.
4. 67 complaints involving vigilance angle were disposed off during the period under report.
5. All quarterly suspension review meetings have been held in time.
6. From January 2020, 9301 Property Returns has been filed through Sparrow(Online Mode).
7. Monthly, quarterly and annual returns to central Vigilance Commission have been sent timely.
8. During this period 06 prosecution sanction cases were received and 06 sanction were granted within prescribed time limit in all the cases.
9. No. of inspection conducted by Zonal Vigilance Offices during the period are 98.
10. Scrutiny of Super Specialty Treatment bills was done by Medical Officers and excess payments amounting of Rs.1,40,53,645/- recovered during the aforesaid period.
11. Vigilance Awareness Week was organized from 30.10.2022 to 06.11.2022 in all offices of the Corporation across the country. During this week, various activities including quiz competition, essay competition, debate competition, painting competition etc. were held.

20.15 Apart from this, CVC also decided to start a 3 months campaign (from 16.08.2022 to 15.11.2022) as a precursor to VAW 2022 wherein the following Preventive Vigilance cum Internal Housekeeping Activities were taken up as focus areas:

- a) Property Management
- b) Management of Assets
- c) Record Management
- d) Technological Initiatives comprising two parameters:
 - Website Maintenance and updation.

- Identification of new areas for service delivery for customers/ staff to be brought on online portal and initiation of steps for creating online platform

e) Updation of guidelines/ circulars/ manuals wherever found necessary

f) Disposal of complaints outstanding as of 15.08.2022

Nodal officers were designated in the ESIC Headquarters' to liaise with and monitor the active involvement of field offices and for their effective implementation.

On the closing ceremony day (07.11.2022), three guests including Sh. Suresh N. Patel, Central Vigilance Commissioner, Sh.P. Daniel, Secretary, CVC and SH. A.K Kanoujia, Additional Secretary, CVC graced the occasion and awarded the winners of various competitions held during the Week.

GRIEVANCE REDRESSAL MECHANISM IN EPFO:

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

- **CPGRAMS**
- **Grievance Appeals**
- **EPFiGMS**
- **Call Center**
- **Whatsapp Business Helpline**

- **Twitter and FB account of EPFO & MoL&E**
- **FAQs**
- **Facilitation Centers**

20.17 Grievances are received from subscribers, pensioners, account holders of EPFO and from employers of establishments both exempted and unexempted, directly and also through President's Secretariat, Prime Minister's Office (PMO), Directorate of Public Grievances (DPG), Directorate of Administrative Reforms and Public Grievances (DARPG), Ministry of Labour and Employment, National Human Rights Commission (NHRC) and Social Media like Twitter and Facebook. During COVID-19 pandemic despite countrywide lockdown and only 50 percent staff attending office the momentum in the resolution of the grievances was maintained despite the number of grievances having increased by a large percentage.

Vigilance Activities in EPFO

20.18 The Vigilance Division in EPFO is headed by a Joint Secretary level Chief Vigilance Officer at the Headquarters in New Delhi. It has four Zonal Vigilance Directorates headed by Deputy Director (Vigilance), located in Hyderabad, Mumbai, Kolkata and New Delhi.

20.19 The vigilance administration in EPFO has striven to mould its approach and strategy in tune with changing organisational needs and challenges. It lays emphasis on preventive vigilance to curb and eradicate corrupt activities and to promote transparency and efficiency through continuous engagement with the core functional areas. It also assays the function of punitive vigilance which is essential in an organization with constant citizen interface and handling public funds.

I Preventive Vigilance

20.20 Preventive Vigilance inspections/surprise checks were conducted in 51 offices of EPFO during the period from 01.01.2022 to 31.12.2022. Suggestions for systemic improvements in the area of claim settlements, compliance and human resource management were issued to

the functional divisions concerned

II Punitive Vigilance

- **Complaints:**

1171 new complaints were received from 01.01.2022 to 31.12.2022.

1229 complaints were disposed till 31.12.2021.

- **CVC's 1st and 2nd stage advice:**

During the year upto 31.12.2022 first stage advice of CVC was disposed off in 28 cases, out of which 22 were major penalty cases and 6 was minor penalty case. CVC's second stage advice in 3 cases were disposed off, all of which were major penalty cases.

- **Disciplinary proceedings initiated:**

49 disciplinary proceedings were initiated during the year till 31.12.2022.

- **Disciplinary proceedings finalized :**

A total of 24 Disciplinary proceedings were finalized during the year of which 18 were major penalty proceedings and 6 were for minor penalty.

- **Prosecution Sanctions:**

Prosecution Sanctions were accorded in 33 cases during the year till 31.12.2022.

III Surveillance & Detection

- **Coordination meeting with CBI/ACB:**

Coordination meetings were held with CBI/ACB and the Agreed Lists were prepared and the ODI list was updated.

VAW 2022 was observed in EPFO from 31.10.2022 to 06.11.2022 with the theme "भ्रष्टाचारमुक्तभारत-विकसितभारत" "**Corruption free India for a developed Nation**".

Further, as per CVC guidelines, a 3 months' campaign was held from 16th August, 2022 to 15th November, 2022 as a precursor to VAW 2022 with focus on management of property, assets & records, grievance and complaints disposal and updation of circulars/guidelines etc.

Following activities were undertaken during the VAW 2022:

- a) **Integrity pledge:** VAW 2022 activities kicked off with the integrity pledge on 31.10.2022. The E- Pledge link was posted on the official website of EPFO and an awareness was created promoted through social media accounts of EPFO.
- b) **Signature campaign:** A signature campaign was organized at all Offices to disseminate the spirit and message of the VAW 2022.
- c) **Webinar cum training:** Webinar cum training were conducted by Zonal Offices on various topics including processing of requests from employers for Digital Signature Certificate approval and for Resetting Passwords. while training on Fraud Prevention were organised by Pandit Deen Dayal Upadhyay National Academy of Social Security (PDNASS).
- d) **Launch of Vigilance Clearance Initiating and Tracking Portal:** During the VAW-2022, VCIT portal was launched by the Central Provident Fund Commissioner on 04.11.2022, which is designed and developed to achieve greater transparency and efficiency in the area of issuing vigilance clearance to the employees of EPFO.
- e) **Outreach Activities:** At the field office level a variety of initiatives were undertaken which saw earnest participation of the stakeholders. Seminars, workshops, panel

discussions and grievance redressal (both in online and offline mode) were organised.

As part of public outreach activities, competitions were organized for school and college and gram sabhas were conducted at various locations, in order to disseminate the message of the VAW 2022. 510 citizens participated in the gram sabhas, 1256 school students and 185 college students participated in various activities and competition.

- f) Further to generate public awareness regarding the theme and spirit of VAW 2022 among larger public, walkathons, marathons, march past chain were organized at various locations across the country. The posters provided by the Central Vigilance Commission (CVC) were displayed at the Head Office and by all field Offices for dissemination of Public Interest Disclosure and Protection of Informer (PIDPI) provisions. It is also relevant to mention that social media platforms of EPFO were utilized to a great extent to promote the theme and message of VAW 2022 and to publicize the various activities undertaken by EPFO during the week.
- g) **Concluding Ceremony:** The observance of VAW 2022 concluded at Head Office with a closing ceremony presided over by the Central Provident Fund Commissioner on 04.11.2022, during which the winners of the various competitions held during the week were felicitated.

Annexure 1

Year	Brought forwarded	Received	Settled	Pending as on 31.10.2022
01.04.2022 to 31.10.2022	591	9416	9616	391*

*

Pending as on 31.10.2022	Pending 0-15 Days	Pending 16-30 Days	Pending 31-45 Days	Pending 46-60 Days	Pending 60-90 Days	Pending 91-180 Days	Pending 181-365 Days
391	310	76	4	0	0	0	1

INTERNATIONAL COOPERATION

Chapter-21

21.1 India and International Labour Organisation (ILO)

India is one of the founder members of International Labour Organization since its existence in 1919 and has been a permanent member of the ILO Governing Body since 1922. At present the ILO has 187 Members. A unique feature of the ILO is its tripartite character. At every level in the organization, Governments are associated with the social partners, namely, the workers and the employers. The three organs of the ILO are (1) International Labour Conference - General Assembly of the ILO that meets every year in the month of June, (2) Governing Body - Executive Council of the ILO that meets three times in a year in the months of March, June and November and (3) International Labour Office - a Permanent Secretariat.

21.2. ILO is financed mainly by contribution received from the member states. The total Budget of ILO is SF 383742090. The ILO follows the calendar year for Budget purpose and annual contributions are paid by the Governments of the member states according to a scale, which the International Labour Conference on year-to-year basis fixes, in line with the U.N. scale of assessment. For the year 2023, India's share of contribution is SF 3694392. India has always made timely payment of annual contribution to ILO.

21.3 India and ILO have an enduring and vibrant relationship which is marked by close and dynamic cooperation over the years. India has significantly contributed to the achievement of ILO's objectives, its thought processes, deliberations and style of functioning



21.4 Ratifications by India

India has ratified 47 Conventions and one Protocol which includes six core/ Fundamental Conventions, namely, Forced Labour Convention (C29), Equal remuneration Convention (C-100), Abolition of Forced labour convention (C-105), Discrimination (Employment and Occupation) Convention (C-111), Minimum Wage Convention, 1973 (C-138) and Worst Forms of Child Labour Convention, 1999 (C-182), and three priority/

governance conventions, namely, Labour Inspection Convention (No. 81), Employment and Social Policy Convention (No. 122) and Tripartite Consultations (International Labour Standards).

21.5 The 344th Session of International Labour Conference (ILC) of ILO

The 344th Session of the Governing Body of International Labour Organisation was held virtually from 14.03.2022 to 25.03.2022. Delegation from this Ministry headed by Shri Sunil Barthwal, Secretary (Labour and Employment) attended the meeting virtually. Shri R. K. Gupta, Joint Secretary, Shri Rupesh Kumar Thakur, Director, Ms Priya Sarraf, Deputy Director and Shri Satyam Bharti, Assistant Director also attended the meeting. Shri Rupesh Kumar Thakur, Director and Shri Ashish Kaushik, ASO attended the meeting of the 344th Session of the Governing Body of ILO in Geneva, Switzerland physically from 19.03.2022 to 25.03.2022.



