



सत्यमेव जयते

ANNUAL REPORT 2025-26

**Ministry of Labour & Employment
Government of India**

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Chapter-1

HIGHLIGHTS OF IMPORTANT ACTIVITIES

INTRODUCTION

1.1 Work is a part of everyone's daily life and is crucial to one's dignity, well-being and development as a human being. Economic development means not only creation of jobs but also working conditions in which one can work with freedom, safety and dignity. The Ministry of Labour & Employment, one of the oldest and important Ministries of the Government of India, is functioning to ensure improving life and dignity of labour force of the country by protecting and safeguarding the interest of workers, promoting their welfare and providing social security to the labour force both in Organized and Unorganized Sector by enactment and implementation of various Labour Laws, which regulate the terms and conditions of service and employment of workers. The State Governments are also competent to enact legislation, as labour is a subject in the Concurrent List under the Constitution of India.

1.2 The Ministry of Labour and Employment has taken several initiatives, legislative as well as administrative, to provide decent working conditions and improved quality of life for workers, and ease of doing business through simplification of Labour Laws. The endeavour of the Ministry is to create a climate of trust that is essential for economic growth and development and for the dignity of the labour force of the country.

New Initiatives / Important Activities

LEGISLATIVE INITIATIVES

LABOUR CODES

1.3 In a historic decision, the Central Government has notified 4 Labour Codes, namely, the Code

on Wages, 2019, on 8th August, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020 & the Occupational Safety, Health and Working Conditions Code, 2020 on 29th September, 2020, by amalgamating and rationalising 29 existing labour laws. These Codes are made effective from 21st November 2025 across the country. Further, the Rules under the four Labour Codes have also been pre-published **on 30.12.2025** for seeking comments from stakeholders.

1.4 By modernising labour regulations, enhancing workers' welfare and aligning the labour ecosystem with the evolving world of work, Labour Codes implementation lays the foundation for a future-ready workforce and stronger, resilient industries driving labour reforms for **Aatmanirbhar Bharat**.

1.5 Codification of the Labour Laws will, inter alia, reduce multiplicity of definitions & authorities, facilitate implementation & use of technology in enforcement of labour laws and bring transparency & accountability in enforcement which would promote setting up of more enterprises, thus catalysing the creation of employment opportunities in the country. Hence, it would promote setting up of industries by reducing rigidity of labour market and facilitate hassle-free compliance, paving the way for realizing the goal of Atmanirbhar Bharat. Simultaneously, it will harmonize needs of workers and industry and will prove an important milestone for welfare of the workers.

Major benefits of the four labour codes are given below:

- **Uniformity of Definitions:** A key

provision is the uniformity in definitions, especially of "wages," "employee," ensuring uniformity across all codes.

- **Web-based Inspection system:** Use of technology, such as, web- based Inspection has been introduced in order to ensure transparency and accountability in enforcement.
- Inspectors are now **Inspector-cum-Facilitators** to support compliance and guide the employers and workers, eliminating "inspector raj."
- Provision of **Compounding of offences** is introduced.
- The codes also provide for **Decriminalization of offences, replacing criminal penalties** (like imprisonment) with civil penalties (like monetary fines) for first time offences.
- **Simplified compliance:** Single license, single registration, and single return system.
- **No gender-based discrimination**, including against transgender persons, in recruitment, wages or work conditions.
- **Greater opportunities for women:** Women allowed to work in all sectors, including night shifts with consent and safety measures.
- **Women must have proportional representation** in Grievance Redressal Committees.

1.6 Key features of the Labour Codes relating to benefits to 'workers': -

- A statutory right to all workers for minimum wages and timely payment of wages.
- Safe and healthy working conditions for all workers.
- Provision for annual health check-up and

formalisation of employment by issuing appointment letters to all employees.

- Provision of Workers' Re-skilling Fund for reskilling of retrenched workers.
- Women are allowed to work at night, subject to their consent and safety
- Employees' State Insurance Corporation (ESIC) coverage on voluntary basis for establishments having less than 10 employees
- Benefits under ESIC can also be made applicable through notification to an establishment which carries on hazardous or life-threatening occupation in which even a single employee is employed.
- Extension of benefits to unorganised workers and to their family members through ESIC or Employees' Provident Fund Organisation (EPFO)
- Setting up of a Social Security Fund for formulating schemes for unorganised workers, etc.
- The gig worker and the platform worker have been defined for the first time in the Labour Code. It also has provisions for formulating schemes to provide social security benefits relating to life and disability cover, accident insurance, health and maternity benefits, old age protection etc.

1.7 Social Security Coverage

- **Social protection** coverage has risen sharply from 19% in 2015 to 64.3% in 2025. Now India ranks 2nd in the World after China in providing social protection to its citizen.
- India has been conferred with the prestigious **International Social Security Association (ISSA) Award**

2025 for 'Outstanding Achievement in Social Security' on 3rd October, 2025 in Kuala Lumpur, Malaysia.

- Government of India signed an MoU on 16th September, 2025 with ILO to Advance International Reference Classification of Occupations' which in turn will help in International labour Mobility.

1.8 Pradhan Mantri Viksit Bharat Rozgar Yojana (PMVBRY)

The Pradhan Mantri Viksit Bharat Rozgar Yojana (PMVBRY) is a flagship initiative of the Government of India, designed to accelerate employment generation and promote formalization within the workforce. Approved by the Government on 1 July 2025 and launched by the Hon'ble Prime Minister on 15 August 2025, the scheme underscores the government's commitment to inclusive and sustainable growth. The registration period, from 1 August 2025 to 31 July 2027, provides a two-year window for eligible employers and employees to enrol. With a budgetary allocation of ₹99,446 crore, the scheme aims to facilitate the creation of 3.5 crore new jobs across India, aligning with the national vision of building a *Viksit Bharat* by 2047.

1.9 Fostering Employment and Workforce Formalization:

The PMVBRY adopts a comprehensive approach to stimulate job creation, sustain employment, and enhance employability, especially among India's youth. It also aims to expand social security coverage under the Employees' Provident Fund Organization (EPFO), thereby strengthening the country's formal workforce ecosystem. With a strong focus on revitalizing manufacturing employment, the scheme complements India's broader industrial transformation and the *Aatmanirbhar Bharat* mission.

1.10 Structure and Incentive Framework: The PMVBRY comprises two key components that incentivize both employees and employers to create and sustain formal jobs.

Part A – Incentive for First-Time Employees: This component provides direct financial support to first-time entrants into the formal workforce. Beneficiaries receive an incentive equivalent to one month's EPF wage, up to a maximum of ₹15,000, paid in two installments the first after six months of continuous service and the second after twelve months, following the completion of a Financial Literacy Programme. The second installment is credited to a secured savings instrument to encourage financial inclusion and savings. About 1.92 crore employees are expected to benefit under this component.

Part B – Incentive for Employers (Focus on Manufacturing): This component encourages employers to undertake sustained additional hiring beyond their baseline workforce. Establishments with fewer than 50 employees can claim incentives for up to two new hires, while those with 50 or more employees can claim for up to five new hires. Employers maintaining additional employment for at least six months are eligible for incentives up to ₹3,000 per employee per month for two years, extended to four years for manufacturing units. The incentive varies by EPF wage:

EPF Wage Slabs of Additional Employee	Benefit to the Employer(per additional employment per month)
<= Rs.10,000*	Upto Rs. 1,000
>Rs. 10,000 and <= Rs. 20,000	Rs. 2,000
> Rs. 20,000 (up to gross wage <= Rs. 1 Lakh/month)	Rs. 3,000

This component is projected to benefit 2.59 crore employees, boosting formal employment across the nation.

1.11 Implementation Progress:

- Scheme rolled out across all States and Union Territories
- Official landing page Operationalized: <https://pmvbry.epfindia.gov.in/>
- Core framework, operating guidelines, and FAQs released
- Help Desk/Toll-Free Numbers: 14480 / 1800-180-1850 established
- Steering Committee constituted; first meeting held in September 2025
- The Secretary (L&E) chaired Inter-ministerial meeting to strengthen outreach and implementation across labor-intensive Ministries.
- HLEM chaired meeting of State Labour and Industry Ministers in July & August 2025
- Parliamentary Consultative Committee meeting on the Scheme convened in August 2025.
- State Cross Functional team consisting of officers from EPFO, ESIC and CLC constituted for implementation & Outreach Activities.
- Extensive media and outreach activities across States and UTs with industry collaboration.
- 14,266 Outreach initiatives
- 7,744 Workshops and meetings
- 6,522 Social media engagements

1.12. Regional conferences:

A two-day National level meeting with Labour Ministers and Secretaries of States & UTs, was

held on 29-30 January 2025 in New Delhi under the Chairmanship of Dr. Mansukh Mandaviya, Hon'ble Union Minister of Labour & Employment. The agenda of the meeting included the issues of Labour Reforms, Social Security for Organized Workers (ESIC), National Career Services (NCS) and Model Career Centre (MCC), Social Security for Unorganized Workers, Transformation of role of Inspector to Inspector-cum-Facilitator and Contract Labour and other matters where engagement with State Governments is important.

1.13. A two-day National Conference of Labour & Employment and Industry Ministers and Secretaries of States/UTs was held on 11-12 November 2025 in New Delhi under the Chairmanship of Dr. Mansukh Mandaviya, Hon'ble Union Minister of Labour & Employment. The agenda of the meeting included the issues of Pradhan Mantri Viksit Bharat Rojgar Yojana, Draft National Labour & Employment Policy, Draft Private Placement Agency Bill, Building and Other Construction Workers (BOCW), Labour Reforms, ESIC, Digital Portals of MoL&E, Data Sharing between EPFO and State Governments for expending Social Security, Capacity Building of States/UTs by VV Giri National Labour Institute (VVGNI), Labour Bureau and other matters where engagement with State Governments is important.

1.14 Shram Suvidha Portal:

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

- Office of the Chief Labour Commissioner (Central)
- Directorate General of Mines Safety

- Employees' Provident Fund Organisation (EPFO); and
- Employees' State Insurance Corporation (ESIC)

1.15 Main Features of the Portal are as follows:

- Key modules available on the portals for ease of compliance of labour laws by the employers are as follows: -
 1. Registration
 2. License
 3. Returns
 4. Inspection
- **Unique Labour Identification Number (LIN):** This facility was started on the portal with its launch on 16.10.2014 itself wherein a unique LIN is allotted to each inspectable unit after registration to facilitate online inspection & compliance by the employers. As on 31.12.2025, 51,06,808 unique LINs have been allotted on SSP.
- **Online Return:** Each inspectable unit is now required to file single self-certified and simplified annual return instead of filling separate returns as required earlier. 5,06,106 online returns have been filed on Shram Suvidha Portal as on 31.12.2025 in central sphere (sum of CLC and DGMS returns only) and 54 returns filed under the state sphere.
- **Transparent Labour Inspection Scheme** through computerized system on risk-based criteria. Salient features of the inspection scheme are as follows:
 1. A computerized list of inspection is generated randomly based on risk based objective criteria.

2. Serious matters are to be covered under the mandatory inspection list.
3. Complaints based inspections are determined centrally by Central Analysis and Intelligence Units (CAIU) of each of the enforcement agencies after examination based on data and evidence.
4. Mandatory uploading of inspection reports within 48 hours.

1.16 COMMON REGISTRATION

At present the portal has a facility for common registration form for EPFO and ESIC. 6,70,229 units with EPFO & 7,29,630 units with ESIC have been registered as on 31.12.2025. Registration for establishments not covered under EPFO and ESIC: 35,868 such establishments have been registered through the portal as on 31.12.2025.

Registration for EPFO & ESIC for new Public & Private Limited Companies and One Person Company has been made operational at the time of incorporation of the company itself through Spice+ and AGILE-PRO e.forms on MCA portal (www.mca.gov.in) with effect from 08.10.2020

1.17 State Integration

For the establishments covered by the state labour enforcement agencies data is being shared with the Ministry and thereafter, LIN is allotted. As on date, Haryana, Gujarat, Rajasthan, Uttar Pradesh, Madhya Pradesh, Maharashtra, Punjab, Uttarakhand and Delhi are integrated with the Portal.

1.18 Start Up India

Facility for exemption from Labour Inspections under is also provided to the Start-ups which submit self-certified declarations through Shram Suvidha Portal. State/UT Governments have been advised to regulate the inspections for the Start-Ups, wherever applicable and extend the self-certification compliance regime from 3 years to 5 years.

1.19 Revamping of Shram Suvidha Portal as per Labour codes

Hon'ble Finance Minister in Para 102 of the budget speech 2024-25 had announced "Shram Suvidha and Samadhan portals will be revamped to enhance ease of compliance for industry and trade."

The Government of India has implemented four Labour Codes - the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020 with effect from 21st November 2025, rationalising 29 existing labour laws. In accordance with the labour codes the Shram Suvidha Portal is being revamped for launch upon finalization of the rules to facilitate:

- Single registration including amendments, renewals etc
- Common License including their Renewal/amendment;
- Common Annual Return
- Web based randomized inspection system

Directorate General of Employment

1.20 National Career Service

The Ministry is implementing the National Career Service (NCS) Project as a Mission Mode Project for transformation of the National Employment Service to provide a variety of employment related services like career counselling, vocational guidance, information on skill development courses, apprenticeship, internships etc. The NCS Portal (www.ncs.gov.in) was dedicated to the Nation by Hon'ble Prime Minister of India on 20.07.2015. For more details please refer chapter 23.

1.21 eShram

- **Registrations on eShram has crossed**

31.34 crores, showcasing its rapid and widespread adoption among the unorganised workers. This achievement highlights the social impact and the Government's commitment to support unorganised workers across the country.

- Ministry of Labour & Employment launched the eShram as "One-Stop-Solution" on 21st October 2024 for unorganised labour to have access to various social sector schemes as they register on eShram to access social security schemes and see benefits availed by them so far.
- So far, fourteen (14) social security schemes have been integrated or mapped with the eShram portal, including key initiatives such as Pradhan Mantri Suraksha Bima Yojana (PMSBY), Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY), One Nation One Ration Card (ONORC) and Pradhan Mantri Jan Arogya Yojana (PMJAY). In addition, eShram has been integrated with several major Government of India portals, including the Skill India Digital Hub (SIDH), National Career Service (NCS), UMANG, MyScheme, DigiLocker, and Open Government Data (OGD) platform. This integration is part of an ongoing effort by the Ministry of Labour & Employment (MoLE) to bring additional schemes and portals onto the eShram platform in a phased manner. Furthermore, the platform enables implementing agencies to leverage eShram data to promote scheme saturation and effectively target potential beneficiaries at both the State and District levels.
- Data sharing guidelines for disseminating eShram data to States and Union Territories have been formulated and issued. In line with these guidelines, the

eShram portal is actively facilitating data sharing with all States/ UTs to support targeted delivery and saturation of welfare schemes for unorganised workers. States and UTs have been advised to complete the verification of eShram registrants to ensure data accuracy and effective scheme implementation. Additionally, the process of reverse data sharing has been initiated, with Tamil Nadu serving as the pilot State for integration.

- The eShram Platform Workers module, launched on 12th December 2024, is designed to enable the onboarding of aggregators, verification of platform workers and facilitate implementation of envisaged Pradhan Mantri Jan Arogya Yojana (PMJAY) for platform workers. Till date, 12 major aggregators have been onboarded and over 5.10 lakh platform workers have registered on the eShram portal. To further support outreach and registration efforts, three nationwide registration camps were conducted in April, May and August 2025.
- To further empower States/ UTs, eShram Microsite was launched on 29th January 2025 by Hon'ble Minister of Labour & Employment. The vision of MoLE is to provide every State/ UT with its own dedicated eShram microsite. By doing so, MoLE aims to make eShram more accessible, impactful and aligned with the unique needs of each state. The microsite will simplify the processes of worker registration, data updates and verification, while also offering state-specific analytics for each State/ UT. Creating State level microsites for eShram is a crucial step in bringing the platform closer to those it serves. By localising eShram's functionality, MoLE

aims to strengthen governance, enhance service delivery and positively impact the lives of millions of unorganised workers across India. Microsite for Telangana was launched was on 31 October, in addition to existing sites for Gujarat and Punjab.

1.22 EMPLOYEES STATE INSURANCE CORPORATION (ESIC):

1.22.1 Measures taken by ESIC :

Medical

1. The Common Support Mission was formed with objective to review the ESIS Medical Facilities and to provide required support to those who are in need of hand holding for betterment of facilities.
2. “Swasth Nari, Sashakt Parivaar Abhiyan” was conducted from 17th September to 2nd October, 2025, with an emphasis on strengthening health and nutrition services for women, adolescent girls, and children. The campaign aimed at the early detection of diseases, improving access to essential services, and promoting a healthy lifestyle for families. Overall, 8,21,711 screenings were conducted.
3. ESIC has released SOPs for Hospitals specifically designed to ensure streamlined operations and maintain uniformity across its extensive network of healthcare facilities.
4. ESIC has released SOPs for Dispensaries to establish a framework for consistent, safe, and patient-centred care across all primary healthcare settings.
5. **10 New ESIC Medical Colleges made operational:** In line with the Hon'ble Prime Minister's pledge to add **75,000 new medical seats** over the next five years, the ESIC has approved the

establishment of **ten new medical colleges** across India. This initiative aims to expand medical education and strengthen the country's healthcare infrastructure. As of **15 October 2025**, ESIC has made notable progress in securing **Letters of Permission (LoP)** for these colleges. Out of 10, **nine colleges** have received LoPs. Further, the Corporation also approved setting up of 10 more new Medical Colleges at Margao(Goa), Surat(Gujarat), Manesar (Haryana), Andhura(Odisha), Asansol (West Bengal), Kollam(Kerala), Bibvewadi (Pune), Pandu Nagar (Uttar Pradesh), Nagpur (Maharashtra) and Vishakhapatnam (Andhra Pradesh).

Non-Medical

The launch of SPREE (Scheme to Promote Registration of Employers/Employees) with the objective of encouraging Employers/Employees who have been left out from the coverage of ESI Act, to get covered themselves under the Act without any botheration of retrospective coverage and punitive action. The scheme launched vide Instructions dated 01.07.2025 and will remain open for the period of six months from 1st July 2025 to 31st December, 2025. Further the Scheme is extended for a further period of one month from 01.01.2026 to 31.01.2026

The Amnesty Scheme - 2025, a one-time dispute resolution window from 1st October 2025 to 30th September 2026 aimed at reducing litigation and promoting compliance under the ESI Act.

The Atal Beemit Vyakti Kalyan Yojana is a welfare scheme of the Employees' State Insurance Corporation, under which unemployed insured persons are provided cash relief for a period of

maximum 90 days. The rate of the benefit is 50% of his average daily wages. The scheme came into existence on 01.07.2018 on a pilot basis initially for a period of two years i.e. up to 30.06.2020, However, keeping in view of the need of the IPs, the scheme has been extended from time to time. Recently, vide Gazette notification dated 28.04.2025 the scheme has further been extended for another two years w.e.f. 01.07.2024 to 30.06.2026 with relaxed contributory conditions.

The Employees' State Insurance Corporation, in exercise of powers under Section 33 of the Code on Social Security, 2020, has approved a modification in the Rajiv Gandhi Shramik Kalyan Yojana. In its 196th meeting held on 27.06.2025, the Corporation approved the delegation of powers to the Director General, ESIC, to grant relaxation in the time limit for submission of claims/applications for Unemployment Allowance. The relaxation extends the permissible period from 12 months to 24 months from the date of loss of employment, on a case-to-case basis.

ESIC is going to provide a facility for downloading the 'Revamped Pehchan Card' through the Employer Portal, IP Portal, and Staff Portal for Insured Persons (IPs) and their family members separately. A QR code shall be printed on the 'Revamped Pehchan Card', and there shall be a provision for printing the photograph of the IPs and their family members on the card.

Simplification of Existing Damages Framework - ESIC has simplified its damages framework by replacing the earlier system of graded rates with a uniform fixed rate structure. Under the

previous framework, the maximum rate of damages was 25% per annum; this has now been revised to 1% per month on the amount payable by the employer. This reform aims to promote compliance, minimize disputes, and foster a more conducive regulatory environment, thereby contributing to the ease of doing business.

1.22.2 Medical Services – ESI Society

ESI Scheme provides comprehensive medical care to Insured Persons and their dependents from the day of entry into insurable employment, including OPD, IPD, specialist, super-speciality services, medicines and diagnostics.

Medical services are delivered through a wide network comprising ESIC/ESIS Hospitals, Dispensaries, DCBOs, IMP clinics, EUDs and tie-up arrangements with private/Government hospitals.

The medical facilities offered cover preventive, promotive, curative and rehabilitative healthcare needs of beneficiaries.

In-patient treatment is provided through ESIC/ESIS Hospitals, and referrals to empanelled hospitals are made wherever specialised care is required.

Medical Infrastructure of ESIC in the country is as below: -

Total number of ESI Hospitals	166
Hospitals directly run by ESI Corporation	62
Hospitals run by State Government	104
Total number of Dispensaries	1603
Total number of Dispensary Cum Branch Offices	117
Total number of Sanctioned beds in ESIC/ ESIS hospitals	28915
Total number of Insured Medical Practitioners	863

State ESI Society has been operationalized in Chhattisgarh, Maharashtra, Tripura, Jammu & Kashmir and Bihar. The State Society has been approved for the states of Sikkim, Himachal Pradesh and Tamil Nadu are yet to be operationalized. Funds are being released directly to the bank accounts of respective Societies. 21 states have consented to form the State ESI Society and the matter is continuously being pursued with these states.

1.22.3 New initiatives under Health Reforms Agenda ESIC 2.0

The following new initiatives have been undertaken to strengthen ESIC's healthcare infrastructure and service delivery:

1. Bed Strength Enhancement in ESIC Hospitals

ESIC has approved significant bed strength enhancement across six hospitals as under, substantially improving healthcare infrastructure and patient accommodation capabilities.

Sl. No.	State	Hospitals	From	To	Date
1	Rajasthan	ESIC Medical College & Hospital, Alwar	330	420	23.09.2024
2	Bihar	ESIC Medical College & Hospital, Bihta, Bihar	330	420	23.09.2024
3	Assam	ESIC Medical College & Hospital, Beltola	85	220	16.01.2025
4	Jharkhand	ESIC Medical College & Hospital, Ranchi	200	220	16.01.2025
5	Uttar Pradesh	ESIC Medical College & Hospital, Varanasi	150	220	16.01.2025
6	Madhya Pradesh	ESIC Medical College & Hospital, Indore	300	420	11.02.2025

2. New Approvals of ESIC / ESIS Medical Facilities

- a) Establishment of Modified Employer's Utilization Dispensary (mEUD) at AUM Foundation Health Centre, Valsad, Gujarat (operational from 02.02.2025).
- b) Upgradation of ESIS Dispensary, Sarapaka (Telangana) from 1-doctor to 3-doctor dispensary (w.e.f. 15.05.2025).

3. Starting of New ESIC Hospital

New 50-bedded (expandable to 100 beds) ESIC Hospital at Kala Amb, Himachal Pradesh inaugurated on 31.05.2025.

4. Taking Over of State-run ESIS Hospitals

- a) ESIS Hospital, Gorimedu, Puducherry – MoU signed on 19.05.2025.
- b) ESIS Hospital, Surat – MoU signed on 03.09.2025.

5. In-principle Approval for New ESIC Hospital

Approval granted for 100-bedded ESIC Hospital at Shillong, Meghalaya (15.09.2025).

Under ESIC 2.0, the scheme has been extended to all 36 states and Union Territories. There has been a massive geographical expansion of ESI Scheme since the launch of ESIC 2.0 and the scheme as on 01.11.2025 stands extended to 713 districts of the country which includes 620 complete districts and 93 partially notified districts.

ESIC in its 194th Corporation has approved Pan-India Convergence with AB-PMJAY. ESIC beneficiaries will have access to medical facilities at more than 30,000 Hospitals empaneled with AB-PMJAY for secondary and tertiary care (for the services not available in-house), ensuring quality health care across the country. As part of the pilot run, the soft launch was initiated on 17.05.2025 at ESIC Hospitals Bapunagar, Beltola and Gurgaon, where these

hospitals begin referring eligible patients to PMJAY-empanelled hospitals to test technical integration and identify operational issues. Following this initial phase, the pilot was scaled up to all ESIC Hospitals in Assam, Haryana and Gujarat, along with DCBO Bhavnagar, ensuring wider testing of referral workflows and system interoperability.

ESIC has formulated a policy framework for extending medical care to ESIC beneficiaries through State Government-run Primary Health Centres (PHCs) and Community Health Centres (CHCs) in non-implemented, partially implemented districts and unserved areas. Under this policy, a Memorandum of Understanding (MoU) has already been executed with the Government of Nagaland and approval has been granted for entering into a similar MoU with the Government of Mizoram. Furthermore, in order to finalize the Standard Operating Procedures (SOPs) and to identify and address challenges related to the nationwide rollout of the PHC-CHC policy, a series of consultations and meetings are being held with the National Health Mission (NHM).

1.23 EMPLOYEES' PROVIDENT FUND ORGANISATION (EPFO)

The Employees' Provident Fund Organisation, an autonomous body under the Ministry of Labour & Employment (MoL&E), Government of India, administers the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 and the Schemes framed there under. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 is a welfare legislation enacted for the purpose of instituting Provident Funds, Pension Fund and Deposit Linked Insurance Fund for employees working in factories and other establishments. The Act aims to provide social security and timely monetary assistance to industrial employees and their families when they are in distress and/or unable to meet family and social obligations and to

protect them in old age, disablement, early death of bread winner and similar contingencies.

1.23.2 SCHEMES FRAMED UNDER THE EPF & MP ACT, 1952

Following three Schemes have been framed under the Act:-

- i. **The Employees' Provident Funds Scheme, 1952 (EPF)** (w.e.f 1st November 1952) -*Provident Fund is based on a defined contribution scheme where both the employees and the employers contribute their mandated share.*
- ii. **The Employees' Pension Scheme, 1995 (EPS)** (w.e.f 16th November 1995) {replacing the Employees' Family Pension Scheme, 1971} - *A mix of "defined contribution" and "defined benefit" forms the Pension Scheme. The employees do not have to contribute to this scheme.*
- iii. **The Employees' Deposit Linked Insurance Scheme, 1976 (EDLI)** (w.e.f. 1st August 1976) - *Insurance Scheme is a deposit linked Scheme that provides for benefits up to Rs. 7,00,000/- without any contribution from employees*

1.23.3 CUMULATIVE CORPUS UNDER THE ACT

Total cumulative investment corpus of all three schemes (EPF, EPS and EDLI) administered by EPFO excluding the corpus managed by exempted Provident Fund Trusts as on 31.03.2025, stands at Rs. 28,04,723.47 Cr.

1.23.4 RATE OF INTEREST

The rate of Interest declared on the deposits of members to the Employees' Provident Fund was 8.25% (on monthly running balance) for 2024-25.

1.23.5 New Initiatives undertaken by EPFO

- a) Auto settlement of withdrawals upto **Rs. 5 lakh**, dispensing with mandatory

cheque/passbook uploading.

- b) **Centralized Pension Payment System (CPPS)** enabling Employee Pension Scheme (EPS) Pensioners to get pension from any bank, any branch, anywhere in India from January 2025.
- c) **Signing of Banking Agreement:**
EPFO entered into agreements with 15 additional banks, both in public and private sector, on 01.04.2025 to enable direct payment of annual collections and provide direct access to employers who maintain their accounts with these banks, to pay their monthly contributions. EPFO has already empaneled 17 banks, and with the addition of these 15 banks, the total number has gone up to 32 banks. The agreement with the banks were signed in the august presence of Hon'ble Labour & Employment Minister.
- d) **Removal of uploading of the image of cheque leaf/ attested bank passbook and Removal of the requirement of Employer approval for seeding bank account details with UAN:**

In continuation of earlier efforts to facilitate the speedy settlement of claims filed online and to reduce the rejection of claims, a Circular dated 03.04.2025 has been issued regarding removal of uploading of the image of cheque leaf/attested bank passbook and removal of the requirement of Employer approval for seeding bank account details with UAN. Further, all requests pending for bank KYC seeding at Employer level will be auto approved following the verification process from Bank/NPCI.

- e) **Advance under Para 68B (7) of EPF Scheme, 1952 based on self-declaration:**

To facilitate members to avail advance under Para 68B (7) of EPF Scheme, 1952 – which *provides for advances towards additions,*

substantial alterations or improvements necessary to the dwelling house owned by the member or by the spouse or jointly by the member and the spouse - a Circular dated 17.04.2025 has been issued. Members can now avail this advance based on a self-declaration confirming that the claim is made only after 60 months from the date of completion of the dwelling house and without linking to previous withdrawal under Para 68B.

f) Bulk generation of UAN in certain special cases:

A software functionality made available to the Field Offices for bulk generation of UANs in special cases. To ensure proper accounting of Past Accumulations remitted to EPFO by Exempted PF Trusts –

- a. consequent to the surrender/cancellation of exemption and,
- b. also, in other cases involving remittance of past period contributions consequent to quasi-judicial/recovery proceedings, it has been decided to relax the requirement of Aadhaar for generation of UAN/credit of Past Accumulations for such members.

This facility allows bulk generation of UANs based on the Member ID & other member information available on record, enabling prompt credit of funds in the accounts of such members. (Circular dated 25.04.2025)

g) Revamped Appendix-E functionality:

A revamped Appendix-E functionality has been developed to ensure proper bifurcation of taxable and non-taxable Member Balances. In few cases related to surrender/cancellation of Exemption, TDS on the Annual interest was incorrectly deducted on the total Past Accumulations instead of the actual interest earned on the taxable portion of the Member contributions due to incorrect submission of data by such Employers. To facilitate rectification of

such errors, the revamped Appendix-E now allows proper bifurcation of taxable and non-taxable balances. In addition to existing features, it also enables adjustment of the Taxable Opening Balance, Non-Taxable Opening Balance, and Total Opening Balance. (Circular dated 25.04.2025)

h) Revamped Form 13 (Transfer-out) Functionality - Simplification of Transfer Claim Process:

A revamped Form 13 (Transfer-out) functionality has been developed for simplification of Transfer claim process. The updated functionality now incorporates bifurcation of taxable and non-taxable components of PF accumulations. The 3-level processing at the Transferee (Destination) Office has been dispensed with. Once the transfer claim gets approved at the Transferor (Source) Office, the Provident Fund accumulation and Pension Service of the member pertaining to the previous account will automatically get added to the present account at the Transferee (Destination) Office without the requirement of any additional processing. The introduction of the revised process shall reduce the processing time of transfer claims contributing to enhanced efficiency in the Field Offices resulting in speedier and seamless service to members.

i) Generation of Universal Account Number (UAN) using Aadhaar Face Authentication Technology:

In April 2025, new facility was introduced to empower Member to generate UAN using Aadhaar Face Authentication technology (FAT) using Umang Mobile App. This was made mandatory from 1st August 2025. This new facility has ensured error-free generation of UAN for all members empowering them to know their newly allotted UAN instantly in their mobile along with the password to access the UAN in the Member's Portal and to seamlessly access all

the online services like filing of claims, downloading of Passbook, check the balance etc. This facility also helps in ensuring that the member credentials are captured in EPFO systems at the time of onboarding itself thereby clearly establishing member's identity and preventing any chance of UAN generation without member's knowledge or possibility of identity theft. The members who have got UAN generated earlier but are yet to activate their UAN (ie. link their mobile number with UAN) can also make use of this facility for such activation. The members who have already generated & activated their UANs earlier can now complete their biometric authentication through FAT using this new facility.

j) Simplification in the process of seeding of Aadhaar (first time) or correction of Aadhaar in Universal Account Number (UAN):

With effect from August 2025, a new facility has been enabled on the EPFO Member's Portal to facilitate Aadhaar seeding for members whose Aadhaar is not yet linked with their Universal Account Number (UAN), through the Joint Declaration mechanism, in accordance with EPFO Circular dated 13.08.2025.