21.6 The 110th Session of International Labour Conference (ILC) of ILO:

The 110th Session of International Labour Conference of International Labour Organisation (ILO) was held at Geneva, Switzerland from 29 May to 11 June 2022. A delegation led by Shri Bhupender Yadav, Hon'ble Minister of Labour and Employment comprising of Shri Rameswar Teli, Hon'ble Minister of State for Labour and Employment, Shri Sunil Barthwal, Secretary (Labour and Employment), Dr. Shashank Goel,

Additional Secretary (Labour & Employment), Ms. Vibha Bhalla, Joint Secretary, Shri Amit Nirmal, Deputy Director General (Employment), Shri Rupesh Kumar Thakur, Director and Shri Rajiv Jha, Under Secretary from Ministry of Labour and Employment along with representatives from Workers' Groups and Employers' Groups attended the conference in Geneva

21.7 Non-Aligned Movement (NAM) Labour Ministers meeting.

Shri Rameswar Teli, Hon'ble Minister of State for Labour and Employment addressed virtual Non-Aligned Movement (NAM) Labour Ministers meeting held on 30.05.2022 on the side-lines of the 110th ILC of ILO. Shri Sunil Barthwal, Secretary (Labour and Employment), Shri R. K. Gupta, Joint Secretary, Ms Priya Sarraf, Deputy Director and Shri Satyam Bharti, Assistant Director also attended the meeting.

21.8 The 345th Session of Governing Body of ILO

The 345th Session of the Governing Body of International Labour Organization (ILO) was held on 13th June, 2022 in Geneva, Switzerland. A delegation led by Shri Sunil Barthwal, Secretary, Labour and Employment comprising of Shri Rupesh Kumar Thakur, Director from Ministry of Labour and Employment attended the Governing Body meeting in Geneva.

21.9 The 346th Session of Governing Body of ILO

The 346th Session of the Governing Body of International Labour Organization (ILO) was held from 31 October 2022 to 10 November 2022 at Geneva, Switzerland. A delegation led by Ms. Arti Ahuja, Secretary (Labour and Employment) attended the 346th Session of Governing Body of ILO in Geneva. Dr. Shashank Goel, Additional Secretary (Labour & Employment), Ms. Vibha Bhalla, Joint Secretary and Shri Rakesh Gaur, Deputy Director attended the meeting in Geneva.

21.10 1st BRICS Employment Working Group (EWG) meeting (virtual) (2022).

BRICS First Employment Working Group (EWG) meeting (virtual) was held from 19 to 20 April 2022 under the Presidency of China. A delegation from the Ministry headed by Shri Sunil Barthwal, Secretary (Labour and Employment) attended the meeting virtually. Shri R. K. Gupta, Joint Secretary, Dr. H. Srinivas, DG, VVG NLI, Shri Rupesh Kumar Thakur, Director, Shri Rajiv Jha, Under Secretary, Ms Priya Sarraf, Deputy Director and Shri Satyam Bharti, Assistant Director also attended the meeting virtually.



21.11. G 20 Meetings under Indonesian Presidency.

G-20 1st Employment Working Group Meeting (Virtual) under Indonesian Presidency was held from 08.03.2022 to 10.03.2022 through virtual mode. A delegation led by Shri Sunil Barthwal,

Secretary (Labour and Employment) along with Shri R. K. Gupta, Joint Secretary, Shri Rupesh Kumar Thakur, Director, Ms Priya Sarraf, Deputy Director and Shri Satyam Bharti, Assistant Director attended the meeting virtually.

G-20 2nd Employment Working Group Meeting (Physical) under Indonesian Presidency was held from 10-12 May, 2022 at Yogyakarta, Indonesia through physical mode. A delegation from the Ministry headed by Shri Sunil Barthwal, Secretary (Labour and Employment) along with Shri Rupesh Kumar Thakur, Director attended the meeting at Yogyakarta, Indonesia.

G-20 3rd Employment Working Group Meeting (Physical) under Indonesian Presidency was held from 14 to 15 June 2022 in Geneva, Switzerland. A delegation from the Ministry headed by Shri Sunil Barthwal, Secretary (Labour and Employment) along with Shri Rupesh Kumar Thakur, Director also attended the meeting.

G-20 4th Employment Working Group Meeting (Virtual) under Indonesian Presidency was held on 20-22 July, 2022 through virtual setting. A delegation headed by Shri Sunil Barthwal, Secretary (Labour and Employment) attended the meeting virtually.

G-20 5th Employment Working Group Meeting (virtual) under Indonesian Presidency was held on 17-19 August, 2022 through virtual setting. A delegation from the Ministry headed by Shri Sunil Barthwal, Secretary (Labour and Employment) attended the meeting virtually.

G-20 6th Employment Working Group Meeting (Physical) under the Presidency of Indonesia held on 12-13 September, 2022 at Bali, Indonesia in physical mode. A delegation from the Ministry headed by Dr. Shashank Goel, Additional Secretary (Labour and Employment) along with Shri Rupesh Kumar Thakur, Director attended the meeting in Bali, Indonesia.

21.12. The G-20 Labour and Employment Ministers' Meeting (LEMM) under Indonesian Presidency

The G-20 Labour and Employment Ministers'

Meeting (LEMM) under Indonesian Presidency was held on 13-14 September, 2022 in physical mode at Bali, Indonesia. A delegation led by Shri Bhupender Yadav, Hon'ble Minister of Labour and Employment attended the G20 Labour and Employment Ministers' Meeting (LEMM) at Bali, Indonesia. Dr. Shashank Goel, Additional Secretary (Labour and Employment) and Shri Rupesh Kumar Thakur, Director also attended the meeting in Bali, Indonesia.

21.13. International Social Security Association (ISSA)'s World Social Security Forum at Marrakech, Morocco.

International Social Security Association (ISSA)'s World Social Security Forum was held from 24 to 28 October 2022 at Marrakech, Morocco. A delegation led by Ms. Arti Ahuja, Secretary, Ministry of Labour and Employment attended ISSA's World Social Security Forum at Marrakech, Morocco.



21.14. 17th Asia Pacific Regional Meeting (APRM) of ILO.

17th Asia Pacific Regional Meeting (APRM) of International Labour Organisation was held from 06 to 09 December 2022 at Singapore. A delegation led by Shri Rameswar Teli, Hon'ble Minister of State for Labour and Employment attended the 17th Asia Pacific Regional Meeting (APRM). A tripartite delegation comprising of Ms. Arti Ahuja, Secretary (Labour & Employment), Shri Rupesh Kumar Thakur, Joint Secretary and Shri Rajiv Jha, Under Secretary and members from Workers' and Employers' Groups attended the meeting in Singapore. Ms. Arti Ahuja, Secretary (Labour & Employment) was the Vice-Chair for the 17th Asia Pacific Regional Meeting (APRM) representing government delegates. The APRM discussed action to enhance job rich growth that is inclusive and transformative and measures to strengthen regional cooperation and multilateralism on world of work issues.



21.15. Some of the prominent International meetings/training programmes where India participated actively are as under:

- A video conference meeting was held on 16.02.2022 between Shri Bhupender Yadav, Hon'ble Minister of Labour & Employment and Ms. Muriel Penicaud, French candidate for the post of DG, ILO, former Minister of Labour of France and to discuss about her candidacy for the post of DG, ILO. Shri R. K. Gupta, Joint Secretary and Shri Rupesh Kumar Thakur, Director were also present during the training.
- A meeting was held between Shri Sunil Barthwal, Secretary (Labour and Employment), Government of India and Dr. Kyung-wha KANG, Special Representative on International Labour Cooperation, Republic of Korea and candidate for the post of DG, ILO from South Korea on 08.02.2022 at Shram Shakti Bhawan regarding candidacy of Dr. Kyungwha KANG for the post of DG, ILO. The delegation of Republic of Korea comprised of H.E. Mr. Jae Bok CHANG, Ambassador of Republic of Korea to India, Ms. So Yeon KIM, Director, International Cooperation Division, MOEL, Ms. Ejini CHOI, Deputy Director, ILO Director General Election Support Task Force, MOEL. The other members of delegation from the Ministry were Shri R. K. Gupta, Joint Secretary, Shri Rupesh Kumar Thakur, Director, Ms Priya Sarraf, Deputy Director, Shri Rajiv Jha, Under Secretary and Shri Satyam Bharti, Assistant Director.
- A meeting was held between Shri Sunil Barthwal, Secretary (Labour and Employment) and Ms Dagmar Walter, Director, ILO Delhi on 23.02.2022. Shri R. K. Gupta, Joint Secretary, Shri Rupesh Kumar Thakur, Director, Ms Priya Sarraf, Deputy Director, Shri Rajiv Jha, Under Secretary and Shri Satyam Bharti, Assistant Director also attended the meeting.
- Shri S.V. Ramana, Deputy Secretary attended the ILO's Meeting of experts to revise the 1992 code of practice on safety and health in construction in Geneva, Switzerland from 21st to 25th February, 2022.
- A meeting was held between Shri Sunil Barthwal, Secretary (Labour and Employment) and Mr. Chang Jae-bok, Ambassador of Republic of Korea on 16.03.2022. Shri R. K. Gupta, Joint Secretary and Shri Rupesh Kumar Thakur, Director also attended the meeting.
- A meeting between Ms. Dagmar Walter, Director, ILO and Shri Sunil Barthwal, Secretary (Labour and Employment) was held on 08.04.2022. Shri R. K. Gupta, Joint Secretary, Shri Rupesh Kumar Thakur, Director and Ms Priya Sarraf, Deputy Director also attended the meeting.
- A meeting between Ms. Shahrashoub Razavi, Director, Social Protection Department, ILO Headquarters, Geneva and Shri Sunil Barthwal, Secretary (Labour and Employment) was held on 13.04.2022. Shri R. K. Gupta, Joint Secretary, Shri Rupesh Kumar Thakur, Director and Ms Priya Sarraf, Deputy Director also attended the meeting.
- A meeting between Shri Bhupender Yadav, Hon'ble Minister of Labour & Employment and Mr. Narek Mkrtychyan, the Minister of Labour & Social Affairs of the Republic of Armenia was held on 26.04.2022. Shri Sunil Barthwal, Secretary (Labour and Employment) and Shri R. K. Gupta, Joint Secretary also attended the meeting.
- A virtual meeting between Shri Sunil Barthwal, Secretary (L&E) with Ms. Corinne Vargha, Director, ILO Standards Department was held on 04-05-2022 virtually.