Under this facility:

- Where the Aadhaar details exactly match the demographic details available in the UAN profile, the employer is authorised to seed Aadhaar directly in the system. No further approval or intervention from the EPFO office is required in such cases.
- In cases where there is any mismatch between Aadhaar data and UAN profile details, the employer may forward the request online to the concerned EPFO office for verification and rectification.
- To ensure inclusivity and ease of access, members whose employers are no longer available may directly approach the Public

Relations Officer (PRO) of the EPFO office, who is empowered to submit and process the request online on behalf of the member.

- The facility also provides for correction of Aadhaar details in cases where incorrect Aadhaar information was previously seeded against the member's UAN.

This initiative has significantly streamlined Aadhaar seeding and correction processes, reduced dependency on manual interventions, and enhanced ease of service delivery, data accuracy, and member convenience, thereby strengthening the digital governance framework of EPFO.

k) Delinking of Erroneous/Fraudulent UANs:

Facility has now been provided to members in their UAN login to delink erroneous / fraudulent linkage of their UAN to deter unscrupulous activities.

l) Simplification of process for credit of Death Claims to minor children:

To expedite benefit disbursement in cases involving minor nominees, EPFO has dispensed with the requirement of submitting a Guardianship Certificate for PF claim settlement, subject to the condition that a bank account is opened in the name of the minor. As per Circular dated 13.08.2025, admissible amounts are now credited directly to the minor's bank account, enabling faster settlement of benefits under the Provident Fund, Pension, and EDLI schemes, and ensuring timely financial support to bereaved families through a simplified, member-centric process.

m) The benefits under the EDLI Scheme 1976 have been further liberalised through Important Amendments in the EDLI Scheme vide G.S.R. 476(E) dated 18.07.2025;

- The minimum benefit payable to dependents/legal heirs of members whose

average PF balance is less than ₹. 50,000, whether rendered continuous service of 12 months or not, has been raised to ₹. 50,000.

- The members who die within six months of their last contribution received, provided they were still on the employers' rolls, EDLI benefits would be payable to dependents/legal heirs of employees as per the Scheme.
 - For determining the continuous period of twelve months required for minimum assurance benefit, a gap of up to 60 days between two spells of employments would be ignored and such multiple services shall be treated as continuous service. Further, for uniform interpretation and removal of any ambiguity, a clarification has been issued that continuous spell of service immediately followed by Saturdays, Sundays or any declared weekly off in the last or present establishment, national holiday, Gazetted Holiday, state Holiday and restricted holiday are to be treated as part of continuous service and shall not be treated as break in service.
- n) Simplification of Transfer Claims - Transfer Certificate in Annexure K now made available in Member Portal:

To enhance transparency and improve member convenience, the Transfer Certificate (Annexure K)—which contains the comprehensive record of a member's Provident Fund account, including PF balance with interest, complete service history for EPS benefit computation, and employment details—has been made available for online download on the EPFO Member Portal. Members can access the document through the pathway Member Portal → Online Services → Track Claim Status → Download Annexure K. This initiative forms part of EPFO's ongoing efforts to deliver member-centric, technology-driven services, ensuring greater efficiency, transparency, and ease of access.

o) Launch of the revamped Electronic Challan-cum-Return (ECR) from wage month September 2025 onwards:

With effect from the wage month September 2025, EPFO has introduced a revamped Electronic Challan-cum-Return (ECR) system on the Employer Portal to streamline return filing and ensure statutory compliance. The upgraded system provides for segregation of return submission and payment generation, incorporates system-based validations to prevent incorrect filings, and enables auto-calculation of damages under section 14B and interest under section 7Q. Payment of interest under section 7Q has been made mandatory along with monthly contributions. The system also allows revision of ECRs, subject to prescribed conditions, while retaining the existing ECR format, and mandates month-wise, sequential filing of ECRs. This reform strengthens compliance, accuracy, and transparency in employer filings.

p) Simplification and liberalization of EPF partial withdrawal provisions:

The Central Board of Trustees (CBT), headed by Hon'ble Minister for Labour & Employment has simplified the partial withdrawal provisions of the EPF Scheme by merging 13 complex rules into a single, streamlined framework, categorised under Essential Needs (illness, education, marriage), Housing Needs, and Special Circumstances. Withdrawal limits have been liberalised, permitting up to 10 withdrawals for education and 5 for marriage, as against the earlier combined limit of three. The minimum service requirement has been uniformly reduced to 12 months for all partial withdrawals. Under Special Circumstances, members may now apply without assigning any reason. Further, a provision has been introduced to earmark 25% of member contributions as a minimum balance, ensuring continued accrual of high EPFO interest (currently 8.25% per annum) with compounding benefits, while safeguarding the

retirement corpus. These reforms, coupled with elimination of documentation, enable 100% auto-settlement of partial withdrawal claims and significantly enhance ease of living and member convenience.

q) 'Vishwas Scheme' to reduce litigation through rationalised penal damages:

Under the Vishwas Scheme, approved by CBT in its 238th meeting held on 13.10.2025, the rate of penal damages has been rationalised to a graded structure, with 0.25% per month for defaults up to two months, 0.50% per month for defaults up to four months, and a flat rate of 1% per month for longer defaults. The Scheme shall remain operational for six months, with a provision for extension by a further six months. In a related measure, the Central Board has amended the earlier notification dated 14.06.2024, extending the same graded rate structure to defaults up to four months, thereby ensuring consistency and proportionality in levy of penal damages.

r) EPFO–IPPB partnership for doorstep digital life certificate services:

EPFO has entered into MOU with India Post Payment Bank (IPPB) for providing free doorstep digital life certificate services to EPS 95 pensioners. The service will be totally free for the pensioners as charges shall be centrally paid to IPPB by Centralised Pension Payment and Reconciliation Centre (CPPRC, EPFO. The pensioners whose DLC is due and who are unable to submit DLC themselves using FAT on smartphone, can approach IPPB for free doorstep DLC service. A detailed SOP for implementation of this service has been issued to ensure all pending DLCs are submitted in collaboration with IPPB at the earliest.

s) EPFO digital transformation framework:

As part of EPFO 3.0, CBT approved a comprehensive member-centric digital

transformation framework to modernize Provident Fund services. The initiative will enable faster, automated claims, instant withdrawals, multilingual self-service and seamless payroll-linked contributions, reaffirming EPFO's commitment to transparent, efficient and technology-driven service delivery for crores of members.

t) Re-engineered user management module:

The revamped Office Management Module has been introduced under the CITES project to enhance system security, ease of access, and operational efficiency for EPFO officers and staff through improved authentication mechanisms and an intuitive user interface. A significant improvement under this module is the facility to map establishments to newly created EPFO offices in the system, a functionality that had not been available since 2017 under the legacy system. This reform strengthens institutional agility, improves data integrity, and supports scalable administrative expansion within EPFO.

u) **Employee Enrollment Campaign 2025** was launched w.e.f. from 1st Nov 2025 to 30th April 2026 by EPFO for increasing enrollment of employees with EPFO to enhance social security. The employer can declare, an employee who is alive and working with them since 01.07.2017 till 31.10.2025, but who could not be enrolled as member of EPF due to any reasons. The penalty has been rationalized and now the employers availing this scheme is to pay a nominal Penal Damage of Rs. 100 only as a lump sum, a significant reduction from the standard penalties for non-compliance.

1.24 Monitoring & Evaluation Unit

The Monitoring & Evaluation Unit (MEU) is an integral part of the Ministry and plays a vital role for output-outcome monitoring of schemes of Ministry of Labour & Employment (MoLE) under different components of Budget. This unit is

mainly responsible for coordinating the information / material including work related to schemes of MoLE with NITI Aayog, Ministry of Social Justice & Empowerment (MSJE), Ministry of Tribal Affairs (MoTA) and Ministry of Development of North Eastern Region (MDoNER). This Unit also coordinates in preparation of the Economic Survey material for MoLE and comments on EFC / SFC and Cabinet Notes of MSJE, MoTA and MDoNER.

1.25 The M&E Unit is also a Nodal Unit for Output-Outcome Monitoring Framework (OOMF), monitoring of Development Action Plan for Scheduled Castes (DAPSC) [erstwhile Scheduled Caste Sub-Plan (SCSP)] / Development Action Plan for Scheduled Tribes (DAPST) [erstwhile Tribal Sub-Plan (TSP) / Scheduled Tribe Component (STC)], monitoring of expenditure of North Eastern Region (NER) component, deputation of Area / Nodal Officers to various States / UTs to monitor the functioning of Field Offices and implementation of schemes of MoLE, Vibrant Village Programme (VVP) of Ministry of Home Affairs and PM-GatiShakti National Master Plan (NMP) of Department for Promotion of Industry & Internal Trade (DPIIT), Ministry of Commerce & Industry. In addition, M&E Unit also monitors the progress of schemes of MoLE on-boarded on PRAYAS portal.

1.26 The Ministry of Finance provided an financial outlay of Rs. 31820.80 Crore for Central Sector (CS) schemes of Ministry of Labour & Employment (MoLE) during the Financial Year 2025-26. In addition, this Ministry has earmarked Rs. 5284.13 Crore (16.60% of total allocation) for DAPSC and Rs. 2740.11 Crore (8.60% of total allocation) for DAPST under CS schemes during the FY 2025-26

1.27 Swachhata Pakhwada was observed from 1st May - 15th May, 2025 as per schedule

decided by Cabinet Secretariat. A Committee comprising of Director/Deputy Secretary Level Officers constituted to assess the cleanliness status of the Sections/offices in the Ministry for Swachhata Pakhwada, 2025. The Committee assessed the cleanliness status of various Sections/Offices based on predefined/certain criteria and recommended Sections/Offices for the Cleanliness Award within the Ministry.



1.28 On the 11th International Day of Yoga (IDY) on 21st June 2025, this Ministry successfully observed Yoga Camp at Deputy Speaker Hall, Constitution Club of India (CCI), Rafi Marg. Secretary (L&E) including senior officers of Ministry participated in the event. The tag line of 11th IDY was "Yoga for One Earth, One Health".



1.29 'Har Ghar Tiranga' campaign was launched under the aegis of Azadi Ka Amrit Mahotsav (AKAM) to encourage the citizen to hoist the National Flag of India at their homes. This year as well 'Har Ghar Tiranga' campaign was organized with same zeal and patriotism from 02-15 August, 2025. To make the campaign successful, this Ministry distributed National Flag among its Officers/Staffs. All the employees were encouraged to hoist the Indian National Flag at their homes during 'Har Ghar Tiranga' campaign and to put selfie with Tiranga on website www.harghartiranga.com.



1.30 The Ministry observed the National Sports Day (NSD) on 29th August 2025 at Talkatora Stadium. Officers/Officials of Ministry including senior officers of Ministry actively participated in the event. This year the National Sports Day was tributed to the Olympic Spirit and the core value of Excellence, Friendship and Respect.





1.31 'Swachhata Hi Seva' fortnight was observed from 17th September to 2nd October with the theme of 'Swachhotsav'. The Special Campaign for disposal of pending matters 5.0 (SCDPM 5.0) campaign to reduce pendency in all work and disposing of waste/scrap commenced from 2nd October to 31st October, 2025 as per schedule of DARPG. During the campaigns cleaning of office premises, corridors, rooms, stairs, toilets and lifts was monitored on daily basis by Committee constituted for the purpose. During the period, beautification of the premises was done by keeping good quality plants and flowers. Obsolete items and scrap were disposed of and a sum of Rs. 6.71 Lakh was realized through auction.



1.32 As a part of the Celebration and Commemoration of 150 Years of the National Song "Vande Mataram" the Ministry organized the singing of the full "Vande Mataram" song at the Main Committee Hall at 9:50 AM on 7th November 2025. Hon'ble Minister and Secretary including senior officers of Ministry participated in the event. The event was held in conjunction with the Inaugural Ceremony, during which mass singing

was conducted in the esteemed presence of the Hon'ble Prime Minister.



1.33 The Right to Information Act, 2005

In order to achieve the objectives of Good Governance, it is necessary that the administration should be transparent, responsive, accountable, citizen-friendly and able to disseminate the information to the public. Right to Information is a powerful tool to ensure all these attributes in the administration and, therefore, the Government enacted the Right to Information (RTI) Act, 2005, which has come into effect from 12.10.2005..

1.34 In pursuance of the provisions contained in the Right to Information Act 2005, action has been taken for the implementation of the Act in various Public Authorities under the aegis of Ministry of Labour & Employment. It includes dissemination of information in public domain relating to the particulars of organisation, its function and duties, the designation of CPIO and Appellate Authority etc. The Ministry has also initiated suo-moto disclosure of information about various Labour Acts/Regulations, which were required to be made public for the use of citizens of this country, on the Ministry's website i.e. www.labour.gov.in. It is also to be mentioned that Attached & Subordinate offices and Autonomous organisations of the Ministry have their own websites which are linked

S. No.	Years	RTI Applications Received
1	2022 (Manually and Electronically)	4875
2	2023 (Manually and Electronically)	4467
3	2024 (Manually and Electronically)	5337(online) + 494 (offline) = 5831
4	2025 (Manually and Electronically)	5615 (online) + 389 (offline) =6004

to the Ministry's website.

1.35 The Ministry has also set up a Central RTI Cell, headed by a Nodal Officer, where the RTI applications from the citizens are received. During last few years, i.e. 2022-2025, applications (Manually and Electronically) received in Main Secretariat, Ministry of Labour & Employment are as follows:

1.36 During the year from 1st January 2025 to 31st December, 2025, 21 applicants have gone to Central Information Commission (CIC) in the form of Second Appeal.

1.37 Legal Cell

Legal Information Management & Briefing System (LIMBS) was introduced by the Department of Legal Affairs with an aim to

digitalize entire process of Court cases. Legal Cell of the Ministry has strived to ensure that LIMBS is implemented by all organizations under the Ministry. Ministry of Labour & Employment is one of the front runners in implementing LIMBS by uploading information of almost all Court cases **(around 77,045 Court cases till 31st December, 2025) on LIMBS portal.**

LIMBS awareness Training Programme for Officers/Staff under Ministry of Labour and Employment was organized by this Ministry on 18.11.2025 (Tuesday) in collaboration with LIMBS Team, Department of Legal Affairs, M/o Law & Justice.

1.38 Child Labour

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

1.39 Policy on Child Labour

The National Policy on Child Labour declared in August, 1987, addresses the complex issue of child labour in a comprehensive, holistic and integrated manner. The Action Plan under this policy is multi-pronged and mainly consists of:

- A legislative action plan
- Project based action in areas of high concentration of Child Labour

- Focus on general development programmes for the benefit of the families of Child Labour

1.40 Legislative Action Plan

The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 as amended in 2016, *inter-alia*, covers complete prohibition on employment or work of children below 14 years of age in all occupations and processes; linking the age of the prohibition of employment with the age for free and compulsory education under Right to Education Act, 2009; prohibition on employment of adolescents (14 to 18 years of age) in hazardous occupations or processes and making stricter punishment for the employers contravening the provisions of the Act.

1.41 Project Based Action Plan

In pursuance of National Child Labour Policy, the National Child Labour Project (NCLP) Scheme was started in 1988 to rehabilitate children rescued from child labour. It is a Central Sector Scheme.

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

Chapter-2

ORGANISATIONAL STRUCTURE & FUNCTIONS

Labour Jurisdiction

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

Table 2.1	
ALLOCATION OF SUBJECTS	
Union List	Concurrent List
Entry No. 55- Regulation of labour and safety in mines and oil fields.	Entry No.22 - Trade Union; industrial and Labour disputes.
Entry No. 61- Industrial disputes concerning Union employees.	Entry No. 23 Social security and social insurance; employment and unemployment.
Entry No. 65 – Union agencies and institutions for “vocational training”.	Entry No. 24- Welfare of labour including conditions of work, provident funds, employers’ liability, workmen’s compensation, invalidity and old age pensions and maternity benefit.

Vision, Mission and Objectives of the Ministry of Labour and Employment

Vision

2.2 Decent working conditions and improved quality of life for workers, ensuring India without

Child Labour and enhancing employability on a sustainable basis.

Mission

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

2.4 Objectives

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

MINISTRY OF LABOUR & EMPLOYMENT

Dr. Mansukh Mandaviya has taken over the charge as Union Minister for Labour and Employment w.e.f. 11.06.2024.

Sushri Shobha Karandlaje has taken over the charge as Minister for State for Labour and Employment w.e.f. 11.06.2024.

Ms. Vandana Gurnani, IAS (Karnataka : 1991) took over the charge as Secretary (L&E) w.e.f.

21.04.2025 in place of Ms. Sumita Dawra, IAS (AP : 1991).

Bureau Heads

Sl. No.	Name with Designation	Service
1	Shri P.Sangeeth Kumar, DG(S)	(ISS : 1992)
2	Sh. Alok Chandra, SLEA	(IES : 1992)
3	Ms. G. Madhumita Das, AS & FA	(IPoS:1996),
4	Shri Ajoy Sharma, Additional Secretary	IAS (PB:1999)
5	Ms. Deepika Kachhal, Joint Secretary,	(IIS:1994)
6	Shri Alok Mishra, Joint Secretary	(IIS :1998)
7	Dr. Mahendra Kumar, Joint Secretary	(IRSEE : 1999)
8	Sh. Ashutosh A T Pednekar, Joint Secretary	IAS (RJ : 2002)
9	Sh. Atanu Kumar Chowdhury, DDG	ISS:1999
10	Ms. Anjali Rawat, DDG	ISS: 2002
11	Ms. Shefali Dhingra Economic Adviser	IES: 2004

Organisations under administrative jurisdiction of Ministry of Labour and Employment

(1) Employees' Provident Fund Organisation (EPFO)

Shri Ramesh Krishnamurthi, Central Provident Fund Commissioner (IRS:1992)

(2) Employees' State Insurance Corporation (ESIC)

Shri Ashok Kumar Singh, DG IAS (Kerala:1999)

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

Ms Sonal Mishra , IAS (GJ : 1997)

(4) Office of Director General & Employment (DGE)

Shri Ajoy Sharma, DG (Employment) IAS (PB :1999)

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

Shri V.C. Chaturvedi, CSS, DG

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

Shri Ujjwal Tah, Director General

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

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

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

Shri Shyam Singh Negi, DG, IES: 1993

(9) Office of Director General of Labour Welfare (DGLW)

Sh. Ashutosh A T Pednekar, Director General IAS (RJ : 2002)

(10) Office of Director General Dattopant Thengadi National Board for Workers Education

Col. Neeraj Sharma, Director General

ATTACHED OFFICES

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

This Office is responsible for (a) prevention, investigation and settlement of industrial disputes in the central sphere; (b) enforcement of awards and settlements; (c) implementation

of labour laws in industries and establishments in respect of which Central Government is the appropriate government; (d) verification of membership of Unions affiliated to the Central Organisations of workers for giving them representation in national and international conferences and committees; and (e) fixation and revision of dearness allowance component of minimum wages under the Minimum Wages Act, 1948 in the scheduled employments.

2.6 Directorate General of Employment (DGE)

The Directorate General of Employment (DGE) is responsible for laying policies, standards, norms and guidelines throughout the country for coordinating employment related services. 'Employment' being concurrent subject, the laying down of policies, procedures, standards, norms, guidelines, are the responsibility of the Central Government, whereas the administration of Employment Exchanges rests with the respective State Governments/Union Territories. Most of the States have Directorates of Employment located in the State capitals. In addition to these activities, DGE also runs various schemes to increase the employability of specific target groups through its subordinate offices.

2.7 DIRECTORATE GENERAL FACTORY ADVICE SERVICE & LABOUR INSTITUTES

The Directorate General Factory Advice Service & Labour Institutes (DGFASLI), Mumbai is an attached office of the Ministry of Labour & Employment. It functions as a technical arm of the Ministry regarding matters concerned with the safety, health and welfare of workers in factories and ports. It advises Central and State Governments on the administration of the Factories Act, 1948 and implement Dock Workers (Safety, Health and Welfare) Act, 1986 and rules and regulations framed thereunder in major ports.

The Factories Act, 1948 and the Dock Workers (Safety, Health and Welfare) Act, 1986 along with another 11 other Acts have been subsumed in the Occupational Safety Health & Working Conditions (OSH&WC) Code, 2020. The OSH&WC Code, 2020 has come into force on 21.11.2025.

FUNCTIONS OF DGFASLI

- Administration of Factories Act, 1948 by rendering advice and carrying out support activities
- Administration of the Dock Workers (Safety, Health & Welfare) Act, 1986 and the Regulations, framed thereunder and enforcing these in the major ports of the country.
- Providing technical advice and service to the Central and State Governments, industries, ports, organisations etc. on matters related to Occupational Safety and Health (OSH).
- Developing legislation, standards, guidelines and codes of practices consistent with international instruments/standards on Safety, Health and Environment at workplaces.
- Coordinating technical and legal activities to facilitate uniform standards of enforcement of safety and health in factories and ports.
- Conducting studies, surveys and audits; and training programmes in the field of Occupational Safety and Health (OSH).
- Co-operating with International agencies like UN, ILO, WHO, G-20 etc. and advising Central Government with regard to international standards concerning safety and health.
- Building competence of enforcement

agencies.

- Encouraging and providing best practices in the field of OSH.
- Collecting and disseminating information and material related to Occupational Safety and Health.

The DGFASLI organization comprises of the headquarter, Central Labour Institute, Mumbai, five Labour Institutes situated one each at Chennai, Faridabad, Kanpur, Kolkata, Shillong and 11 Inspectorates of Dock Safety in Major Ports. The Headquarter is in Mumbai and has different divisions / cells viz. Factory Advice Service Division, Statistics Cell, Dock Safety Division, Construction Advisory Service Division, MIS Division and Partnership Division.

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

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

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

The Regional Labour Institutes (RLIs) in Chennai, Faridabad, Kanpur, Kolkata, and Shillong serve the respective regions of the

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

- **Industrial Safety**
- **Industrial Hygiene**
- **Industrial Medicine**

The Inspectorates of Dock Safety are established at 11 Major Ports of India viz. Kolkata, Mumbai, Chennai, Visakhapatnam, Paradip, Kandla, Mormugao, Tuticorin, Cochin, New Mangalore and Jawaharlal Nehru Port.

2.8 Labour Bureau

Labour Bureau, is an attached office of the Ministry of Labour & Employment, headed by the Director General. The organization has its Head Quarter at Chandigarh with nine regional offices located at Kolkata, Chennai, Ahmedabad, Kanpur, Guwahati, Mumbai, Hyderabad, Jaipur and Indore.

The Bureau is responsible for the collection, compilation and publication of price, employment and labour statistics encompassing information on wages, earnings, absenteeism, labour turnover, industrial relations, etc. The various key parameters released regularly by the Bureau include the Consumer Price Index Numbers for Industrial Workers (CPI-IW), Consumer Price Index Numbers for Agricultural and Rural Labourers (CPI-AL/RL), Wage Rate Index (WRI), etc. The Bureau also collects and compiles Administrative Statistics under 11 Labour Acts.

SUBORDINATE OFFICES

2.9 Directorate General of Mines Safety (DGMS)

This Office is entrusted with enforcement of provisions of the Mines Act, 1952 and the Rules and Regulations framed thereunder. The

provisions of the Indian Electricity Act, 1910 as applicable to mines and oil fields are also enforced by it.

2.10 Welfare Commissioners

The Eighteen (18) offices of Welfare Commissioner are responsible for providing welfare services to the workers employed in mica, limestone and dolomite, iron ore, manganese & chrome ore mines and in the beedi and cinema industries. These offices are located at Ahmedabad, Ajmer, Bengaluru, Bhubaneswar, Chandigarh, Dehradun, Guwahati, Hyderabad, Jabalpur, Lucknow, Thiruvananthapuram, Kolkata, Nagpur, Patna, Ranchi, Raipur, Chennai and Srinagar, and are directly controlled by the Ministry of Labour & Employment.

AUTONOMOUS ORGANISATIONS

2.11 Employees State Insurance Corporation (ESIC)

The ESIC is responsible for implementation of the Employees State Insurance Act, 1948, which provides medical care and treatment to Insured Persons and their families. Assistance is given in terms of benefits during sickness and maternity, compensation for employment related injury, pension for dependents on the death of workers due to employment related injury, etc.

2.12 Employees Provident Fund Organization (EPFO)

This Organisation is responsible for administration of the Employees Provident Funds and Miscellaneous Provisions (EPF&MP) Act, 1952. The Schemes for Provident Fund, Family Pension and Deposit Linked Insurance are implemented by the Organisation for the benefit of workers covered under the scheme. The Organisation is also responsible for administration of the Employees Pension Scheme, 1995 that came into existence on

16.11.1995.

2.13 V. V. Giri National Labour Institute (VVGNI)

V.V. Giri National Labour Institute (VVGNI), an autonomous body of the Ministry of Labour and Employment, Government of India, set up in July 1974, has grown into a premier Institute of labour research, training and education. Since its inception, the Institute has endeavoured through its research, training, education and publications to reach out to diverse groups concerned with various aspects of labour in the organised and the unorganised sectors.

2.14 Dattopant Thengadi National Board for Workers Education

The Board operates with a nationwide network of fifty Regional Directorates with its headquarters at New Delhi and a national level Training and Research wing, Indian Institute of Workers Education at Mumbai, is a registered society dealing with schemes for training of workers on trade unionism, soft skills, capacity building for participating in shop-floor management, employment/ employability, availing appropriate Welfare/ Social Security schemes, Labour market information, building workers organisation especially in the unorganised sector, and in bringing about consciousness among workers about their rights, duties and responsibilities. The Board also undertakes programmes for registration of workers in different schemes of Govt. including e-shram, National Career Service, PMSYM etc. as Awareness cum Registration Camps (ACRC).

ADJUDICATING BODY

2.15 Central Government Industrial Tribunals-cum-Labour Courts (CGITs)

Twenty-two Central Government Industrial Tribunal (CGIT)-cum-Labour Courts have been set up under the provisions of the Industrial

Disputes Act, 1947 for adjudication of industrial disputes in organizations for which the Central Government is the appropriate Government. The powers to settle the Appeals arising out of EPF & MP Act, 1952 have also been entrusted upon these Tribunals. These Tribunals are located at Dhanbad (Jharkhand), Mumbai, New Delhi and Chandigarh (two at each location) and at Kolkata, Jabalpur, Kanpur, Nagpur, Lucknow, Bangalore, Jaipur, Chennai, Hyderabad, Bhubaneswar, Ahmedabad, Ernakulam, Asansol and Guwahati (one at each location). Further, the two Industrial Tribunals at Mumbai and Kolkata also function as National Tribunals.

2.16 CENTRAL LABOUR SERVICE (CLS)

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

2.17 The factories, mines and plantations employing 250 or more workers are required to appoint prescribed number of welfare officer(s) under the relevant statutes. Assistant Labour Welfare Commissioners (Central) and Deputy Labour Welfare Commissioners (Central) discharge statutory functions and they also advise and assist the management of the concerned establishments in maintaining harmonious industrial relations in the areas of safety, health and welfare of workers etc. Moreover, by assisting the organization in resolution of workers' grievances, these officers prevent them from escalating to industrial disputes.

2.18 In addition, officers appointed as Assistant Labour Commissioners (Central), Regional Labour Commissioners (Central), Deputy Chief Labour Commissioners (Central) in the Central Industrial Relations Machinery (CIRM), headed

by the Chief Labour Commissioner (Central) are entrusted with the task of maintaining good industrial relations in the Central sphere. The officers under CIRM are responsible for enforcement of applicable labour laws in the establishments/ industries covered under Central Sphere. These officers perform quasi-judicial functions under the labour laws. Apart from the above, they also conduct general verification of Central Trade Union Organization and also Trade Unions unit level membership verification under Code of Discipline.

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

2.20 The present Cadre strength of the Service in various grades is restructured and revised as 01 post in HAG, 02 posts in SAG, 59 posts in JAG, 115 posts in STS and 163 posts in JTS Grade.

PARLIAMENT UNIT:

2.21 PARLIAMENT UNIT:

Parliament Unit is the Nodal Unit of the Ministry for Parliament related matters. The main function of the Parliament Unit is to coordinate among the various Divisions in the Ministry, offices of Hon'ble Ministers of the Ministry, offices of Sr Officers of the Ministry and Secretariats/various Branches of Lok Sabha, Rajya Sabha and Ministry of Parliamentary Affairs, of which some important matters are as follows:

- Furnishing Replies to the Lok Sabha Starred and Unstarred Questions, Rajya Sabha Starred and Unstarred Questions, Issues raised under Rule 377 in Lok

Sabha, matters of Urgent Public Importance raised during Zero Hour, Special Mentions, Resolutions, Short Duration Discussions etc.

- Providing information related to Legislative Business and Non- legislative Business viz Matter of public importance

or reports required to be discussed during the session of Parliament.

- Submission of Replies/ Action Taken Report on the recommendations made by the Standing Committee on Labour, Textiles and Skill Development and other Committees.

Work Performed: -

1.	In the Year 2025, Parliamentary Consultative Committee discussed on the following agenda: -			
	Sl. No.	Agenda of the Meeting	Date	Venue
	1.	Pradhan Mantri Viksit Bharat Rozgar Yojana	12 th August, 2025	Parliament House Annexe, New Delhi
2.	In the calender year 2025 (Budget, Monsoon & Winter Sessions of 2025) total 635 Parliament Questions were answered and the House wise-details are as under-			
		Starred Questions	Unstarred Questions	Total
	Lok Sabha	28	338	366
	Rajya Sabha	22	247	269
	Total	50	585	635

2.22 FINANCIAL ADVISER

Ms. Madhumita Das, AS & FA (IPoS: 1996) holds the charge of Additional Secretary & Financial Advisor of the Ministry of Labour & Employment. She heads the Finance Division and Budget & Accounts (B&A). She is looking after the matter relating to Demands for Grants before Parliamentary Standing Committee on Labour and monitoring of Expenditure of Ministry.