- A meeting of the Shri Bhupender Yadav, Hon'ble Minister of Labour & Employment with Ms Chihoko Asada Miyakawa, Assistant Director General and ILO Regional Director for Asia and the Pacific was held on 28.07.2022.
- A meeting between Dr. Shashank Goel, Additional Secretary (L&E) with Mr. Ulrich Weigl, Head of Unit responsible for Trade and Sustainable Development (TSD) in the European Commission's Directorate General for trade was held on 01-09-2022, in New Delhi.
- A meeting between Hon'ble Minister of Labour & Employment and Ms. Maria Helena Andre, Bureau Director, Workers' Activities (ACTRAV), ILO Geneva was held on 20.09.2022, in New Delhi.
- A meeting between Dr. Shashank Goel, Additional Secretary (L&E) with Ms. Cecilia Ekholm, Ambassador for Sustainable Business, Government of Sweden was held on 21-09-2022, in New Delhi.
- A meeting between Additional Secretary (L&E) with Mr. Davit Mercier, Deputy Director and Mr. Olivier Zie Cheng Li, Policy Analyst, Canadian delegation regarding Labour Program of Employment and Social Development was held on 30-09-2022, in New Delhi.
- Shri Rakesh Gaur, Deputy Director attended 2nd Round of India- EU FTA negotiations from 06-10-2022 to 07-10-2022 at Brussels, Belgium.
- A meeting between Ms. Arti Ahuja, Secretary (L&E) with delegation of Ethiopia was held on 13-10-2022, in New Delhi.
- Dr. Rajendra Kumar, Director General, ESIC, attended the 125th Meeting of ISSA Bureau on 23-10-2022 at Marrakech, Morocco
- Sh. Amit Nirmal, Deputy Director General (Employment) attended the G20 Entrepreneurship Roundtable virtually on 26-10-2022.
- Sh. Shashank Goel, Additional Secretary, Ministry of Labour and Employment had attended 6th meeting of India-EU High Level Dialogue on Migration and Mobility (HLDMM) on 27-10-2022 at Brussels, Belgium.
- A meeting between Ms. Arti Ahuja, Secretary (L&E) and Ms. Elena Gerasimova, Specialist Labour Law and Labour Standards, ILO DWT/CO, New Delhi was held on 04-11-2022.
- Shri Rahul Bhagat, Director, Ministry of Labour and Employment had attended ILO's tripartite regional meeting on Social Protection & Formalization from 15- 16 November 2022 at Bangkok, Thailand.
- Dr. Mahendra Kumar, Director, Ministry of Labour and Employment attended ILO's technical meeting on the future of work in the Oil and Gas Industry from 28-11-2022 to 02-12-2022 at Geneva, Switzerland.
- A meeting between Shri Bhupender Yadav, Hon'ble Minister of Labour and Employment with Ms. Tuula Haatainen, Minister of Employment of Finland was held on 14-12-2022, in New Delhi.

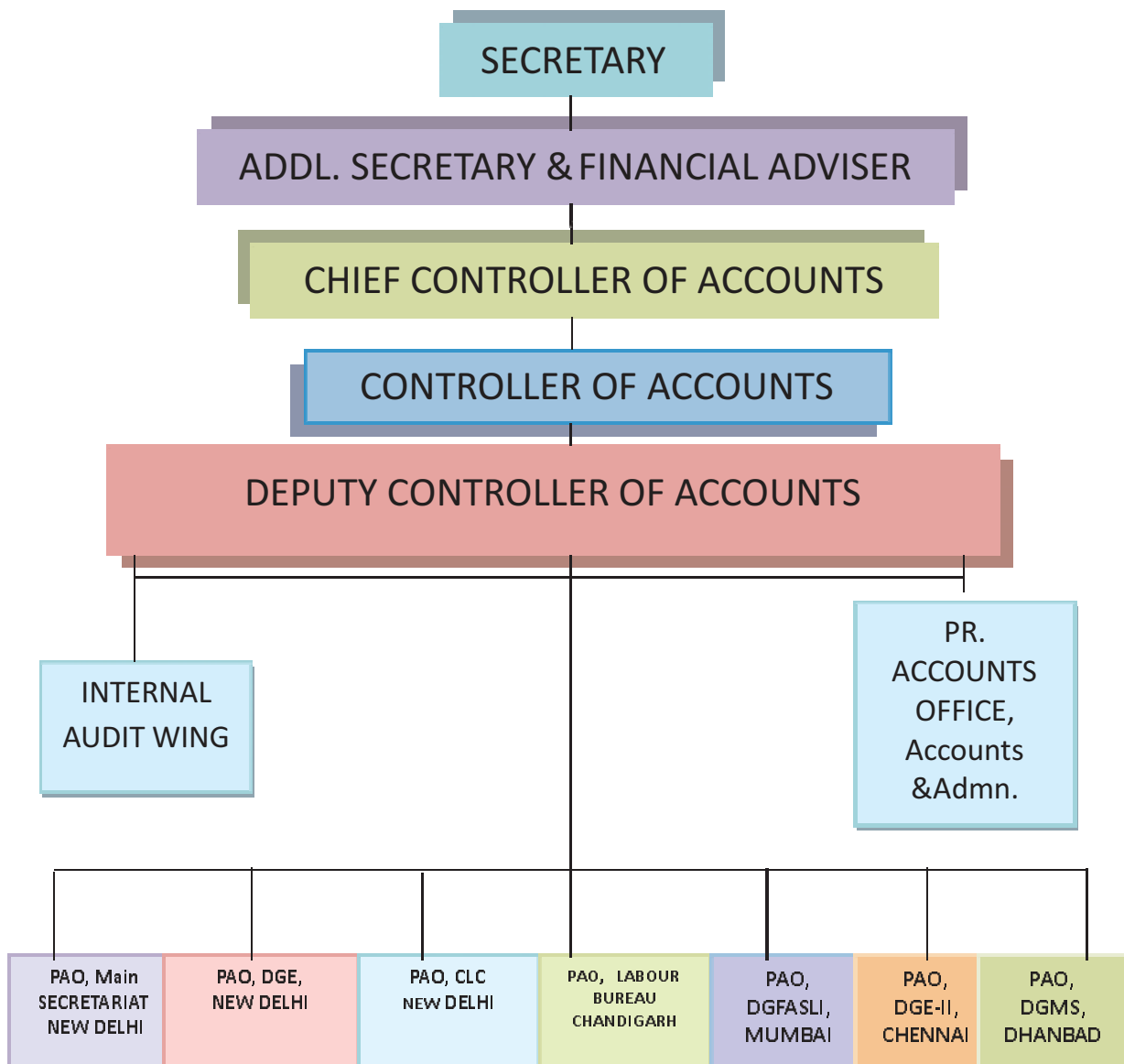
Chapter-22

PRINCIPAL ACCOUNTS OFFICE, MINISTRY OF LABOUR & EMPLOYMENT

The Accounting Organisation of Ministry of Labour & Employment

22.1 The Secretary is the Chief Accounting Authority of the Ministry and performs duties with the assistance of Additional Secretary & Financial Adviser (AS&FA) and Chief Controller

of Accounts. The Accounting Organisation of the Ministry of Labour & Employment is headed by the Chief Controller of Accounts who is assisted by Controller of Accounts, Dy. Controller of Accounts, Principal Accounts Office & 7 Pay and Accounts Offices. Organisational Structure is depicted as below:-



22.2 Major initiatives/work done by Office of the Chief Controller of Accounts, Ministry of Labour & Employment

1. Internal Audit

According to GFR 236(1), Audit Wing of Pr. Accounts Office has to conduct the audit of the Grantee Institutions and also it is the duty of Pr. Accounts Office (HQ) to conduct the regular audit.

2. Grant-in-Aid

Office of the Chief Controller of Accounts through their Pay & Accounts Offices are released Grant-in-Aid to various Grantee Organizations for various Labour Welfare Activities across the country in accordance with Rule 228 to 245 of General Financial Rules-2017.

3. Utilization Certificate

In accordance with the provision contained in Rule 238 of General Financial Rules 2017, a Certificate of Utilization of grants is required to be furnished in respect of grants released to Autonomous Bodies, Non-Government Institutions, and other Organizations etc.

The office of the Chief Controller of Accounts is vigorously monitoring the outstanding utilization certificates from various divisions. The information regarding pending utilization certificate are being forwarded to all Bureau Heads and also discussed in Senior Officers meeting chaired by Secretary for necessary updation.

4. Public Financial Management System (PFMS)

To achieve the target framed by Department of Expenditure, M/o Finance regarding Universal Rollout of Public Financial Management System (PFMS) for Central Sector (CS) Schemes, Chief Controller of Accounts, Ministry of Labour and Employment created a Public Financial Management System (PFMS) Monitoring Cell headed by Sr. Accounts Officer and consisting three members to impart trainings and to assist all Program Divisions to achieve the target as per time schedule in Ministry of Labour and

Employment.

All the schemes are reviewed thoroughly. Hierarchy and Component mapping have been done to implement Expenditure, Advance and Transfer (EAT) module of PFMS. Necessary Security Protocols and guidelines issued by ITD, O/o CGA are strictly being followed.

5. e-Payment System

Since the IT Act, 2000 recognises the digitally signed documents or electronic records digitally authenticated by means of an electronic method or procedure in accordance with the provisions of section 3 of the Act, the Controller General of Accounts developed a facility in COMPACT for electronic payment through digitally signed electronic advices to replace the existing COMPACT application.

Payment of dues from the government under the e-payment system are made directly to the bank account of payee through digitally signed e-advices generated from COMPACT through the Government e-payment Gateway (GePG) on a secured communication channel.

6. Direct Benefit Transfer (DBT)

Since M/o Labour & Employment is a welfare oriented Ministry, many schemes fall under the category of DBT schemes. Office of the Chief Controller of Accounts through their Pay & Accounts Offices had made payment under DBT for direct credit into the account of beneficiaries under schemes of Ministry of Labour & Employment. Most of the DBT in the Ministry is processed through PFMS using e-payment functionality to avoid any delay in disbursement of money to the beneficiaries' accounts.

7. Process flow of e-Payment system

Highlights of e-payment System:

High Security Standards and System Logs of Transactions.

The PAO's applications have security requirements in place for effective e-payments including:

- 128 bit PKI encryption.
- Integrity of Information: Hash Algorithm (SHA1): security standards are designed to ensure confidentiality, authenticity and integrity of data being conveyed on the internet by PAOs to the bank.
- Non –repudiation: Key generation/ Digital Signature based on 128 bit PKI (Public Key Infrastructure) as recommended by RBI.
- Digitally signed e-payment Authorization along with itemized tracking of each e-payment authorization and automated reconciliation.

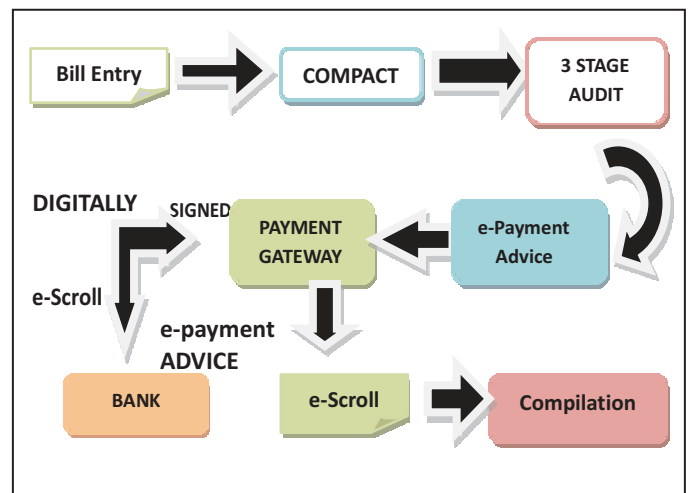
Advantages of e-payment

- Savings in time and effort due to online fund transfer using digitally signed unique e-authorization ID.
- Secure mode of payment
- Transparency in payment procedure.
- Elimination of physical cheque& their manual processing.

- Online auto reconciliation of payments.
- Efficient compilation of accounts.
- Complete trail of transactions at all levels available anytime.

At present, all 7 PAOs of M/o Labour & Employment are functioning successfully on PFMS. All payments are routed through PFMS.

Moreover, Employees Information System (EIS) for Salary payments and Online GPF module both have been successfully implemented in all 7 PAOs and DDOs under their control.



Account at Glance for the F.Y. 2021 -22						
Scheme wise Expenditure (Rs. In Crores)						
Sr. No.		BE (including Sy. Grant) 2021-22	RE 2021-22	FE 2021-22	Actual Expenditure	%age w.r.t. FE
(A)	Establishment Expenditure of the Centre	550.50	543.17	534.88	520.25	97.26
(B)	Central Sector Schemes					
1	Labour and Employment Statistical System (LESS) (Payment of Individuals and agencies through LOA)	150.00	90.00	44.09	39.88	90.68
2	Labour Welfare Scheme (Payment made to various Welfare Offices across States alongwith DBT for Scholarship and Housing Subsidy)	150.00	119.00	87.70	64.21	73.22
3	Bima Yojana for Unorganised Workers	0.10	0.10	0.00	0.00	0.00
4	Employees Pensions Scheme, 1995 (Payment made to EPFO)	17624.62	7364.00	18,494.620	18478.33	99.91
5	Social Security for Plantation Workers in Assam (Payment made to Assam Tea EPFO)	60.00	50.00	50.00	50.00	100.00
6	Pradhan mantra Shram Yogi maandhan (Payment made to LIC)	400.00	350.00	334.80	324.23	96.84
7	Pradhan Mantri Karam Yogi Maandhan (Payment made to LIC)	150.00	1.00	0.30	0.24	80.00
8	Aatmanirbhar Bharat Rojgar Yojana (Payment made to EPFO)	4081.35	5000.00	4180.00	3930.61	94.03
9	National Child Labour Project including grants in aid to voluntary agencies and reimbursement of assistance to bonded labour (Payment of GIA made to District Project Societies alongwith DBT for scholarship)	120.00	30.00	26.36	22.15	84.03
10	National Database for Unorganised Worker (Payment of Professional services made to NIC for technical support as well as GIA to states in the form of Advice through Pr AO)	150.00	280.00	280.00	255.24	91.16
	Total (B)	22,886.07	13,284.10	23,497.87	23,164.99	98.58
(C)	Other Central Sector Expenditure					
1	Central Board for Workers Education (Payment made to CBWE HeadQuarter Nagpur for GIA through PAO alongwith in Kind DBT)	90.00	110.00	110.00	109.99	99.99
2	National labour Institute (Payment made to VVGNI Noida, for GIA through PAO alongwith in Kind DBT)	15.00	11.55	11.55	11.55	100.00
	Total (C)	105.00	121.55	121.55	121.54	99.99

D	Centrally Sponsored Schemes					
1	Coaching and Guidance for SC, ST and other Backward Classes (Payment made to individual institutes alongwith DBT of stipend)	19.90	17.90	16.37	14.50	88.58
2	Pradhan Mantri Rojgar Protsahan Yojana (Payment made to EPFO)	900.00	250.00	250.00	190.75	76.30
3	National Career Services (Payment mde to individual Consultancy agencies through PAO alongwith GIA in the form of Advice to States through Pr AO)	57.00	32.00	31.73	24.31	76.62
	Total (D)	976.90	299.90	298.10	229.56	76.55
	Total (A+B+C+D)	24,518.47	14,248.72	24,452.40	24036.34	987.30

Chapter-23

DIRECTORATE GENERAL OF EMPLOYMENT

BACKGROUND

23.1 The Directorate General of Resettlement and Employment (DGR&E) and Directorate General of Employment & Training (DGE&T) now known as Directorate General of Employment (DGE) was set up initially for the purpose of resettling demobilized Defence Service personnel and discharged war workers in civil life.

23.2 After Independence, the Directorate General was also called upon to handle work relating to displaced persons from Pakistan. Subsequently, the scope of the Directorate was extended to cover employment service to all categories of job seekers in early 1948, and training services to all civilians in 1950.

23.3 In pursuance of the recommendations of the Training and Employment Service Committee (Shiva Rao Committee set up in 1952), the day-to-day administrative control of the Employment Exchanges and Industrial Training Institutes (ITIs) was transferred to the State Governments/Union Territory Administrations with effect from 01.11.1956 on cost sharing basis between Centre and States.

23.4 Cost sharing by the Centre with the State Governments to the extent of 60% of the cost of the establishment was continued up to 31.03.1969, after which the scheme was discontinued, based on the decision taken by the National Development Council in May, 1968.

23.5 With each successive Five Year Plan, there has been expansion of the activities of the Employment Service and Training Service in the Centre and the States. The total number of Employment Exchanges functioning are 997 (including 76 University Employment Information and Guidance Bureaux).

INFRASTRUCTURE AVAILABLE FOR EMPLOYMENT SERVICE WITH STATE GOVERNMENTS:-

- As per the information received from the State/UTs, there are 997 Employment Exchanges functioning [including 42 Special Employment Exchanges for Differently Abled (Handicapped)] throughout India.
- 38 Special Cells for persons with disability are functioning in normal Employment Exchanges in various States.
- The State Directorates of Employment are generally located in the State Capitals.

23.6 The Directorate General of Employment (DGE) is presently headed by the Director General (Employment). The organizational set up of the Directorate General consists of two principal wings namely, Directorate of Employment and Secretariat Wing. All the useful information relating to functioning of this directorate general such as functions, schemes, published reports/documents, recruitment rules, reports relating to employment & unemployment data, vacancies, telephone directory, details of DGE employees & offices, etc. is available on a separate recently developed website (<https://dge.gov.in/dge/>) which is being updated regularly. Since its launch in April, 2022, it has received more than three lakh sixty thousands hits till 31.12.2022 which reflects very encouraging response from its users.

RESPONSIBILITIES EMPLOYMENT DIRECTORATE

- Plans and formulates programmes for expansion and development of National Employment Service in consultation with State Governments.

- Coordinates the work of Employment Service in States/UTs.
- Conducts training programmes and develops staff training material for the Employment Service personnel.
- Carries out periodic programme of evaluation of policies, procedures and working practices of Employment Exchanges in the States with a view to assessing and advising the State Governments on the progressive development of the service and to ensure that National Policies, Standards and Procedures are effectively implemented.
- Collects and disseminates Employment Market Information and prescribes uniform reporting procedures for the organized sector and Employment Exchanges.
- Co-ordinates Vocational Guidance and Career Counselling Services rendered through Employment Exchanges and University Employment Information and Guidance Bureaux (UEIGBx), MCCs to the unemployed youth for choosing and planning their career suited to their abilities and skills.
- Evaluates residual capabilities of physically challenged persons and provides them adjustment training in order to facilitate their economic rehabilitation.
- Establishes coordination and consultation with the Ministries of the Government of India whose activities affect the employment situation in the country.
- Provides Vocational Guidance and organizes Confidence Building Programmes for SC/ST job seekers.
- Formulation of National Employment Policy.

STATUTORY PROVISIONS

23.7 The statutory provision enforced by DGE is:-

- Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and Rules made there under. The non-statutory body is functioning under the DGE:-

Non-Statutory Body

23.8 The non-statutory body functioning under DGE is the Working Group on National Employment Service.

INFRASTRUCTURE AVAILABLE FOR EMPLOYMENT SERVICE

WITH STATE GOVERNMENTS:-

- 1005 Employment Exchanges [including 42 Special Employment Exchanges for Differently Abled (Handicapped)] throughout India.
- 38 Special Cells for persons with disability are functioning in normal Employment Exchanges in various States.
- The State Directorates of Employment are generally located in the State Capitals.

WITH CENTRAL GOVERNMENT:

- 24 National Career Service Centres for Differently Abled (erstwhile VRCs) out of which one Centre at Vadodara is exclusively for women with disabilities.
- 25 National Career Service Centres for Scheduled Castes/Scheduled Tribes(erstwhile CGCs)
- National Institute for Career Service (NICS) (erstwhile CIRTES) located at NOIDA (U.P.)
- Central Employment Exchange under Directorate of Employment at New Delhi

HIGHLIGHTS

EMPLOYMENT SERVICE

23.9 DGE does not implement any employment generation scheme. Its role is to coordinate and oversee the employment generation taking place in the country through the National Employment Service in India. The network of Employment

Service has expanded from 18 Employment Exchanges in 1951 to 1005 Employment Exchanges.

23.10 A key role played by the Employment Exchanges is to motivate and guide the unemployed youth for taking up self-employment ventures in view of shrinkage in wage paid jobs. In 22 selected Employment Exchanges, Special Cells for Promotion of Self-Employment have been working.

23.11 There are 409 Vocational Guidance Units in Employment Exchanges and 76 University Employment Information and Guidance Bureaux (UEIGBX) within the University Campuses have been functioning in the country to render Vocational Guidance and Employment Counselling to job-seekers.

NATIONAL EMPLOYMENT SERVICE

INTRODUCTION

23.12 The employment service is the joint concern of the Central and State Government and DGE, Ministry of Labour & Employment is responsible for policies, standards and procedures to be followed by the employment services along with collecting of EMI, providing VG and Employment counselling and placement of persons with disabilities. Policies, standards and procedures for the National Employment service are laid down by the Central Government in consultation with the State Governments. A Working Group on National Employment Service comprising of representatives of the Central and State Governments facilitates this consultative process. Regular meetings of the Working Group on National Employment Service are held under the Chairmanship of Director General of Employment & Training, Ministry of Labour & Employment. The meetings are attended by the State Labour & Employment Secretaries/State Directors of Employment/ other representatives and officers of DGE. The Working Group considered various issues pertaining to National Employment Service and made necessary recommendations.

23.13 Features of National Employment Service

- National Employment Service covers all the States and Union Territories except the State of Sikkim.
- Day to day administration of the Employment Exchanges is under the control of respective State Governments / Uts.
- It has a network of 1005 Employment Exchanges.
- As a part of administrative functioning, data are collected through Employment Exchange Statistical Returns, each return covering a specific field of activity like registration, placement, etc. with different periodicity.