KEY RESPONSIBILITIES OF FINANCIAL ADVISER

- Budget Formulation and Coordination of the Budget Process.
- Medium Term Expenditure Framework.
- Project/Scheme Appraisal, Monitoring and Evaluation.
- Expenditure and Cash Management.
- Public Financial Management System (PFMS).
- Screening of proposals to be referred to the Ministry of Finance.
- Monitoring of Non- Tax Revenues/ User Charges/Dividends.
- Monitoring of Assets and Liabilities.
- Accounts and Audit.
- Foreign Visit Management System (FVMS).
- Ensuring guidelines on financial management of Schemes/ Programmes/ Projects are duly followed.
- Periodically reporting progress of implementation of Budget Announcements.

- Ensuring compliance of GFRs in respect of Autonomous Bodies.
- Assistance in Outcome Budget.

2.23 FINANCE WING

Secretary (M/o Labour & Employment) is the Chief Accounting Authority of the Ministry of Labour & Employment and discharges duties with the assistance of Additional Secretary & Financial Advisor (AS & FA) and Chief Controller of Accounts (CCA). AS&FA is the Head of Budget and Finance and CCA is the Head of the Accounting Organization in the Ministry of Labour & Employment.

2.24 Integrated Finance Division

Integrated Finance Division is headed by the AS & FA in the Ministry. Deputy Secretary (Finance) assists the Financial Advisor on all matters relating to tendering financial advice.

As provided in Delegation of Financial Powers Rules (DFPRs), 2024, IFD, headed by AS&FA, carries out the following functions: -

- To advise the Administrative Ministry on all matters falling within the powers delegated to the Ministry by the M/o Finance. This includes all powers other than those devolving on a Ministry in its capacity as Head of Office;
- To scrutinize proposals for re-delegation of powers to subordinate authorities;
- To screen and give concurrence to all expenditure proposals beyond the delegated power of HoD in the Ministry;
- To screen all expenditure proposals requiring to be referred to Ministry of Finance for concurrence and comments;
- To closely associate with the evaluation of progress and performance of projects and other continuing schemes;
- To closely associate with the formulation

of Schemes and important expenditure proposals from the initial stages;

- To examine & scrutinize SFC/EFC proposals received from various Wings of the Ministry.

2.25 During the period from 01.01.2025 to 31.12.2025, following major items of work were done in the Ministry of Labour and Employment in consultation with IFD: -

- With the objective to adhere to the financial charter issued by Department of Expenditure (DoE) and to ensure efficiency, effectiveness and promptness on functioning of IFD, norms were fixed for matters referred to IFD. As per these norms initial action on any proposal is taken within 5 working days in IFD and final opinion on any reference is rendered within 15 working days. 90% of the matters are being disposed of within the norms set.
- Third Party Evaluation of the schemes were conducted in consultation with IFD. Appropriate comments were given by IFD on the Third Party Evaluation Reports of various schemes after detailed examination.
- The draft SFC/EFC notes for the schemes of MoLE proposed to be continued during the 16th Finance Commission cycle were examined and IFD's comments were furnished. The SFC has appraised two schemes, namely Shram Registration, Inspection, Samadhan and Transparency Initiative (SRISTI) and the Labour Employment and Prices Statistics Scheme (LEAPS), for continuation during the 16th Finance Commission cycle on 13.11.2025, which were subsequently approved by the competent authority.
- MoUs under Rule 229(xi) of GFR, 2017 between MoLE and two Autonomous

Bodies under the administrative control of MoLE i.e. DTNBWED and VVGNI were finalised/signed for the FY 2025-26

- Under the Mechanism of feedback from Financial Advisor to DoE, information on all activities of Ministry of Labour & Employment as per prescribed format were sent monthly in D.O. letter from AS&FA.
- Apart from the above, all expenditure proposals which require specific concurrence/approval of AS & FA beyond the delegated powers of HoD in this Ministry were examined /scrutinized strictly in accordance with GFR and DFPRs.
- Guidelines with regard to fiscal prudence and austerity in expenditure management, as prescribed by the Ministry of Finance were ensured and high standards of financial propriety were examined.
- The Standing Committee on GeM (SCoGeM) headed by AS & FA meets regularly to ensure that most of the procurement are made through GeM portal and to minimize default payments.
- Various proposals on Capital Expenditure related to establishment expenditure of this Ministry as a whole were scrupulously examined and concurred along with frequent monitoring of the same expenditure.
- Procurement proposals regarding goods and services beyond the delegated powers of HODs of this Ministry were examined and concurred by following GFR, 2017.
- Proposals regarding creation/revival of posts received from various offices under MoLE were examined and forwarded to DoE in a time bound manner.

- Various proposal related to relaxation of air travel proposals has been examined.
- Proposals related to outsourcing of manpower in Main Secretariat and various attached & subordinate offices of the Ministry have been examined as per relevant govt. guidelines,
- Various court cases involving financial implication were examined in accordance with relevant Govt rules and directions issued by the court.
- While examining the proposals, all norms and conditions mentioned in Charter for Financial Advisors were kept in view.

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

2.27 Functions & Duties of the B&A Division are given below: -

- To ensure that the schedule for preparation of budget is adhered to by the Ministry and Budget is drawn up according to the instructions issued by Finance Ministry from time to time.
- To examine the annual budget proposals received from various Divisions/Sections of the Ministry for placing the same before AS&FA for finalizing the Ministry's annual demand for grants in consultation with Bureau Heads concerned.
- Preparation of Detailed Demands for Grants based on the final ceiling conveyed by the Ministry of Finance and also comply the instructions regarding allocation of budget for SCSP, TSP and North Eastern

Region.

- To watch and review the progress of expenditure against sanctioned grants through holding of regular meeting being chaired by AS&FA, wherein, it is sensitized to maintain the even pace of expenditure so that it conforms to the Monthly Expenditure Projection and Quarterly Expenditure Projection approved by Parliament.
- To screen the proposals received from Divisions/Sections of this Ministry for supplementary demands for grants and forward the proposal to Ministry of Finance for the approval of Parliament.
- To screen re-appropriation proposals before forwarding the same to the Ministry of Finance for approval.
- To monitor settlement of audit objections, inspection reports, audit paras, etc. and to ensure prompt action on Audit Reports and issues related to Appropriation Accounts and Finance Accounts. **(Table A indicating status of Audit Paras)**
- Compilation of documents/material viz., Notes on Schemes, Standing Committee's Reports etc. for submitting the same, along with a presentation on Demands for Grants, to Lok Sabha Secretariat in connection with Parliamentary Standing Committee's meeting on "Demands for Grants" held in Parliament House Annexe on yearly basis. A full-fledged Report based on the discussion held and the information provided in the aforesaid documents, is also sent by Lok Sabha Secretariat for submitting Action Taken Report. Accordingly, B&A Section compiles Action Taken Report (ATR) on the Report containing the recommendations of Parliamentary Standing Committee. Laying of the Action Taken Report in both the Houses of the Parliament within six months

of submitting the ATR to Lok Sabha Secretariat.

- To forward/upload the updated status of implementation of Budget Announcements to Ministry of Finance.
- Liasoning with Autonomous Bodies, Attached & Subordinate offices for various budget related matters.
- Brief on Cut-Motions for budget debates on the Demands for Grants.
- To facilitate in providing loan to Government Servants.
- Under the Mechanism of feedback from Financial Advisor to Department of Expenditure (DoE), information on all activities of Ministry of Labour & Employment as per prescribed format were sent monthly in D.O. letter from AS&FA.
- To provide secretariat assistance to Standing Audit Committee headed by Secretary (L&E).

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

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

section should ordinarily function under CCA (exception will require concurrence of DoE).

- Nodal Officer for PFMS

During the financial year 2025-26, following major items of work were performed by the B&A Section:-

- Proposals for Revised Estimates (RE) 2025-26 and Budget Estimates 2026-27 received from the concerned Divisions/ Sections of the Ministry were examined/ finalized and sent to the Ministry of Finance for approval through UBIS portal. Proposal was approved by the Ministry of Finance on 26.12.2025.
- Action Taken Notes (ATNs) on the Observations/Recommendations of the Parliamentary Standing Committee contained in the First Report and Fourth Report on Demands for Grants for 2024–25 and 2025–26, respectively, have been forwarded to the Lok Sabha Secretariat.
- Data in respect of Autonomous Bodies on ECL module of UBIS has been uploaded.
- Present Status of the Action Taken Reports on the implementation of Budget Announcements for the years 2014-15 to 2025-26, having implication for MoLE, have been uploaded on DEA's e-Samiksha Portal on monthly basis for online monitoring of the same by the Ministry of Finance.
- Various proposals of Re-appropriation of funds have been examined and approved by following DFPR 2024 done to provide budgetary supports to the divisions of MoLE in case of additional funds are required.
- Regular Monitoring of procurement of Goods and Services done through GeM.

- Pace of expenditure against sanctioned grants is reviewed through holding of weekly meetings by AS&FA to maintain even pace of expenditure so that it conforms to MEP/QEP projections.

2.29 Audit Paras

- **Main Secretariat:-** In current FY, the C&AG has conducted the transaction audit for FY 2023-24 in which only 13 new audit inspection paras have been received in July, 2025. Replies of all the paras have been furnished.

Further, 597 UCs were pending in MoLE since Jan 2025 (some UCs pending since 1979) amounting to Rs. 69.11 Cr. All pending UCs were traced from records of PAO. Out of which, UCs amounting to Rs. 51.33 Cr. are w.r.t. NCLP. 20% pending UCs reconciled during 2025

2.30 Official Language

Progressive use of Hindi

With a view to implement the Official Language Policy of Government of India and rules made thereunder, there is a full-fledged Hindi Section in the Ministry. During the year 2025-26, The Ministry of Labour & Employment has made sincere efforts to promote the use of Hindi in official work and create interest among officers/staff to use Hindi extensively. Steps were taken to ensure compliance of the provisions of the Official Language Act/Rules and orders /instructions/guidelines issued by the Department of Official Language from time to time. Hindi Section of the Ministry is entrusted with the task of implementation of the Official Language Policy of the Government of India and translation of important documents. During the year under report, translation of Annual Report, papers to be placed before the Parliament including Parliament questions/replies, recently made Labour Codes and Labour Laws, Hon'ble Labour & Employment Minister's Speeches,

press release etc. and other work of the Ministry were carried out.

Hindi Fortnight was observed during 14-30, September, 2025 to promote the use of Hindi in the official work of the Ministry. Hindi Workshops were also organised on quarterly basis to promote the use of Hindi among the officials of the Ministry.

The 42nd meeting of the Hindi Salahkar Samiti was organised on 19 November 2025 at Shram Shakti Bhawan, New Delhi under the chairmanship of Hon'ble Minister of State for Labour and Employment, Ms. Shobha Karandlaje. The members of the Committee and senior officers of the Ministry and its attached offices and subordinate attended the meeting. .

2.31 Direct Benefit Transfer (DBT) Cell

With the aim of reforming Government delivery system by re-engineering the existing process in welfare schemes for simpler and faster flow of information / funds and to ensure accurate targeting of the beneficiaries, de-duplication and reduction of fraud, Direct Benefit Transfer (DBT) of funds to beneficiaries was started on 1st January, 2013. DBT Mission was created in the Planning Commission to act as the Nodal Point for implementation of the DBT programmes. The Mission was transferred to the Department of Expenditure in July, 2013 and continued to function till 14.09.2015. To give more impetus, DBT Mission and matters related thereto has been placed in Cabinet Secretariat under Secretary (Co-ordination & PG) w.e.f. 14.09.2015. DBT Mission at Cabinet Secretariat is mandated to act as nodal point for implementation and monitoring of Aadhaar-based DBT programmes of various Central Ministries / Departments as well as State Governments / UTs. DBT Mission has also developed a web-based MIS portal (www.dbtbharat.gov.in), which collects and compiles all DBT related information of Ministries

/ Departments i.r.o. following parameters on regular basis:

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

2.32 In pursuance to the directions of DBT Mission, a DBT Cell was constituted in the Ministry of Labour & Employment, in August, 2016, for attending the work relating to Direct Benefit Transfer. The Cell is working under overall supervision of Additional Secretary & Financial Advisor (L&E) assisted by Chief Controller of Accounts. Day-to-Day functioning of DBT Cell is looked after by Controller of Accounts. DBT Cell is coordinating and monitoring the progress of DBT in the Ministry as per the directions / instruction of DBT Mission. The list of 17 DBT Schemes of the Ministry of Labour & Employment covered under the DBT Program during 2025-26 is **annexed as Table- B**

2.33 The Citizens' / Clients' Charter (CCC) of the Ministry of Labour & Employment is updated regularly on the basis of the guidelines of the Department of Administrative Reforms & Public Grievances (DAR&PG) and the Performance Management Division (PMD), Cabinet Secretariat and in consultation with stakeholders of the Ministry. CCC has been put up on the website of the Ministry for easy access by public.

2.34 The Citizens' / Clients' Charter (CCC) contains information with respect to vision, mission, services / transactions rendered by the Ministry along with responsible persons and their

contact details. Separately, contact details of Grievance Redressal Officer and information with reference to Attached / Subordinate Offices /

Autonomous Bodies of the Ministry along with the contact details and address of their websites have been incorporated in the Charter.

Table A

Action Taken Notes on PAC and C&AG Audit Paras

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

Table B
List of DBT Schemes of the Ministry of Labour & Employment covered under
the DBT Program during 2025-26

(As on 02.01.2026)

Sl. No.	Name of the Scheme	Number of Beneficiaries during 2025-26	Amount Given to the Beneficiaries during 2025-26 [Figure in Rupees]
1	Employees Pension Scheme for EPF Members	8,06,64,262	38,93,97,00,816.00
2	Employees Pension Scheme for EPF Pensioners	19,35,871	6,71,31,83,258.00
3	Employment Generation Scheme	0	0.00
4	Family Pension-cum-Life Assurance and Deposit Linked Insurance Schemes for the Plantation Workers in Assam	2,19,824	53,02,17,276.00
5	Financial Assistance for Education for the Wards of Beedi, Cine, IOMC, LSDM Workers	23,993	7,48,80,000.00
6	Grants to Dattopant Thengdi National Board for Workers Education and Development (DTNBWED)	0	0.00
7	Grants to VV Giri National Labour Institute (VVGNI)	1,536	1,51,20,847.00
8	National Database for Unorganised Workers	728	3,34,00,000.00
9	National Pension Scheme for Traders and Self Employed Persons [erstwhile Pradhan Mantri Laghu Vyapari Maandhan (PM-LVM) Yojana]	22,763	2,15,67,687.00
10	New Employment Generation Scheme - Part B	0	0.00
11	New Employment Generation Scheme - Part C	0	0.00
12	Pradhan Mantri Shram Yogi Maandhan (PM-SYM)	15,33,800	1,46,60,60,212.00
13	Rehabilitation Assistance under the Scheme of Rehabilitation of Bonded Labour	41	19,30,000.00
14	Revised Integrated Housing Scheme (RIHS)-2016 for Beedi, IOMC, LSDM, CINE Workes	0	0.00
15	Stipend to Children in the Special Schools under the National Child Labour Project (NCLP)	0	0.00
16	Stipend to Differently Abled Candidates under the Scheme of Vocational Rehabilitation Centres for Handicapped	2,301	1,80,57,500.00
17	Stipend to Trainees under the Scheme of Welfare of SC ST Job-Seekers through Coaching, Guidance and Vocational Training	8,189	1,99,96,000.00

Chapter-3

INDUSTRIAL RELATIONS CENTRAL INDUSTRIAL RELATION MACHINERY (CIRM)

3.1 Chief Labour Commissioner's (Central) Organisation, also known as Central Industrial Relations Machinery (CIRM) is an attached office of the Ministry of Labour & Employment. The CIRM is headed by the Chief Labour Commissioner (Central). It has been entrusted with the task of maintaining harmonious Industrial Relations, Enforcement of Labour Laws and Verification of CTUOs (Central Trade Union Organisations). The offices of the organisation are spread over different parts of the country with regional and unit level formations.