As a part of Employment Market Information Programme, data was being collected from the Organised Sector (all public sector establishments and all non-agricultural private sector establishments with 10 or more workers) on employment, vacancies, occupational and educational pattern of employees, etc. in ER-I returns prescribed under the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and Rules framed there under. The establishments employing 10-24 workers in private sector are covered on voluntary basis. The establishments employing 10-24 workers in private sector are covered on voluntary basis as well as all establishments in the Public Sector and such establishments in the private sector engaged in non-agricultural activities and employing 25 or more workers as per the provisions of the Act. However, the relevant provisions of EE(CNV) Act, 1959/ EE(CNV) Rules 1960 pertaining to compulsory notifications of vacancies by employers to employment exchanges now form part of Code on Social Security, 2020 . Draft Rules (Central) have been notified in November, 2020.

NATIONAL EMPLOYMENT SERVICE MANUAL (NESM)

NESM is a manual of instructions, procedures to be followed relating to functioning and operations of National Employment Service through country wide network of Employment Exchanges. The Employment Exchanges function under the control of respective State Governments. The NESM was last revised in 2006. The process of revising it again was initiated during the year and NESM 2022 has been finalized. The revised NESM-2022 consists of 04 volumes.

23.14 To convert the National Employment Service into a National Career Service, Ministry of Labour & Employment, constituted a Working Group comprising representatives from State Governments, Employers' Associations and other stake holders during November, 2013. The first meeting of the said working group was held on 3rd December, 2013. After elaborate discussions and careful consideration of various aspects, including improving utility, accessibility and efficiency of the Service, the recommendations were approved by the Govt. for laying the foundation for the NCS. The NCS project has been implemented and the NCS portal is functional.

EMPLOYMENT EXCHANGES (COMPULSORY NOTIFICATION OF VACANCIES) ACT, 1959.

23.15 The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 provides for compulsory notification of vacancies and submission of employment returns (ER-I) by employers to the Employment Exchanges. It applies to all establishments in the Public Sector and such establishments in the Private Sector engaged in non-agricultural activities and employing 25 or more workers. Enforcement of the Act is the responsibility of the States and Union Territories. Majority of the States/Union Territories have special enforcement machinery for this purpose. The amendments proposed to the Act were deliberated on by the Parliamentary Standing Committee on Labour and the committee have recommended that the Act be comprehensively amended to make the functioning of Employment Exchanges more relevant to the needs of Society.

Meanwhile, based on the recommendations of the Second National Commission on Labour, the Ministry of Labour & Employment, Government of India had taken steps to simplify, amalgamate and rationalize the relevant provisions of the existing various Central Labour Laws into 4 Labour Codes. These Codes are; the Code on Wages, 2019, the Occupational Safety Health & Working Conditions Code, 2020, the Industrial Relations Code, 2020 and the Code on Social Security, 2020.

In the process, the relevant provisions of EE(CNV) Act, 1959 and suitable changes as per the requirements of present day, have been subsumed in the Code on Social Security 2020. These changes inter-alia, include redefining employment exchanges, increasing their activities, provision for online reporting of vacancies, etc.

For subsuming the existing Employment Exchanges (Compulsory Notification of Vacancies) Act 1959, one Chapter (Chapter-XIII) on Employment Information & Monitoring has been added in the Code on Social Security 2020 enacted by the Parliament during September, 2020. This Code has received the assent of President on 28th September, 2020 and notified in the Government of India Official Gazette on 29th September, 2020. Draft Rules (Central) have been notified in November, 2020.

PERFORMANCE OF NATIONAL EMPLOYMENT SERVICE*

23.16 The details of the network of 1005 Employment Exchanges are given in Table 23.18. The main activities of the Employment Exchanges are registration, placement of job seekers, career counseling & vocational guidance and collection of employment market information.

Table- 23.18

➤ Total number of Employment Exchanges includes the following :	1005
➤ University Employment Information and Guidance Bureaux (UEIGBx)	76

➤ Professional and Executive Employment Exchanges	14
➤ Special Employment Exchanges for the Physically Handicapped	42
➤ Special Employment Exchange for Plantation Labour	01
➤ Employment Exchanges exclusively for Women	05

23.17 The performance of Employment Exchanges (as on 31-12-2021) is given below:

Table - 23.19

(In Lakh)

Category	No. of Job seekers Registered	No. of job seekers Placed	No. of job seekers on Live Register
Men*	18.97	4.09	282.4
Women*	13.27	0.81	158.3
Total*	32.24	4.9	440.7

Salient features of registration and placement in Employment Exchanges.

23.18 Registration:

Out of total number of 32.24 lakh job seekers registered upto end of December 2021, 18.97 lakh job seekers were men and 13.27 lakh were women. Maximum numbers of job seekers 8.61 lakh were registered in Gujarat followed by Kerala and Maharashtra which were more than 3 lakh in each state.

23.19 Placement:

Out of the 4.9 lakh job seekers that got employment through the employment exchanges, 0.81 lakh were women. The maximum placement made was 2.7 lakh in Gujarat during the same period.

23.20 Live Register:

Out of total number of 440.7 lakh job seekers on

Live Register, 282.4 lakh job seekers are men and 158.3 lakh job seekers are women. The highest job seekers were in West Bengal followed by Tamil Nadu.

23.21 Year-wise registration, placement, vacancies notified, submissions made and Live Register for the period 2011-2021 are given in Table No. 23.23

Table - 23.23

Year	Employment Exchanges, UEIGBX	(In Thousand)				
		Registration	Placement	Vacancies notified	Submission made	Live Register
(1)	(2)	(3)	(4)	(5)	(6)	(7)
2011	966	6206.3	471.5	819.7	5142.9	40171.6
2012	956	9722.2	427.6	682.8	2982.2	44790.1
2013	956	5969.4	348.5	510.7	3002.1	46802.5
2014	978	5957.2	338.5	762.0	4220.4	48261.1
2015	978	6939.4	395.0	810.3	4307.6	43502.7
2016	997	5959.9	405.5	1401.4	3906.4	43376.1
2017	997	3948.9	424.6	813.2	1851.1	42444.9
2018	997	3831.3	404.7	1225.3	2584.64	42122.3
2019	997	3455.0	365.9	540.6	1966.6	42405.1
2020	997	2073.9	308.1	419.0	1187.5	42829.2
2021	1005	3224.4	494.1	824.8	2527.3	44071.7

CENTRAL EMPLOYMENT EXCHANGE, DELHI

23.22 The Central Employment Exchange, DGE located at Shram Shakti Bhawan, New Delhi under M/o Labour and Employment is responsible for Advertisement of vacancies of scientific & technical in nature occupying in the central Government Establishments with the pay scale of Rs.1400-2300 (Pre-revised) or above. As per revised procedure laid down by DoPT all the vacancies notified to CEE as per EE (CNV) Act. 1959 are (now presumed as a part of Social Security Code) to be advertised in Employments News by Central Employment Exchange (CEE). In addition to this, such vacancies are also to be placed at National Career Service (NCS) Portal vide instruction issued by DoPT in November, 2016.

EMPLOYMENT MARKET INFORMATION PROGRAMME (EMI) SCOPE, COVERAGE AND LIMITATION

23.23 The Employment data in the organized sector was being collected under the Employment

Market Information (EMI) Programme which is provided the statutory base by the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959 and Rules framed there under. However, The required provisions of EE(CNV) Act, 1959/EE(CNV) Rules 1960 pertaining to compulsory notifications by employers to employment exchanges now form part of Code on Social Security, 2020 and the new rules are under process of notification.

EMPLOYMENT ASSISTANCE TO SPECIAL CATEGORIES

23.24 Employment Service, as in the past, continued making efforts to cater to the special needs of vulnerable sections like Women, Scheduled Castes / Scheduled Tribes, persons with disabilities and differently abled Ex-servicemen job-seekers. Details of programmes on vulnerable section are given in Chapter 24.

National Career Service

23.25 The Ministry is implementing the National Career Service (NCS) Project as a Mission Mode Project for transformation of the National Employment Service to provide a variety of employment related services like job matching, career counselling, vocational guidance, information on skill development courses, apprenticeship, internships etc. The services under NCS are available online and can be accessed directly, through Career Centres, Common Service Centres, post offices, mobile devices, cyber cafes etc. The various stakeholders are available on the NCS platform including job-seekers, industries, employers, employment exchanges (career centres), training providers, educational institutions and placement organizations.

23.26 This project consists of three important components namely- (i) NCS Portal (www.ncs.gov.in); (ii) Model Career Centres; and (iii) Interlinking of Employment Exchanges with NCS portal. The services under NCS are available online and can be accessed directly, through Career Centres, Common Service Centres, Post

Offices, mobile devices, cyber cafes etc. The various stakeholders on the NCS platform include job seekers, industries, employers, employment exchanges (career centres), training providers, educational institutions and placement organizations.

23.27 The NCS Portal (NCSP) has been made functional at the URL (www.ncs.gov.in). The portal was dedicated to the Nation by Hon'ble Prime Minister of India on 20.07.2015. The NCSP is supported by a dedicated helpline (multi-lingual) available from Tuesday to Sunday (8.00 AM to 8.00 PM) on 1800-425-1514 for assisting users. These services are available free of cost. The portal is accessible by all users including jobseekers, employers, skill providers, placement organisations, career counsellors etc. The portal also facilitates organization of job fairs where both employers and job seekers can interact.

The brief Statistics of NCS Portal is as under:

NATIONAL CAREER SERVICE		
Sr. No.	Parameters	Number as on 31 st December 2021
1.	Active Job Seekers Registered	2.81 crore
2.	No. of active Employers Registered	6.54 Lakh
3.	Active Vacancies Mobilised	2.97 lakh
4.	Total Vacancies Mobilized	1.23 Crore

23.28 With the increased focus of Government on Career Counselling, the Ministry proposes to create a network of Career Counsellors where the Career Centres will become the hub of Career Counselling in their area. Around 900 approved *Career Counsellors* from various States/UTs have got registered at NCS Portal.

23.29 The NCS Portal also provides an openarchitecture for partnering of institutionsand organisations for delivery of career and

employment related services. The NCS Portal has developed specific pages to help categorize and improve delivery of services in the focus areas or otherwise. The partnering institutions will be provided appropriate space and links on the NCS Portal to improve delivery of services on a non-exclusivity basis and be amenable to the monitoring systems. Ministry has engaged with several institutions and organisations to bring more and more job opportunities to our workforce with some of the leading organisations/ job portals such as Hire me, Times Job, Freshers world, Freshers live, Qess Corp. Limited, TCS ION, Cassius Technologies Pvt. Ltd., First Job, etc. As per DOPT instructions it has been decided that advertisement of vacancies shall now be mandatory placed at the National Career Service Portal (ncs.gov.in) developed by Ministry of Labour and Employment.

23.30 NCS portal has provided the details of non-recommended willing candidates which are published by UPSC under their public disclosure scheme. The employers can access this list on NCS home page as well as employers section and can contact suitable employable candidates to provide employment opportunities to them.

23.31 A series of consultations with State Governments were held on various occasions for the NCS project. Key Ministries, Academia and Industry have been involved in designing the framework of the National Career Service and Career Centres. Under the NCS, it is proposed to create Knowledge Repository of Career Counselling content, by digitizing the existing Counselling literature and making it amenable for periodic up-dating by stakeholders and made accessible to various users. Multi-stakeholder Expert Groups have been constituted for various aspects under NCS like, network of career counsellors, assessment tools, rural outreach strategies etc. Committees have also been constituted for steering the project.

23.32 The NCS Project also envisaged setting up of Model Career Centres (MCCs), a brick and mortar model of NCS, which have state-of-the-art

infrastructure and will act as a hub of career counselling and also provide career related services (such as organising job fairs, mobilise the employers, provide career counselling at local level etc). in collaboration with States and other institutions to the job seekers and employers through outreach activities. The Government provides financial assistance to the states for establishing model career centres based on the proposals and scheme guidelines. These model career centres can be replicated by the States from their own resources. Till 31st December, 2022 Government has approved 407 MCCs including 07 on non-funded basis).

23.33 The NCS Project has also been enhanced to interlink 997 Employment Exchanges with NCS Portal and under this scheme, Govt. of India is providing funds to the states for organizing job fairs, up-gradation of IT and refurbishment of infrastructure of employment exchanges. So far, Grant-in-Aid has been provided to 28 States/UT. API integration for inter-linking state databases with the NCS Portal with 20 States/UT have been completed and 7 States/UT are directly registering on NCS Portal.

23.34 In a parallel exercise, the Ministry has initiated a programme for capacity building of officers of the National Employment Service and Young Professionals being deputed at Model Career Centres under a multi-pronged strategy of orientation, refresher and specialized training in the area of National Career Services. Over, 843 (till 31.12.2022) officers have been trained on various modules of National Career Services like career counselling training, portal management training, SIYB training etc.

23.35 NCS portal has a job fair module to streamline the process of job fair activity on a single online platform by engaging all stakeholders i.e. career centres, nodal officers, job seekers and employers. It helps capture information about online as well as on-premise job fairs and events which are ongoing, upcoming or past events in the form of a calendar view, the link to which is provided on the home page. The job fairs are

searchable by state, district and industry on the calendar. The career centres can create the job-fair and enables employers and job seekers to participate for the job fair. The portal also facilitates organization of job fairs where both employers and job seekers can interact. DGE has conducted more than 9229 Job Fairs (online and offline) since inception (till 09th January 2023) out of which 2492 Job Fairs were conducted during 1st January to 31st Dec.2022. During 2022-23 (till December 2022) around 1935 job fairs have been organised under National Career Service (NCS) in which 60,727 job Seekers participated and 20,447 candidates were shortlisted.

23.36 NCS has partnered with Microsoft India and launched Digi Saksham - a joint digital skills programme to enhance the employability of youth by imparting digital skills that are required in an increasingly technology driven era. This initiative is an extension of the Government's ongoing programs to support the youth from rural and semi-urban areas to acquire digital skills for better career opportunities. The salient features of the programme are: (i) to support government's accelerated efforts to skill youth for employment; (ii) to develop standardized curriculum and content that would be able to meet the continuously evolving demands of the industry; and (iii) to transform 'youth' into a 'workplace ready professional' through knowledge acquisition and skill development.

- During COVID 19 pandemic, NCS portal launched online job fair module in May, 2020 to facilitate the employers to find suitable candidates for their requirement.
- A window on Human Resources for Health Sector was also developed on the NCS Portal in September 2021, keeping in view of the requirement of employers to find relevant job seekers / professionals in the health care sector such as Doctors, Nurses, Ayush Practitioners etc.
- To enhance the International avenues for the job seekers a new module for

international jobs was added on the NCS portal w.e.f 20th April 2022. This module facilitates Ministry of External Affairs' (MEA) registered Recruiting Agents (Ras) to register as an employer and post international job opportunities in the NCS portal. It also facilitates the job seekers to search and apply for these international job opportunities via NCS portal. As of 12th December 2022, around 400 MEA-registered Recruiting Agents have registered with NCS and more than 1450 international vacancies have been mobilised on NCS portal.

- Integration of the NCS and e-Shram portal of Ministry of Labour and Employment, Udyam Portal of Ministry of Micro, Small and Medium Enterprises and ASEEM Portal of Ministry of Skill Development and Entrepreneurship was one of the thrust points of the Budget announcement of Hon'ble Finance Minister during budget speech 2022
- The integration of NCS with eShram, Udyam and Skill India Portal (SIP) has been completed in a time bound manner. So far, more than 10 lakh e-Shram registrants have been registered on NCS portal and around 1.75 lakhs e-Shram workers have been shortlisted by employers.
- The integration of NCS portal with the Udyam portal has enabled the consent-based registration of Udyam-registered MSME as an employer on the NCS portal. These employers can post their vacancy requirements over NCS. So far more than 3.36 Lakh MSME employers have been registered on NCS portal. The integration of SIP with NCS portal has paved way for more than 43 lakh SIP candidates available in the NCS portal. Among them, around 11.46 lakh candidates applied for atleast one job and approximately 10 lakh candidates got shortlisted across various vacancies.

- In order to enhance the employability of the job seekers, On-line employability trainings are also being offered over NCS portal on digital skills (supported by Microsoft) and Soft -Skills (supported by TCS-iON). As of 12th December 2022, around 92 thousand candidates have registered for digital skills whereas, 3.03 lakh candidates have been certified under various modules of soft skill training.
- Government job module has been added to the NCS portal wherein jobs on behalf of other government/ Ministries/Departments / PSU organizations can be posted. This module can be used for notification of permanent or contractual vacancies across different Government Departments/ Ministries/PSUs and to receive applications.
- Apart from this, NCS also publishes list of candidates from various examinations conducted by UPSC, SSC and Railway Recruitment Board, who could not make it to the final merit list, along with their scores in the examination in the public domain. This helps employers to directly connect with qualified job seekers without having to invest in conducting their basic screening for the job.

23.37 NCS is publishing newsletter on monthly basis to communicate the updates about NCS scheme to its users. It covers various new services and features which are recently added on NCS portal. It also provides an update on the online and offline job-fairs, events and training which are being organized at various locations in different states. In addition to this, every newsletter captures an in-depth career related information on one of the prominent sectors also. It also highlights some success stories of the jobseekers and employers. Every month, these newsletters are published in English and Hindi language on the portal and a mail notification with the newsletter is sent to all the registered NCS users at the end of every month.



Pradhan Mantri Rojgar Protsahan Yojana (PMRPY)

23.38 Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) was launched on 9th August, 2016 with the objective to incentivise employers for creation of new employment. Under the scheme, Government of India was paying Employer's full contribution i.e. 12% towards EPF and EPS both (as admissible from time to time) for a period of three years to the new employees through EPFO. The scheme is targeted for employees earning upto Rs. 15,000 per month and also aims to cover a large number of informal workers to the formal workforce. The terminal date for registration of beneficiary through establishment is 31st March, 2019. However, the beneficiaries registered up to 31.03.2019 were eligible to continue to receive the benefits for 3 years from their date of registration under the scheme (i.e. till 31st March 2022).

Initially, Government of India was paying 8.33% EPS contribution of the employer for all sectors in respect of these new employees. The benefits of

the scheme were also extended to the Textile Sector under Pradhan Mantri Paridhan Rojgar Protsahan Yojana (PMRPY) for made-ups and apparels sector where the Government was paying additional 3.67% EPF contribution of the employer in respect of these new employees this bringing the total incentive to 12%. The scope of the scheme was enhanced w.e.f. 1.4.2018 with the approval of CCEA to provide the benefit of full 12% employers contribution for all sectors.

This scheme has dual benefit, where, on the one hand, the employer is incentivised for increasing the employment base of workers in the establishment, and on the other hand, these workers will have access to social security benefits of the organized sector. All the beneficiaries under this scheme are Aadhaar Seeded.

Till 31st March, 2022 total benefit of Rs.9277.17 Crore has been given to 1.52 Lakhs Establishments covering 1.21 crores (Details in chapter 6) beneficiaries under (PMRPY).

National Career service Centres for SC/STs

23.39 Twenty Five National Career Service Centers for SC/STs have been set up in 25 States. Confidence Building Programmes are organised and Vocational Guidance is provided to SC/ST job seekers through these centres. Besides, the facilities for practicing Typing and Shorthand are provided to SC/ST job seekers in 14 such Centres. These Centres have also been arranging Pre-Recruitment Training programmes for SC/ST candidates to improve their employability in competitive examinations conducted by Staff Selection Commission and other Recruitment Boards for Group 'C' and equivalent posts. Details on NCSC-SC/STs is given in chapter 24.

National Career Service Centres for Differently Abled

23.40 Twenty Four National Career Service Centers for Differently Abled (NCSC-DA) (Erstwhile VRCs) have been functioning in the country, out of which, one Centre at Vadodara has been set up exclusively for women with disabilities. These Centres evaluate residual capacities of

persons with disabilities and provide them adjustment training and skill training with a view to integrate them in the economic mainstream and make them productive citizens of the country. These Centres play pro-active role in creating public awareness and community participation in the rehabilitation of people with disabilities. During the 2021-22 these centres have registered 20264, evaluated 20261 and rehabilitated 7271 persons with disabilities. During 2022 (upto 31.12.2022) these centres have registered 36532, evaluated 36516 and rehabilitated 13761 persons with disabilities. To synergize the link between demand and supply of skilled workforce, the Government has established 5 Model Career Centres for welfare of PWDs in NCSCs for DA. The Centres focus on career counselling as key activities for youth with disabilities to pursue skill enhancement courses that the market drive. The officers of the NCSC-DA are being trained on professional counselling techniques. Outreach counselling sessions and job-fairs are a key activity in these career Centres. **Details on NCSC-DAs is given at Chapter 24.**

23.41 Placement service to the differently abled Ex-servicemen/Border Security Force personnel and their dependents is provided through an Ex-servicemen Cell set up in DGE (Hqrs.). For further details please refer to para 24.14 of chapter 24.

Aatmanirbhar Bharat Rojgar Yojana (ABRY)

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

This scheme has been conceptualised to incentivise creation of new employment opportunities during Covid-19 recovery phase. Due to Covid-19 pandemic the demand in the

country is affected by uncertainty and due to this uncertainty, there is a tendency to restrict new job creation by the employers. The proposed scheme will incentivize employers for generation of new employment and formalisation of informal employment and will help in decreasing the uncertainty and creating demand in the economy from the spending of new workers.

The ABRY Scheme was approved by the Cabinet in the meeting held 9th December 2020. Under the scheme Government of India will provide subsidy for two years in respect of new employees engaged on or after 1st October, 2020 and upto 31st March 2022 by paying 12% of wages towards employees' share of EFP contribution of Establishment having more than 1000 employees' and 24% of wages towards employers' and employees' share of EFP contribution for establishment having upto 1000 employees' in respect of new employees' drawing salary less than Rs,15,000/- per month.