3.2. FUNCTIONS OF THE ORGANISATION:

The functions of CIRM broadly are given as under:

- Prevention and Settlement of Industrial Disputes, in Central Sphere,
- Enforcement of Labour Laws and Rules made there under in central sphere,
- Implementation of awards,
- Quasi-Judicial functions,
- Verification of the membership of the CTUOs,
- Welfare & Training,
- Other Miscellaneous functions,

3.3. PREVENTION AND SETTLEMENT OF INDUSTRIAL DISPUTES

The CIRM ensures harmonious Industrial Relations in the central sphere establishments through: -

- Monitoring of Industrial Relations in Central Sphere,

- Intervention, mediation and conciliation in Industrial Disputes in order to bring about settlement of disputes,
- Intervention in situations of threatened strikes and lockouts with a view to avert the strikes and lockouts,
- Implementation of settlements and awards,
- Enforcement of other provisions in Industrial Disputes Act, 1947 relating to: (1) Works Committee, (2) Recovery of Dues, (3) Lay Off, (4) Retrenchment, (5) Unfair Labour Practices etc.

3.3.1 (a) INDUSTRIAL DISPUTES HANDLED

The details of the industrial disputes handled by the CIRM during the year 2025-2026 (January to December, 2025) are as under:-

Head	January to December, 2025
Industrial Disputes Handled	16815
Industrial Disputes Disposed off	6823
Strike Averted	288

(b) BENEFITS TO WORKERS DUE TO INTERVENTION BY CIRM

Year	January to December, 2025
Numbers of Workers Benefited	521151
Amount of Relief to the above workers (In Crore.)	7565766881 (756.57 Crore)
Number of workers Regularised / Re-instated	2895

3.4 ENFORCEMENT OF LABOUR LAWS:

Another important function of CIRM is enforcement of Labour Laws in the establishments for which Central Government is the Appropriate Government. The machinery enforces following Labour Laws and Rules framed there under:

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

13. The Payment of Bonus Act, 1965, and Rules.

There are approximately 2.32 lacs establishments in the Central Sphere. The Inspecting Officers of CIRM inspect these establishments under different labour enactments. To ensure transparency and accountability in the system, all the inspections are conducted through web enabled Shram Suvidha Portal. The inspection reports are uploaded on the Shram Suvidha Portal within 48 hours, so as to enable employers to make good the irregularities and deficiencies noticed during inspections. Special emphasis is given to enforcement of beneficial enactments such as Minimum Wages Act, 1948; The Contract Labour (Regulation & Abolition) Act, 1970, and The Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 in the un-organised Sector. Prosecutions are launched against persistent defaulters and in respect of major violations. Details of Inspections for the period January to December, 2022 are given as under:-

3.4.1 STATEMENT SHOWING NO. OF INSPECTIONS ETC. UNDER VARIOUS LABOUR LAWS FOR THE PERIOD JANUARY TO DECEMBER, 2025

Head	January to December, 2025
Inspection Conducted	28100
No. of irregularities detected	113725
No. of irregularities rectified	46427
No. of prosecution cases filed	6221
No. of convictions secured	1004

3.5. IMPLEMENTATION OF AWARDS :

The officers of CIRM implement Awards issued by Central Government Industrial Tribunal-cum-Labour Courts (CGITs). During the period

January to December, 2025, 18171 awards were received/brought forward out of these **499** were implemented, implementation of **10394** Awards were stayed by Hon'ble High Courts & implementation of **5304** awards are under process.

3.6. QUASI JUDICIAL FUNCTIONS: -

The CIRM officers from the level of LEO© up to the level of CLC (C) also perform certain Quasi-Judicial Functions as shown below:

CLC(C):- Director General (Inspections) under The Building and Other Construction Workers (Regulation of Employment & Conditions of Service) Act, 1996 but power has been delegated to a Dy. CLC(C) at headquarters; Appellate Authority under The Industrial Employment (Standing Orders) Act, 1946, Conciliation Officer under the Industrial Disputes Act, 1947 for intervening in the disputes as per occasion arises and Supervisor of Railway Labour under The Railway Servants Hours of Employment Rule, 2005.

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

Dy. CLC(C):- Appellate Authority under The Industrial Employment (Standing Orders) Act, 1946, The Payment of Gratuity Act, 1972, The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996, Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Appellate Authority to deal with appeals u/s 7 and 12 of The Contract Labour (Regulation and Abolition) Act, 1970; Authority under Rule 25 (2) (v) (a) and (b) of The Contract Labour (Regulation and Abolition), Rules 1971; Conciliation Officer under the Industrial Disputes Act, 1947; Supervisor of

Railway Labour under the Railway Servants Hours of Employment Rule, 2005.

RLC ©:- Authority under The Minimum Wages Act, 1948, The Payment of Wages Act, 1936; and The Equal Remuneration Act, 1976. Certifying Officer under The Industrial Employment (Standing Orders) Act, 1946 and Supervisor of Railway Labour under Railway Servants Hour of Employment Rules, 2005, Conciliation Officer under the Industrial Disputes Act, 1947, disputes on classification under Hours of Employment Regulations (HOER) are being dealt by RLC(C); Independent RLCs(C) are also notified as Registering and Licensing Officer under The Contract Labour (Regulation and Abolition) Act, 1970 and Inter-State Migrant Workmen Act, 1979; Registering Officer under The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.

ALC(C):- Controlling Authority under The Payment of Gratuity Act, 1972; Authority under The Equal Remuneration Act, 1976; Registering and Licensing Officer under The Contract Labour (Regulation and Abolition) Act, 1970, ISMW (RE&CS) Act, 1979, Conciliation Officer under the Industrial Disputes Act, 1947; Supervisor of Railway Labour The Railway Servants Hours of Employment Rule, 2005.

LEO (C) :- In some places LEOs (C) are notified as Conciliation Officer under the Industrial Disputes Act, 1947.

Besides above the officers of CLC(C) organisation have been declared as Inspectors under various labour law enactments.

The claim cases decided by these officers under “Minimum Wage Act”, “Payment of Wages Act” & “Payment of Gratuity Act” are given in the table below: -

Head	January to December, 2025
Claim cases received incl. brought forward	138238
Claims cases decided	14281
Amount Awarded (In Crore)	5394415878 (539.44 Crore)
Claims cases pending	123957

3.7. Court Cases: -

Head	Total Users	Live cases	Disposed off cases	Hon'ble Supreme Court	Hon'ble High Court and other Courts	District and Session Court Cases	Tribunal Cases
No. of Cases	208	16734	8439	141	4007	4967	342

3.8. Annual Returns: -

Year	
Number of online Annual Returns Received (for year 2025)	68854

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

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

The Chief Labour Commissioner (Central) organization during the period from 1st January 2025 to 31st December 2025 has conducted the Secret Ballot Election in the following establishments

S.No.	Name of the establishment
1.	M/s. India Government Mint, Hyderabad
2.	M/s. Captive Power Plant of M/s. Nalco Ltd., Angul
3.	M/s. ONGC Ltd., Ahmedabad
4.	Pratibhuti Kagaz Karkhana (Security Paper Mill), Narmadapuram
5.	M/s Security Printing Press
6.	NLC Ltd Neyveli
7.	M/s. Alumina Refinery of NALCO Ltd., Damanjodi
8.	NAPS, Narora
9.	Bank note Press, Dewas
10.	IOCL Haldia Refinery
11.	M/s. NLC India Ltd., Neyveli
12.	Tarapur 1 & 2
13.	Tarapur 3 & 4
14.	Bhakra Beas Management Board, Talwara
15.	India Government Mint, Mumbai

In addition to above, returning officers have been appointed in 8 establishments and verification of membership of Trade Unions through Secret Ballot Election in respect of 31 establishments is under process.

3.10. Statutory verification of Membership of Unions operating in Nationalized Banks

The Ministry of Finance, Department of Financial Services has revised the procedure for conducting verification of membership strength of various unions of workmen operating in Nationalized Banks for determining the majority status to identify Representative union and for the purpose of nominating a Workmen/ Employee as Director, on the Board of Director of Banks vide its notification dated 19.11.2008. As per this notification the verification of membership of trade unions is to be conducted through check off system by the designated officers at the level of General Manager nominated by Chairman or Managing Director of Bank. An appeal lies against the report of the Designated Officer before the Appellate Authority.

Appellate Authority for the above purpose is the Central Government or the Deputy Chief Labour Commissioner©, Ministry of Labour and Employment, Government of India.

3.11. WELFARE & TRAINING: -

3.11.1 WELFARE

The ALWCs, DLWCs and LWCs are posted in Defence and other establishments such as CPWD, Ordnance Factories, Hospitals, etc., which are under the control of Central Government. The LWCs are posted at the Head Quarters of these establishments. These officers ensure harmonious Industrial Relations in their respective establishments. They also look after the welfare and redressal of grievances of the workers, administration of Welfare Schemes and advise the managements on various Labour Matters including constitution of bilateral

committees such as Shop Councils, Works Committees etc.

3.11.2 WELFARE INITIATIVES

With a view to strengthening employee welfare, engagement and a supportive work environment, the Office of the Chief Labour Commissioner (Central) implemented a range of welfare initiatives during the Year 2025-26 through nominated Welfare Coordinators, as under: -

- a. Organizing quiz competitions and similar knowledge-sharing events on labour matters, social awareness, health, fitness, etc.
- b. Conducting learning and awareness programmes on workplace organization methodologies such as 5S and other best practices.
- c. Arranging indoor games and recreational activities to promote employee engagement and well-being.
- d. Ensuring proper induction and orientation of new joiners/employees in the regional office.
- e. Providing assistance for accommodation and school admissions for the wards of employees, where feasible.
- f. Facilitating interactive meets/get-togethers of employees' family members, including short picnics or social gatherings to foster camaraderie.

3.11.3 TRAINING: -

In house training on regular basis to the officers of Central Labour Service (CLS) posted in three streams i.e. 1. Central Industrial Relation Machinery (CIRM)/Chief Labour Commissioner Organisation: 2. Director General Labour Welfare Organisation and 3. As Welfare Officers under The Factories Act in the Industrial Establishments under the control of Central Government. Under a plan scheme titled

“Improvement and Strengthening of Training Wing Labour Officers”. The objective of the scheme is to provide trainings to the CLC officers & LEO(C) with a view to enhance their skills & knowledge in various areas of their functioning for effective discharge of their duties. A committee was constituted with the approval of secretary, Ministry of Labour & Employment on “Training Need Analysis” and on the basis of its recommendations; trainings were provided to the officers at the selected specialized Institutes.

Capacity Building and Training Initiatives

The Office of the Chief Labour Commissioner (Central) undertook extensive training and capacity-building initiatives during the Year 2025-26 aimed at strengthening institutional capabilities through structured training interventions covering officers and staff at all levels.

- i. An Induction Training Programme for 31 Labour Enforcement Officers was conducted from 16 June 2025 to 27 July 2025 at the V.V. Giri National Labour Institute, Noida, with a focus on labour laws, enforcement mechanisms, and field-level competencies.
- ii. Further, a three-day Master Trainers Programme under the Rashtriya Karmayogi – Large Scale Jan Seva Programme was organised for 30 Central Labour Service (CLS) officers, including Assistant Labour Commissioners (ALCs), Regional Labour Commissioners (RLCs), and Deputy Chief Labour Commissioners (Dy. CLCs).
- iii. To strengthen uniform understanding of labour reforms, two-day Capacity Building Training Programmes on Labour Reforms were organised across multiple regions, namely Ahmedabad, Ajmer, Bhubaneswar, Chandigarh, Jabalpur, Patna, and Guwahati, covering officers and staff of the Regional Offices of CLC(C).

- iv. A one-day Karmayogi Training Programme was conducted for 474 employees of the CLC(C) organisation as part of capacity-building initiatives under Mission Karmayogi.
- v. Complementing these structured programmes, employees at various levels actively completed iGOT Karmayogi trainings on subjects such as e-Office, Conduct Rules, Labour Codes and Noting and Drafting, thereby enhancing digital proficiency, procedural knowledge, and administrative efficiency.

3.12. MISCELLANEOUS FUNCTIONS: -

The CIRM performs the following miscellaneous functions also:

1. Notifying Variable Dearness Allowance every six months as per A.I.C.P.I. number under the Minimum Wages Act, 1948.
2. Defending Ministry of Labour & Employment in various Writ Petitions filed against Ministry in different High Courts & Supreme Court.
3. Investigations of Complaints as per direction of the Ministry of Labour & Employment.
4. Assisting Central Advisory Contract Labour Board as convener of different sub-committees to examine prohibition of contract Labour in different employments.
5. Assisting Ministry in preparation of different reports required to be submitted to International Labour Organisation.
6. Supplying information to Ministry in replying Parliament Question on various labour laws enforced by CLC(C) organisation.
7. Advising Ministry of Labour & Employment in Conflict situations like strikes of All India Nature and other labour matters.

8. Attending to Parliamentary Committees and other important delegations as per advice of the Ministry.
9. Keeping Liaison with State Government Labour Departments for collection of information as per direction of Ministry.

3.13. The R.T.I. Act, 2005

The CLC(C) Organisation is dealing with all the RTI applications at CLC(C) HQ as well as at regional level. There are 54 nos. of CPIOs and 21 nos. of First Appellate Authorities designated to deal with RTI applications/appeals received online as well as off line. At nodal point, Nodal Officer has dealt with 2952 RTI applications and 342 nos. of appeals. The details of RTI applications First Appeals dealt during the period previous year and current year in CLC(C) organisation is as below:-

	Online	Offline	Total
RTI Applications	2952	269	3221
First Appeal	342	25	367

3.14 PUBLIC GRIEVANCES: -

During the Year 2025-26 (Jan to Dec. 2025) a total number of 18192 (online/offline) public, Including carried forward, grievances were received and a total number of 16218 (online/offline) public grievances have been disposed off.

Statement showing : Online\Offline Grievances Statues during Year 2025-2026 (Jan to Dec. 2025)

	B/F	Public Grievances received	Total	Public Grievances disposed off	Pending/ under process as on 31.12.2025
Online/ Offline	359	17833	18192	16218	1974

3.15. Progressive Use of Hindi in Official Work

With a view to ensuring effective implementation of the Government's Official Language Policy, the Office of the Chief Labour Commissioner (Central) has been making sustained efforts to promote the use of Hindi in official work and to ensure compliance with the provisions of the Official Languages Act, 1963 (as amended in 1967) and the Official Languages (Use for Official Purposes of the Union) Rules, 1976 (as amended in 1987), as well as the Annual Programme and various orders/instructions issued by the Department of Official Language.

Implementation Mechanism of the Official Language Policy and Annual Programme

The Hindi Section of the Office of the Chief Labour Commissioner (Central) presently has one sanctioned post each of Deputy Director (Official Language), Assistant Director (Official Language), Senior Translation Officer, and Junior Translation Officer. This unit implements the Official Language Policy and the Annual Programme issued by the Department of Official Language. It also undertakes translation work relating to the routine functions of the office, which are mainly labour law-related and administrative in nature. Further, it motivates officers and staff to work in Hindi through the organization of meetings, workshops, and Hindi competitions.