Till 31st December total benefits of Rs. 8187.89 Crore have been given to 60,20,089 beneficiaries through 1,51,747 establishments. Year-wise details under ABRY are given below:

F.Y.	Unique beneficiaries UANs	Unique beneficiaries establishments	Disbursed Amount (Rs. In Crore)
F.Y. 2020 -21	12,97,120	56,225	351.07
F.Y. 2021 -22	41,91,801	83,208	4046.36
F.Y. 2022 -23 (till 31.12.2022)	5,31,168	12314	3790.46

NATIONAL INSTITUTE FOR CAREER SERVICE

23.43 The National Institute for Career Service (erstwhile Central Institute for Research and Training in Employment Service) was set up in October, 1964 under Directorate General of

Employment (DGE), M/o Labour & Employment for imparting Research & Training in Employment Services. The Institute was later expanded in 1970 with additional function of publishing career literature and again in 1987 with added responsibility of occupational research & promotion of self-employment. With the launch of the National Career Service Project, a mission mode project of the Ministry of Labor and Employment, under the National e-Government Plan (NEGP), the Institute has been renamed as National Institute Career Service (NICS) on 20 July 2016 and designated as nodal institute for capacity building for all stakeholder under NCS project, like Employer, Job Seeker, Training Provider, College Students/ Counsellors/ Placement organization/ other Govt. organization etc. and for Officers of National Employment Services working at Central & State Govt.

23.44 NICS, Noida as Model Career Centres (MCC) is responsible for organizing various activities like outreach activities, organizing Job Fairs/Job drives, Career Counselling sessions, registration of Job Seekers, Employers and Local Service Providers etc.

During April to Dec 2022 MCC, organized online/offline 27 Job fairs/ placement drives against 6776 vacancies in which 6428 job seekers & 126 employers had been participated. Total 1821 candidates shortlisted. NICS, MCC registered 1592 job seekers, 76 Employers on NCS Portal and 1626 job seekers had been guided individually.

CAPACITY BUILDING /TRAINING ACTIVITIES- In 2022 (Jan–Dec, 2022) NICS organised 82 following programs:-

- Eighteen (23) Capacity Building Programs / Refresher Training Programs for Employment service Personnel's & YPs and 843 trainees attended the above mentioned training programmes.
- Thirty eight (48) Orientation programmes via online & offline mode for various stake holders of NCS portal and 3433 participants attended the above mentioned orientation

programmes.

- Ten (**10**) Workshops for various stake holders of NCS portal and **462** persons have been attended the above mentioned workshop programmes.
- One (1) employability Training Programme for jobseekers and 30 Trainees attended the said programmes.
- Published Monthly e-new letter of NICS, NOIDA on DGE portal

23.45 The NICS is also recruiting Young Professional (Y.P.) under NCS scheme of Ministry

of Labour and Employment, which includes deployment of Young Professionals in various MCCs, monitoring of their work, disbursement of remuneration and increment etc. This organization is playing a major role in coordinating the activities of more than 400 Model Career Centers established in different parts of the country under the NCS Project through YPs. During Jan 2022 to Dec 2022 NICS, Noida has conducted 6th, 7th & 8th recruitment rounds for Young Professional and recruited/deployed **246** YPs to MCCs working under state government under NCS Project as on day 222 are working. 9th Round of YP recruitment is in progress.

Chapter-24

EMPLOYMENT ASSISTANCE TO SPECIAL CATEGORIES

24.1 Employment Service, as in the past, continued making efforts to cater to the special needs of vulnerable sections like Women, Scheduled Castes / Scheduled Tribes, persons with disabilities and differently abled Ex-servicemen job-seekers.

NATIONAL CAREER SERVICE CENTRES FOR SC/STs.

24.2 Coaching-cum-Guidance Centres for SC/ST (now called NATIONAL CAREER SERVICE CENTRES FOR SC/STs) were established by Directorate General of Employment & Training (now Directorate General of Employment), Ministry of Labour & Employment, Govt. of India. These Centres provide services to SC/ST job seekers registered with Employment Exchanges for enhancing their employability through coaching, counselling and related training programmes. Some of the programmes organized by these Centres cover confidence building, individual guidance, mock interviews, training in typing, shorthand and computer, etc. The main objectives of the CGCs Scheme are:-

- i) To render vocational guidance and career related information;
- ii) To channelize educated SC/ST job-seekers registered with the Employment Exchanges in appropriate vocations; and
- iii) To increase their employability through coaching/training/guidance.

The scheme was launched in 1969-70 in 4 Centers on a pilot basis. Keeping in view the success of the scheme, it was extended to another nineteen States in a phased manner. At present, twenty five National Career Service Centres for SC/STs are functioning in twenty five States/Union Territories one each at Delhi, Jabalpur, Kanpur, Chennai,

Hyderabad, Thiruvananthapuram, Kolkata, Jaipur, Ranchi, Surat, Aizawl, Bangalore, Imphal, Hissar, Nagpur, Bhubaneshwar, Guwahati, Mandi, Kohima, Jowai, Jammu, Jalandhar, Naharlagun, Puducherry & Vishakhapatnam. The NCSCs at Jowai & Vishakhapatnam are in the process of being made functional.

In addition, fourteen of these Centres provide facilities for training in Shorthand and Typing. The physical achievements of various National Career Service Centres from January, 2021 to December, 2021 and estimate from January, 2022 to December, 2022 are given below:

ACTIVITY	NO. OF CANDIDATES COVERED (Jan 2022 to Dec.22)
Registration on NCS	36407
Individual Guidance/Career Information	237107
Confidence Building Programme	38170
Training in Typing and shorthand	11620
Pre-Recruitment Training (PRT)	8530

These Centres:

- Provide employment related coaching-cum-guidance to SC/ST applicants.
- Provide information on job requirements

and the type of tests/interviews they are likely to face when called by the employers.

- Take up appropriate follow up action with the employers to ascertain the results of submission against reserved vacancies.
- Undertake job development work besides providing occupational information/ vocational guidance & counselling and organising Confidence Building Programmes for job-seekers.
- The applicants registered with employment exchanges are provided guidance at the time of their registration and also when they are sponsored against notified vacancies. The Centre also follows up with the employers for placement against vacancies reserved for the Scheduled Caste and Scheduled Tribe candidates belongs to SC/ST.
- Provide facilities to SC/ST job-seekers for practicing shorthand and typing at the above Centres except National Career Service Centres located at Aizawl, Hissar, Bhubaneswar, Guwahati, Mandi, Kohima, Jowai, Jammu , Jalandhar, Naharlagun & Vishakhapatnam.
- Arrange from time to time, Pre Recruitment Training Programme for SC/ST candidates to improve their employability through competitive examinations conducted by the Staff Selection Commission, etc. for group 'C' posts in collaboration with various employing authorities and recruiting agencies.

24.3 SALIENTL FEATURES OF SPECIAL COACHING SCHEME FOR SC/STs

- A Special Coaching Scheme to prepare SC/ST candidates for competitive examinations/selection tests for Group 'C' posts is being operated through NCSC for SC/STs.

- The coaching is of 11 months duration and the trainees are paid stipend besides free course books and limited stationery. The coaching institutes are paid professional charges for imparting coaching to SC/ST candidates.
- This scheme was launched in 1973 on a pilot basis at Delhi.
- Guided by the benefits derived from the above Special Coaching Scheme, the scheme has been extended to twenty more places at Kanpur, Kolkata, Bangalore, Hyderabad, Ranchi, Surat, Guwahati, Imphal, Hissar, Jabalpur, Chennai, Thiruvananthapuram, Jaipur, Bhubaneswar, Mandi, Nagpur, Delhi, Jammu. Jalandhar Kohima & Naharlagun.
- Till December 2022, 22289 SC/ST candidates have successfully completed the Special Coaching.

SCHEME FOR PROVIDING COMPUTER TRAINING TO SC/ST JOB SEEKERS REGISTERED WITH EMPLOYMENT EXCHANGES

24.4 This scheme was launched from February 2004, with a view to provide Computer Training to SC/ST educated job seekers registered with the Employment Exchanges through outsourcing of training facilities. The training of six months duration was arranged at Bangalore, Bhubaneswar, Chennai, Delhi, Guwahati, Hissar, Hyderabad, Jaipur, Jabalpur, Kolkata, Nagpur, Surat, Kanpur, Thiruvananthapuram, Ranchi & Mandi was coordinated by respective National Career Service Centre for SC/STs under DGE located at these places. It was observed that six month Computer Training Course was not of much help to the candidates to provide employability in view of changing demands in the Labour Market. From the year 2009-10 it was therefore, decided to impart one year 'O' Level Computer Training to 1000 SC/ST candidates through DOEACC Society

under the Department of Information Technology which has been started w.e.f 03.08.2009. In addition to the above said places, the training is also being imparted at Jammu, Jalandhar, Imphal & Kohima w.e.f 03.08.2009. 24260 SC/ST candidates were admitted & provided training under the 'O' level one year computer training (software) through National Institute of Electronics & Information Technology (NIELIT) till July, 2021.

24.5 The one year 'O' level Computer Hardware Maintenance Training was started w.e.f 01.08.2012. 9500 SC/ST candidates were admitted & provided training till December, 2022

24.6 SC/ST job seekers are being imparted one year 'O' level Computer training, computer hardware maintenance Training and special coaching scheme to enhance the employability. At present 9279 SC/ST candidates were admitted under these courses during 2022-23.

24.7 Allocation of Rs.23.90 crore has been made during 2022-23 for the scheme namely "Welfare of SC/ST jobseekers through coaching, Guidance and Vocational Training and Introduction of new courses in existing National Career Service Centers (NCSCs) for SC/STs and Establishment of new NCSC in the States not covered so far".

Benefits provided to SC/ST trainees through

Direct Benefit Transfer (DBT) (Scheme "0586")

'Welfare of SC/ST jobseekers through Coaching-cum-Guidance Centres (CGC).

24.8 At present 25 NCSC for SC/STs (erstwhile CGC for SC/ST) are being run to enhance the employability of educated SC/ST job-seekers registered with the employment Exchanges through Coaching/Training/Counseling etc. 25 NCSC-SC/STs are covered under DBT Scheme covering 9,279 beneficiaries in three sub-schemes i.e., (1) Special Coaching Scheme (2400 Beneficiaries), (2) Computer 'O' Level Training Software Course (4829 Beneficiaries) and (3) Computer 'O' Level Computer Hardware Maintenance Training (2050 Beneficiaries). The stipend is paid @Rs.1,000/- per trainee per month through DBT w.e.f. 01-07-2017 subject to minimum 80% attendance during a particular month. In calendar year 2022 a total stipend of Rs. 3.28 Cr was given to the beneficiaries under DBT. However, the scheme could be started from July 2022.