Measures Taken During the Year 2025-26 to Promote the Use of Hindi in the Headquarters of the Office of the Chief Labour Commissioner (Central)

- (i) Quarterly progress reports on the progressive use of Hindi were regularly submitted to the Department of Official Language, Ministry of Home Affairs, and the Ministry of Labour & Employment.
- (ii) Meetings of the Departmental Official Language Implementation Committee

were held every quarter during the year.

- (iii) Hindi workshops were organized on 13.02.2025, 06.06.2025, and 28.08.2025 to ensure effective implementation of the Official Language Policy.
- (iv) Standard forms used in various sections were prepared in bilingual format during the year.
- (v) An incentive scheme to encourage the conduct of official work originally in Hindi is in operation in the office.
- (vi) Check points under Rule 12 of the Official Languages Rules, 1976 were established in the office.
- (vii) A roster relating to Hindi knowledge of all officers and staff of the office was prepared during the year.
- (viii) Personal orders were issued under Rule 8(4) of the Official Languages Rules, 1976 to officers/employees proficient in Hindi, directing them to carry out all official work in Hindi.
- (ix) Official language inspections of sections at the headquarters and regional offices were conducted.
- (x) A successful inspection of the office was carried out at the Ministry level.
- (xi) The Third Sub-Committee of the Parliamentary Committee on Official Language successfully inspected the regional offices at Gandhidham, Gujarat, and Dehradun.
- (xii) Hindi Fortnight-2025 was successfully organized in the office, during which various competitions were conducted for regular and contractual staff, including a grand poetry recitation event presided over by eminent poets.

3.16. MAJOR INDUSTRIAL RELATIONS

EVENTS DURING 1ST JANUARY, 2025 TO 31ST DECEMBER, 2025 IN WHICH CIRM PLAYED IMPORTANT ROLE:-

The details of the strikes in different establishments from 1st January 2025 to 31st December, 2025 handled in CLC(C) Office, is as follows: -

1. BANK

i. Federation of Bank of India Staff Unions

The General Secretary, Federation of Bank of India Staff Unions served a notice of strike dated 10.02.2025 to the management of Bank of India endorsing a copy thereof to the Chief Labour Commissioner (C) Delhi, for two days i.e. 24.02.2025 and 25.02.2025. The notice of strike was seized into conciliation proceeding and date of discussion was fixed on 21.02.2025 at 11.30 AM. The federation has demanded 90% of residual amount eligible claim of award staff (self) and 75% for family members.

After the protracted discussion both the parties stated that the bilateral discussion held at corporate level on 17.02.2025 & 18.02.2025 in which both the parties intended to arrive to the mutual settlement for 90% of residual amount eligible claim of award staff (self) and 70% in case of family members subject to approval of the board. The modality of benefits will be also discussed bilaterally and finalized within stipulated period of time. As regard in death case the existing facilities will prevail. Regarding the other matter of recruitment of CSA, a joint committee consisting two members from both sides to assess the requirement of CSA on the basis of parameter formulated by them will be continued.

The conciliation officer advised to comply the provision of labour laws and issue circular to the concerned zonal head accordingly.

In view of the facts, the management appealed to

the federation before the present forum which endorsed by the conciliation officer as well, to withdraw the strike in question and same accepted by the federation accordingly, hence the strike was averted.

In view of the above, the strike in question was deferred. The swift and successful intervention from this office saved huge man hours for the country as well as ensured no disruption in banking and financial industry throughout the country and thereby avoiding economic loss as well.

ii. United Forum of Bank Unions

This office has received notice of Strike under section 22 of the ID Act 1947 dated 05.03.2025 served by United Forum of Bank Unions (UFBU) addressed to the IBA and this office endorsing a copy to the Secretary, DFS proposing to go on 48 hours continuous strike from the midnight of 23.03.2025 to the midnight of 25.03.2025 to press their demands.

The notice of strike was seized into conciliation proceeding and date of discussion was fixed on 18.03.2025 and 21.03.2025. Elaborate discussion took place during the conciliation on all the 13 issues contained in the strike notice. The United Forum aggrieved of the fact that despite submission of bipartite agreement on the issues of five days working apart from other issues in banking industry, to the Government, it could not be appropriately considered and steps are not initiated even after lapse of one year.

The representative from IBA admitted that it was their presumption that once bipartite agreement is endorsed to the Govt. i.e. competent authority to take a concrete decision, their role is over and therefore, could not peruse with the Govt. and assured that they will pursue the matter with the Govt. at its optimum level.

The Ld. Representatives of the United Forum were still not convinced of the assurances of the

Ld. Representatives of IBA and thus the stalemate continued. At this juncture, the undersigned immediately asked the senior representative of DFS to attend the meeting on VC. Accordingly, the Joint Secretary from DFS attended the meeting over video conferencing and informed that the govt. is considering the issue with all sincere efforts and it is under discussion at the Government level.

The undersigned requested the Ld. Union representatives to consider the request of withdrawal of strike and also assured that if the strike is withdrawn, the undersigned take up with the IBA and DFS to consider 05 days working in the 12th Bipartite settlement/9th Joint Note agreed upon by the IBA with the unions/ association. Thus, after protracted and threadbare discussions, the representatives of UBFU agreed to defer and postpone the strike.

The swift and successful intervention from this office saved huge man hours for the country as well as ensured no disruption in banking and financial industry throughout the country and thereby avoiding economic loss as well.

iii. All India Gramin Bank officers Organization (AIGBOO) and All India Gramin Bank Workers Organization (AIGBWO)

The General Secretary of All India Gramin Bank officers Organization (AIGBOO) and All India Gramin Bank Workers Organization (AIGBWO) jointly served a Notice of Strike dated 12.06.2025 addressed to the Secretary, DFS endorsing a copy thereof to the Chief Labour Commissioner(C) for needful action. Accordingly, the matter was seized into conciliation proceedings and fixed the date for discussion on 20.08.2025.

The learned representatives of union enumerated the following demands which could not be resolved despite discussions before various forums.

- i. Apprehension of privatisation on the ground of issue of IPO of RRBs.

During the course of discussion, the matter is not discussed threadbare as it may be the Government policy but as of now there is no cause of action.

- ii. Resolution of anomalies in transfer policy:

In this respect it is decided after due discussion that the learned representatives of union shall first discuss and try their best to resolve the issue at their bank level and if it is not resolved they will write to RRB cell of respective sponsor banks for necessary actions.

- iii. Implementation of 12th BPS i.r.o in RRBs:

Discussion between the parties ended with the suggestion to the unions to submit the pending implementation issues RRB wise out of 12th BPS to idd@nabard.org within 15 days. Thereafter the NABARD shall consolidate and try their level best to resolve the issues in consultation with the management of RRBs and report back to the O/o CLC(C) on clcir-mole@gov.in at least 15 days prior to the next date of hearing.

- iv. Recruitment/Promotion/Regularisation of outsourcing employees etc

The contents reflected in point no. 4 of the strike notice is discussed at length and observed that recruitment, promotion policy, regularisation of outsourced employees etc are part and parcel of HR policy of the bank. In this respect DFS submitted that HR policy is under process and likely to be implemented very soon. At this juncture the learned representative of DFS is advised to submit the status of policy during next date of hearing.

- v. Formation of Rashtriya Gramin Bank and request of union for being part of IBA may attract policy decisions and therefore were not discussed at length.

- vi. Perquisite benefits

In this respect the unions are advised to take up the issue with the respective RRB management so that the issue may be resolved amicably at bi-partite level. However, the unions are at liberty to raise the issue during the next hearing if not resolved.

In view of the above, the strike in question was deferred. The swift and successful intervention from this office saved huge man hours for the country as well as ensured no disruption in banking and financial industry throughout the country and thereby avoiding economic loss as well.

iv. All India Regional Rural Bank Employees Association

A strike notice dated 15.02.2025 has been received from all India Regional Rural Bank Employees Association addressed to the Secretary, DFS endorsing a copy to this office, NABARD & others. The matter has been seized in conciliation and notices have been issued to all the parties including sponsor banks through email.

On the outset, the demands of the unions are segregated in two parts i.e. common and specific demands for 43 RRBs. The matter has been discussed at length and a copy of the demands dated 11.03.2025 handed over to all the representatives of RRBs, DFS and NABARD to submit status report on the next date of hearing. Further, regarding common demand which is correlated with the demands of United Forum of Bank Unions (UFBU) has already been discussed earlier and the same acknowledge to them.

Further, the representative of RRBs, sponsor Banks, NABARD and the DFS requested the unions and association not to go on strike but the representative of union and association stated that as the matter is entirely related to Banking industry hence, they will support to UFBU on the issue related to the common demands.

The conciliation officer advised to maintain harmonious industrial relations and accept the request of the management in a larger public interest and act accordingly.

v. All India Bank Officers' Association

This office has received notice of Strike under section 22 of the ID Act 1947 dated 04.03.2025 served by Sh. S. Nagarajan, General Secretary, AIBOA addressed to the IBA and this office endorsing a copy to the Secretary, DFS proposing to go on 48 hours continuous strike from the midnight of 23.03.2025 to the midnight of 25.03.2025 to press their demands.

The notice of strike was seized in the conciliation proceeding and date of discussion was fixed on 18.03.2025 and 21.03.2025. The AIBOA elaborated their demands mentioned in the strike notice. Subsequently, representative from IBA and the DFS made their submissions on every demand. Over the issue of disinvestment in IDBI Ltd., the representative from the management stated that it is a policy matter of the Govt. of India. Over the issue of PLI, the IBA offered to take up the matter with DFS for reconsideration. The issue of five days banking was discussed at length and the DFS submitted that the DFS is seized of the proposal and the matter requires wider consultations with various stakeholders. Demands regarding sufficient recruitment in all cadres, the IBA proposed to have bilateral discussion with the association and sort out the issues amicably. The demands related to residual matters including updation of pension scheme would also be further discussed with the IBA.

Further, the Conciliation Officer requested the Ld. representatives of AIBOA to consider the request of withdrawal of strike as it is neither in the interest of its members nor in the interest of the banks and the nation as a whole. Thus, after protracted and threadbare discussions, the representatives of AIBOA agreed to defer the proposed strike.

The swift and successful intervention from this office saved loss of man hours for the country as well as ensured no disruption in banking and financial industry throughout the country and thereby avoiding economic loss as well.

vi. United Forum of IDBI Officers & Employees

This office was in receipt of notice of strike dated 22.07.2025 under section 22 of the Industrial Disputes Act, 1947 jointly served by the United Forum of IDBI Officers & Employees addressed to the ND & CEO, IDBI Bank endorsing a copy thereof to this office & others proposed to go on one day nationwide strike on 11.08.2025 to press their demands.

The notice was forwarded to the Dy. CLC@ Mumbai vide this office letter dated 29.07.2025 and immediately after receipt of the notice ALC(C), Mumbai seized the matter under Section 12(1) of the Industrial Disputes Act 1947 and held conciliation meetings wherein the representatives of Unions and management concerned attended the proceeding and due to divergent views of both the parties no fruitful discussion could be arrived at.

Further, considering the seriousness of the matter, the CLC(C) intervened and took up the matter through VC on 09.08.2025 where both parties were present. However, even after putting all efforts, no amicable settlement could be arrived at and the unions/ associations did not agree to withdraw the proposed strike. The overall strike % report across the country in IDBI

bank was 15% of the total strength.

2. Oil

I. Joint Notice served by recognized unions of Pipeline Division of IOCL

This office is receipt of strike notice under section 22 of the ID Act 1947 jointly served by recognized unions of Pipelines Division of IOCL addressed to the Director (Pipelines) endorsing a copy to this office proposing to go on one day token strike on 09.07.2025 to press their demands. The notice of strike was seized into conciliation proceeding and date of discussion was fixed on 07.07.2025. Elaborate discussion took place during the conciliation on the entire issues contained in the strike notice.

At the outset of the meeting the representative of unions stated that the management has taken decision to introduce “synergy system” for restructuring of the pipeline division under which the pipeline is forcibly merged into the Marketing division. This unilateral decision disregards the established agreement with recognized union and tramples upon autonomy of pipeline division. The representative of unions submitted copy of standing order (Pipeline Division) as well as terms and condition of employment stipulated in appointment letter.

The representatives of management stated that there is no violation of service condition and provision of Industrial Disputes Act, 1947, the synergy system is proposed as a part of business policy decision. Hence, the question of violation of section 9(a) does not arise. After protracted decision the following issues emerged and management agreed to discuss bilaterally:

- i. Absolute oppose to the synergy system- both parties advised to discuss the issue bilaterally and deliberate all the facts related to structural change which is likely to introduce. And submit outcome of the

discussion on next date of hearing.

- ii. The issues related to continuation of present base concept – both parties advised to have bilateral discussion and submit report to the conciliation officer on next date of hearing.
- iii. The issues related to immediate recruitment of vacant post, recognized union must of respected and honoured, honour of recruitment of local and regional level, recruitment of white colour workmen in office work, withdraw the decision to discontinue the quarterly kit –discussed the issues bilaterally and update to this office / submit report on next date of hearing.

Further, after intervention and efforts made by the conciliation officer and as requested by the management, the union agreed to defer the proposed strike for the period of 21 days. The swift and successful intervention from this office saved huge man hours for the country as well as ensured no disruption in banking and financial industry throughout the country and thereby avoiding economic loss as well.

ii. Joint Notice served by recognized unions of Refineries, Pipelines and Marketing Division of IOCL

This office has received joint notice of strike dated 15.09.2025 served by recognized unions of Refineries, Pipelines and Marketing Division of IOCL to the Director (HR) IOCL endorsing a copy to this office proposing to go on strike on 07.10.2025 to press their demands.

The notice of strike was seized into conciliation proceeding and date of discussion was fixed on 03.10.2025 and despite marathon discussions, any concrete decision could not be arrived at. However, both the parties mutually agreed to discuss the issues threadbare at bipartite level and in the meantime the unions also agreed to

defer the strike proposed for 07.10.2025, till the next date of discussion scheduled for 14.10.2025.

On 14.10.2025, parties attended the meeting and after marathon conciliation proceedings continued for more than 13 hours and finally concluded at 4.00 AM of 15.10.2025. Hectic and protracted discussions and intervention of CLC office resulted in strike call being deferred in all three divisions of IOCL.

3. MISCELLANEOUS

i. Bhakra Beas Employees Union (AITUC-AIFEE)

A strike notice dated 17.02.2025 was served by the Bhakra Beas Employees Union (AITUC-AIFEE) addressed to the Chairman, Bhakra Beas Management Board (BBMB), Chandigarh, endorsing a copy to the Chief Labour Commissioner(C) & others. Inadvertently, the matter was seized by both the Chief Labour Commissioner(C), New Delhi and the Regional Labour Commissioner(C), Chandigarh vide notice dated 25.02.2025. RLC(C) Chandigarh fixed the date of first hearing on 04.03.2025 whereas the CLC(C) fixed the same for 07.03.2025. It is also on record that RLC(C) Chandigarh during the conciliation on 04.03.2025 urged the unions to withdraw the strike in question but unions agreed to defer.

During the course of elaborate discussion between the parties, the Ld. Representatives of unions assured to defer the strike as already agreed.

ii. One day nation-wide General Strike by Central Trade Union on 20.05.2025 and 9.7.2025.

All the Central Trade Unions have given a call for Observation of All India General Strike on 20.05.2024 to press their charter of demands

In this connection, all the Dy. CLC(C)s in the field offices under the CLC(C) organization were advised to intervene as & when the strike notices were received by them from any Trade Unions functioning in their jurisdiction and submit strike report.