SCHEDULED CASTES/ SCHEDULED TRIBES

24.9 Performance of Employment Exchanges in respect of Scheduled Caste/Scheduled Tribe and Other Backward Class job-seekers during 2017 onwards is indicated in Table 24.1 below.

Table 24.1

(in lakh)

Category	Activity	2017	2018	2019	2020	2021
SCHEDULED CASTE	Registration	4.37	3.95	4.65	3.35	3.62
	Placement	0.31	0.32	0.24	0.21	0.26
	Live Register	71.05	69.97	70.68	69.96	70.31
SCHEDULED TRIBE	Registration	2.48	1.89	2.25	1.56	1.67
	Placement	0.33	0.32	0.30	0.20	0.21
	Live Register	26.08	26.06	26.39	25.05	25.36
OTHER BACKWARD CLASS	Registration	7.98	6.77	8.62	6.53	6.46
	Placement	0.05	0.06	0.05	0.05	0.06
	Live Register	118.21	114.86	115.15	114.07	114.28

NATIONAL CAREER SERVICE CENTERS FOR DIFFERENTLY ABLED (NCSC for DA)

24.10 The Ministry of Labour & Employment is committed to the implementation of the provisions of the Rights of Persons with Disabilities Act, 2016. The Directorate General of Employment (DGE) has been regularly co-ordinating and supporting Ministry of Social Justice & Empowerment (Ministry of SJE), which is the Nodal Ministry for the welfare of people with disabilities.

- Twenty –four National Career Service Centers for Differently Abled (NCSC-DA) (Erstwhile Vocational Rehabilitation Centre) have been functioning in the country, out of which, one Centre at Vadodara has been set up exclusively for women with disabilities. Three new Centres at Dimapur (Nagaland), Shillong (Meghalaya) and Dehradun (Uttarakhand) have been created during F.Y.2019-20. These centres are in the process of being operational.
- These centres evaluate the residual capacities of People with Disabilities and provide them non formal skill training with a view to integrate them in the economic mainstream and make them productive citizens of the country.
- These centres play pro-active role in creating public awareness and community participation in the rehabilitation of persons with disabilities.
- During 2020-21 these Centres have registered 6999, evaluated 6968, and rehabilitated 2742, Persons with Disabilities.
- During 2021, these Centres have registered 13743, evaluated 13705 and rehabilitated 4305 Persons with Disabilities.
- To synergize the link between demand and supply of skilled workforce, the

Government has established 5 Model Career Centres at NCSC–DAs. The Centres will focus on career counselling as a key activity for youth with disabilities to pursue skill enhancement courses that are market-driven. Outreach counselling sessions and job fairs will be a key activity in these Career Centres.

Benefits provided to Differently Abled trainees through DBT (Scheme “3468”)

“Stipend to Candidates under Scheme of Vocational Rehabilitation Centre for Handicapped (VRCs)”

24.11 At present, there are 21 NCSC for Differently-abled (erstwhile VRC for Handicapped) in the country, which evaluate the residual capacities of the handicapped (referred to as persons with disabilities also) in the categories of Locomotors, Visual & Hearing impaired, Mild Mental Retardation and Leprosy Cured and provide them adjustment training, to facilitate their early economic rehabilitation. No formal job oriented skill training is provided at these centres, however, a stipend @ Rs. 2500/- per trainee per month is paid to the beneficiary undergoing training subject to minimum 80% of the attendance in a particular month. Further rehabilitation services are also extended to the persons with disabilities living in the rural areas through the mobile camps. In Calendar Year 2022 a total stipend of Rs. 1.65 Cr was given to the beneficiaries under DBT.

ASSISTANCE TO DIFFERENTLY ABLED EX-SERVICEMEN AND DEPENDANTS

24.12 In order to provide placement services to the Differently Abled Ex-Servicemen/Border Security Force Personnel and the dependants of Defence Service Personnel/Border Security Force personnel killed or severely differently abled in action, against the vacancies reserved for ex-servicemen and earmarked for priority categories, an Ex-Servicemen Cell was set up in the Directorate General of Employment & Training in July, 1972. Subsequently, the scope of the special service was also extended for the benefit of Ex-

Servicemen differently abled during peace time as well as dependants of the Defence Service Personnel killed or severely differently abled in peace time provided that the death or differently abled was attributable to military service, with effect from Feb, 1981. During the year 2021 (Jan to Nov.) 18 differently abled Ex-Servicemen and dependents were registered for Employment Assistance.

SERVICES TO PERSONS WITH DISABILITIES THROUGH EMPLOYMENT EXCHANGES:

24.13 The Employment Service has been making special efforts to cater to the special needs of Differently Abled job-seekers, performance of which for the last five years is given as under ;-

Performance of Employment Exchanges in respect of Differently Abled Job-Seekers

(In thousands)

Year	Registration	Placements	Live Register
2017	32.1	2.2	700.6
2018	29.5	2.0	690.9
2019	32.0	2.5	689.5
2020	28.8	2.7	694.3
2021	28.0	2.6	704.8
2022	32.1	2.2	700.6

SPECIAL EMPLOYMENT EXCHANGES FOR DEFFERNTLY ABLED:

24.14 Although, Employment Exchanges under the National Employment Service are generally responsible for the placement of differently abled,

Special Employment Exchanges were also set-up for their selective placement. These exchanges attempt at securing for the differently abled the most satisfying form of employment suitable to their residual physical and mental potentialities. As reported by the States/UTs, there are 42 Special Employment Exchanges for differently abled and 38 were Special Cells dealing with differently abled job-seekers.

24.15 Thirty Eight Special Cells for the differently abled with a Special Placement Officer attached to the normal Employment Exchanges and funded by the Central Government have so far been set up by the Ministry of Social Justice & Empowerment. These are in addition to the Special Cells/Units opened for the differently abled applicants at the Employment Exchanges by various State Governments.

24.16 The performance of the Special Employment Exchanges for differently abled job-seekers is given in the following table:

Year	2017	2018	2019	2020	2021
Registration	2798	2488	2448	866	1659
Placement	71	184	175	102	145
Live Register	93295	90665	90471	87431	90902

WOMEN

24.17 Year-wise performance of Employment Exchanges in respect of women job-seekers is given below (Table 24.2):

Table 24.2

(In thousands)

Year	Registr ation	Placeme nt	Live Register Of Women	Total Live Register	% Of Live Register Of Women To Total Live Register
2011	2122.6	85.7	13694.8	40171.6	34.1
2012	3511.0	67.8	15645.8	44790.1	34.9

2013	2233.2	58.8	16549.1	46802.5	35.4
2014	2189.4	60.8	17078.3	48261.1	35.4
2015	2532.7	59.9	15540.0	43502.7	35.7
2016	2256.8	59.7	15731.4	43376.1	36.3
2017	1548.5	85.1	15519.4	42444.9	36.6
2018	1437.0	58.2	15611.0	42122.3	37.1
2019	1375.2	55.2	15709.8	42405.1	37.0
2020	748.8	45.8	15873.2	42829.2	37.1
2021	1327.5	81.1	15829.7	44071.7	35.9
2022	2122.6	85.7	13694.8	40171.6	34.1

MINORITIES

24.18 In order to have full integration of minorities in all aspects of national life, the State Governments have been advised to ensure that no discrimination is made against minority communities in matters of registration and in sponsoring names by Employment Exchanges. The State Governments have also been advised to create monitoring cells to watch the progress of minorities in the matter of their registration and placement and to instruct the Employment Exchanges to organize mobile Employment

Exchange Registration Camps in minority concentration areas.

In all there were 59 lakh job-seekers on the Live Registers of Employment Exchanges belonging to the minority communities at the end of December 2021. These account for 13.3% of total job-seekers on the Live Register.

24.19. The details of the Budget Estimates of the Schemes of Employment

Directorate for Financial Year 2022-23 are given in Table-24.17 below:

Table 24.17

S.No.	Schemes under Employment Directorate	Financial year 2021-22	
		Budget Estimates (Cr.)	Expenditure (till December 2021) in Cr.
1	“Welfare of SC/ST jobseekers through coaching, Guidance and Vocational Training and Introduction of new courses in existing National Career Service Centres (NCSCs) for SC/STs and Establishment of new NCSCs in the states not covered so far”.	23.00	14.01
2	National Career Service (NCS) Project	52.00	34.86
3	Aatmanirbhar Bharat Rojgar Yojana	6400.00	3950.00

Chapter-25

GENDER BUDGETING

25.1 The Gender Budget Cell is headed by Chief Controller of Accounts (CCA) who is assisted by Controller of Accounts (CA). The Gender Budget Statement (Statement 13) is released every year alongside with the Union Budget to reflect the expenditure on Women and Child under the various schemes.

The Gender Budget Statement (Statement 13) for the FY 2021-22 is at **Annexure 1**.

25.2 A Broad Based Committee for Gender Analysis and Budgeting has been constituted under the Chairpersonship of Secretary, Ministry of Women and Child Development (MoW&CD) with Government and private stakeholders to evaluate and suggest action plan for moving forward towards addressing the gender concerns and

reviewing the action taken by the Ministries/ Departments for advancing Gender Budgeting. Chief Controller of Accounts, Ministry of Labour & Employment has been nominated as a member in the committee and Director (B &A) as Nodal Officer to represent Ministry of Labour & Employment.

WELFARE OF SC/ST

25.3 The Scheme includes National Career Service Centers for SC/ST to provide confidence building, training programmes and vocational guidance for candidates belonging to that category. These National Career Service Centres have been involved in Pre-Recruitment Training Courses for various Nationalized Banks and agencies.

(Rs. in crore)

Programme	Expected Outcome/objective	Gender Component of programme /Sub Programme	Total Public Expenditure for financial year (2022-23)	Total Public Expenditure on Woman/ for financial year (2022-23)	Gender Disaggregated Beneficiaries (extent of benefits to women) (2022-23)/ Targets and Performance number of female beneficiaries/ Physical financial other
1	2	3	4	5	6
“Welfare of SC/ST jobseekers through coaching, Guidance and Vocational Training and Introduction of new courses in existing National Career Service Centres (NCSCs) for SC/STs and Establishment of new NCSCs in the States not covered so far”	To enhance the employability of SC/ST job seekers through coaching, Guidance & Vocational Training	The programme is both for men & women unemployed educated job seekers	14.50	7.25	72774 (50%)

Annexure 1**(in Crores)**

S. No.	Name of the Scheme	Actual 2020-21	BE 2021-22	RE 2021-22	BE 2022-23
1	National Child Labour Project including grants in aid to voluntary agencies and reimbursement of assistance to bonded labour	42.54	120.00	30.00	30.00
2	Labour Welfare Scheme	55.61	150.00	119.00	120.00
3	Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM)	319.71	400.00	350.00	350.00
	Total	417.86	670.00	499.00	500.00



Ministry of Labour & Employment

(Government of India)

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