Thereafter, based on the information received from the field offices on 20.05.2025, it is found that only in M/s Rashtriya Ispat Nigam Ltd. (RINL), Vishakhapatnam Steel Plant, Steel industry at Hyderabad (absenteeism 24.10%), and remaining no strike had taken place as the unions postponed/deferred the proposed nationwide strike and rescheduled to 09.07.2025.

Further, as per the reports received from all field offices the overall percentage of absenteeism in the industries on 09.07.2025 was approximately 9.22%.

iii. The Indian National Cement Workers Federation

The Indian National Cement Workers Federation served a strike notice vide their letter No. (Ref. No.)17/06/02 dated 06.02.2025 addressed to the Chief Executive Officer, Adani Cement Company, Ahmedabad endorsing a copy thereof to the Chief Labour Commissioner(C), Ministry of Labour & Employment proposing to go on indefinite strike from 3rd March 2025 to press their demands. As the matter was concerned with multiple units spread all over the country, it was seized into conciliation proceedings by the O/o CLC(C) in public interest.

In the meantime, the management, Adani Cement Company convened a meeting with INCWF (INTUC) on 24.02.2025 and after elaborate discussion they arrived to a road map for further discussion and necessary action. After elaborate discussion, the federation acceded to the request of management and agreed to defer the strike.

The swift and successful intervention from this office saved loss of man hours for the country as well as ensured no disruption in industry throughout the country and thereby avoiding economic loss as well.

3.17 SIGNIFICANT MEMORANDUM OF SETTLEMENT DURING 1ST JANUARY, 2025 TO 31ST DECEMBER, 2025 IN WHICH CIRM PLAYED IMPORTANT ROLE:-

Office of Chief Labour Commissioner©, New Delhi

Major Settlements arrived at during the period from January 2025 to December 2025

MEMORANDUM OF SETTLEMENT

- 1. Memorandum of Settlement** was signed on **07.01.2025** between M/s Smart Marine Engineering and Kerala Petroleum & Gas Workers Union (CITU) over a charter of demands, before RLC(C), Cochin. As a result of this settlement **10** workmen **received monetary benefit of Rs 31,80,000/-**.
- 2. Memorandum of Settlement** was signed on **17.01.2025** between M/s Cherian Gas Agency, M/s Sai Gas & M/s Best Gas, Contractor engaged by M/s HPCL- LPG Bottling Plant, Irimpanam and Kerala Petroleum & Gas Workers Union & Irimpanam General Workers Union, before RLC(C), Cochin. As a result of this settlement **40** workmen **received monetary benefit of Rs 1,20,00,000/-**.
- 3. Memorandum of Settlement** was signed on **28.01.2025** between M/s Western Interior Designers and Marine Contractor (M/s Western Group of Companies) Contractor engaged by M/s HPCL, Elalthur, Calicut and Kerala Petroleum & Gas Workers Union (CITU), before RLC(C), Cochin. As a result of this settlement **06** workmen **received monetary benefit of Rs 4,80,000/-**.
- 4. Memorandum of Settlement** was signed on **10.01.2025** between Thermal Power House Construction Karmchari Sangh and M/s BTL EPC Ltd, before RLC(C), Lucknow. As a result of this settlement **04** workmen **received monetary benefit of Rs 1,80,000/-**.
- 5. Memorandum of Settlement** was signed on **03.01.2025** between Baroda UP Bank Asthayi Mazdoor Sangh V/s Baroda UP Bank, before RLC(C), Lucknow over the charter of demands.
- 6. Memorandum of Settlement** was signed on **28.01.2025** between Bharat Electronics Ltd Management Vs BEL TEX Employees Union, before ALC(C)-I, Chennai. As a result of this settlement **90** workmen **received monetary benefit of Rs 1,35,00,000/-**.
- 7. Memorandum of Settlement** was signed on **07.01.2025** between Cement and Khadan Shramik Union Vs NU Vista, before ALC(C), Raipur. As a result of this settlement **900** workmen **received monetary benefit of Rs 6,00,00,000/-**.
- 8. Memorandum of Settlement** was signed on **08.01.2025** between Akhil Bhartiya Cement Mazdoor Mahasangh Vs BPS Infrastructure and others contractors of UTCL Rawan, before ALC(C), Raipur. As a result of this settlement **900** workmen **received monetary benefit of Rs 6,00,00,000/-**.
- 9. Memorandum of Settlement** was signed on **06.01.2025** between M/s G4s vs KMFwu, before LEO(C), Barbil. As a result of this settlement workman **received benefit**.
- 10. Memorandum of Settlement** was signed on **06.01.2025** between M/s JSW , M/s Satpathy & Brothers vs KMFwu, before LEO(C), Barbil. As a result of this settlement **262** workmen **received**

monetary benefit of Rs 1,50,59,063/-.

- 11. Memorandum of Settlement** was signed on **23.01.2025** between Kalta Iron Ore Mines/Barsuan Iron Ore Mines/Taldih Iron Ore Mines Vrs the General Secretary, Sundergarh Mines & Transport Workers Union, Koira, before RLC(C), Rourkela. **As a result of this settlement 345 workmen received benefit.**
- 12. Memorandum of Settlement** was signed on **21.01.2025** between M/s ISGEC Heavy Engineering, M/s Shivani Construction (Sub Contractor) Vs Shri Shankar Prasad, before RLC(C), Patna. **As a result of this settlement 01 workman received monetary benefit of Rs 35,000/-.**
- 13. Memorandum of Settlement** was signed on **21.01.2025** between M/s ISGEC Heavy Engineering, M/s Shivani Construction (Sub Contractor) Vs Shri Amit Kumar, before RLC(C), Patna. **As a result of this settlement 01 workman received monetary benefit of Rs 10,000/-.**
- 14. Memorandum of Settlement** was signed on **24.01.2025** between M/S M.S Enterprises (Contractor of Western Railway, Vadodara Division, Vadodara) and Western Railway Contractors Employees Union Over Payment of Dues, before RLC(C), Vadodara. **As a result of this settlement 12 workmen reinstate in job.**
- 15. Memorandum of Settlement** was signed on **27.01.2025** between M/S M.R Celan Services Private Limited (Contractor Of I.O.C.L, Gujarat Refinery, Vadodara) and Parivartan Mazdoor Sangathan Over Payment of Dues, before RLC(C), Vadodara. **As a result of this settlement 1 workmen received monetary benefit of Rs 20,000/-.**
- 16. Memorandum of Settlement** was signed on **10.01.2025** between M/S Bansal Infratech Synergy India Private Limited (Contractor Of I.O.C.L, Gujarat Refinery, Vadodara) and Parivartan Mazdoor Sangathan Over Payment of Dues, before RLC(C), Vadodara. **As a result of this settlement 4 workmen received monetary benefit of Rs 1,26,661/-.**
- 17. Memorandum of Settlement** was signed on **21.01.2025** between M/S Sainik Intelligence & Security Private Limited (Contractor of Life Insurance Corporation Of India, Vadodara Division, Vadodara) and Parivartan Mazdoor Sangathan Over Payment of dues to Shri Pankajkumar Laxmanbhai Damor, before RLC(C), Vadodara. **As a result of this settlement 1 workmen received monetary benefit of Rs 20,000/-.**
- 18. Memorandum of Settlement** was signed on **08.01.2025** between M/S Tata Project Limited (Contractor Of I.O.C.L, Gujarat Refinery, Vadodara) And Parivartan Mazdoor Sangathan Over Termination of Shri Vikrambhai Rameshbhai Chauhan, before RLC(C), Vadodara. **As a result of this settlement 1 workman reinstate in job.**
- 19. Memorandum of Settlement** was signed on **08.01.2025** between M/S Bridge and Roof Company (India) Ltd (Contractor Of I.O.C.L, Gujarat Refinery, Vadodara) and Parivartan Mazdoor Sangathan Over Payment Of Dues, before RLC(C), Vadodara. **As a result of this settlement 9 workmen received monetary benefit of Rs 1,26,775/-.**
- 20. Memorandum of Settlement** was signed on **22.01.2025** between Bharat Electronics Ltd Kotdwar, UK Vrs Bharat Electronics Ltd Karmchari Sangh, before

RLC(C), Dehradun. **As a result of this settlement 200 workmen received monetary benefit of Rs 1,90,00,000/-.**

21. **Memorandum of Settlement** was signed on **02.01.2025** between Satender Singh Vs Vencher Security Facility and Management, before RLC(C), Noida. **As a result of this settlement 1 workman reinstate in job.**
22. **Memorandum of Settlement** was signed on **21.01.2025** between BEL Shramik Trade Unions Vs BEL, Ghaziabad, before RLC(C), Dehradun. **As a result of this settlement 258 workmen received monetary benefit of Rs 8,18,01,168/-.**
23. **Memorandum of Settlement** was signed on **21.01.2025** between Bharat Electronics Workers Union Panchkula vs BEL, Panchkula, before RLC(C), Chandigarh. **As a result of this settlement 161 workmen received monetary benefit of Rs 2,09,30,000/- per year.**
24. **Memorandum of Settlement** was signed on **16.01.2025** between Ms. Champa Devi vs JV HR Management Pvt.Ltd., before ALC(C), Karnal. **As a result of this settlement 1 workman received monetary benefit of Rs 95,000/-.**
25. **Memorandum of Settlement** was signed on **22.01.2025** between FCI Mazdoor Vikas Union vs FCI, Divisional Office, Hisar, before ALC(C), Karnal. **As a result of this settlement work provided to 464 workmen at 6 depots of FCI, Haryana.**
26. **Memorandum of Settlement** was signed on **24.01.2025** between UCBEA Haryana vs UCO Bank, Karnal, before ALC(C), Karnal. **As a result of this**

settlement 1 workman received monetary benefit of Rs 1,07,568/-.

27. **Memorandum of Settlement** was signed on **28.01.2025** between NTPC Karamchari Sangh, Faridabad vs NTPC Ltd., Faridabad, before ALC(C), Karnal, regarding Order on protected workman issued and one workman benefit.
28. **Memorandum of Settlement** was signed on **15.01.2025** between Hardeep Kumar vs M/s Sohan Lal, before ALC(C), Chandigarh. **As a result of this settlement 1 workman reinstate in job.**
29. **Memorandum of Settlement** was signed on **15.01.2025** between Neelam vs M/s Sohan Lal, before ALC(C), Chandigarh. **As a result of this settlement 1 workman reinstate in job.**
30. **Memorandum of Settlement** was signed on **15.01.2025** between Akash Thappa vs M/s Sohan Lal, before ALC(C), Chandigarh. **As a result of this settlement 1 workman reinstate in job.**
31. **Memorandum of Settlement** was signed on **15.01.2025** between Rohit Thakur vs M/s Sohan Lal, before ALC(C), Chandigarh. **As a result of this settlement 1 workman reinstate in job.**
32. **Memorandum of Settlement** was signed on **15.01.2025** between Kuldeep Kumar vs M/s Sohan Lal, before ALC(C), Chandigarh. **As a result of this settlement 1 workman reinstate in job.**
33. **Memorandum of Settlement** was signed on **24.01.2025** between Sh.Rohit Badera vs. M/s Atria Convergence Technologies Ltd., before ALC(C)-III, Delhi. **As a result of this settlement 1 workman received monetary benefit of Rs 92414/-.**
34. **Memorandum of Settlement** was

signed on **08.01.2025** between M/s M Srinivasa Brothers, contractor at State Bank of India (SBI) Vs Smt K.Swaroop, before ALC(C), Hyderabad. **As a result of this settlement 1 workman reinstate in job.**

35. Memorandum of Settlement was signed on **06.01.2025** between Nimcha Colliery under Satgram Sripur Area of M/s ECL Vs Koyala Mazdoor Sangh, before ALC(C), Asansol. **The management agreed to settle LCS amount in respect of Smt Chandana Bouri W/o late Sukhmay Bouri, Ex- General Mazdoor. As a result of this settlement 1 workman benefit.**

36. Memorandum of Settlement was signed on **24.01.2025** between M/s Bharat Electronics Limited V/s Kamgar Congress Union, before ALC(C)-II, Mumbai. **As a result of this settlement 114 workmen received monetary benefit of Rs 74,46,480/-/-.**

37. Memorandum of Settlement was signed on **28.01.2025** between AI Engineering Services Ltd and All India Aircraft Engineering Association along with Air India Air Craft Engineers' Association, New Delhi, before CLC(C), HQ.

38. Memorandum of Settlement was signed on **11.02.2025** between M/s Ravenbeck Telecommunications India Pvt Ltd contractors engaged by M/s ATC telecom Infrastructure Private Limited and their workmen presented by Kerala Samasthana Mobile Phone Tower Employees Union (CITU) over a charter of demands, before RLC(C), Cochin. As a result of this settlement **78 workmen received monetary benefit of Rs 1,61,46,000/-.**

39. Memorandum of Settlement was

signed on **11.02.2025** between M/s Electromech Solutions, M/s Sreelakshmi Enterprises, M/s Ravenbeck Telecommunications India Pvt Ltd contractors engaged by M/s ATC telecom Infrastructure Private Limited and their workmen presented by Bhartiya Private Telecom Mazdoor Sangh (BMS), before RLC(C), Cochin. As a result of this settlement **122 workmen received monetary benefit of Rs 2,52,54,000/-.**

40. Memorandum of Settlement was signed on **20.02.2025** between M/s Hexanet Infra solutions Private Limited & M/s Nidheesh Services, Contractor engaged by M/s VIL Network Operations and Bhartiya Private Telecom Mazdoor Sang (BMS) over the issue of renewal of Long-Term Wage- service agreement of Field Maintenance Assistants (FMA), before RLC(C), Cochin. As a result of this settlement **35 workmen received monetary benefit of Rs 71,75,000/-.**

41. Memorandum of Settlement was signed on **18.02.2025** between M/s Ganesh Benzoplast Ltd and their workmen represented by Kerala Petroleum and Gas Workers Union (CITU) over a charter of demands before RLC(C), Cochin. As a result of this settlement **09 workmen received monetary benefit of Rs 10,80,000/-.**

42. Memorandum of Settlement was signed on **19.02.2025** between M/s Thomas Constructions Pvt Ltd and Bhartiya Private Telecom Mazdoor Sangh (BMS) over the issue of termination of Shri Abhishek S before RLC(C), Cochin. As a result of this settlement **1 workman re-employment.**

43. Memorandum of Settlement was signed on **17.02.2025** between M/s Telecrats India Pvt Ltd, contractor

engaged by M/s Reliance Jio Infocom Ltd and Bhartiya Private Telecom Mazdoor Sagh (BMS) over the issue of VDA Holiday wages and other pending benefits before RLC(C), Cochin. As a result of this settlement **650 workmen received monetary benefit of Rs 4,48,27,586/-**.

44. **Memorandum of Settlement** was signed on **20.02.2025** between M/s Hexanet Infra Solutions Pvt Ltd, M/s Nidheesh Services, contractors engaged by M/s Vodafone Idea Ltd and Kerala Samsthana Mobile Phone Tower Employees Union (CITU) over a charter of demands for long term settlement before RLC(C), Cochin. As a result of this settlement **16 workmen received monetary benefit of Rs 32,80,000/-**.
45. **Memorandum of Settlement** was signed on **19.02.2025** between M/s GSUS Star Technologie Pvt Ltd, contractor engaged by M/s L&T Constructions Pvt Ltd and Bhartiya Private telecom Mazdoor Sangh (MS) over the issue of non-payment of salary on time for patrollers by M/s GGUS Star Technologie Pvt Ltd over a charter of demands for long term settlement before RLC(C), Cochin. As a result of this settlement **26 workmen received monetary benefit of Rs 9,11,493/-**.
46. **Memorandum of Settlement** was signed on **17.02.2025** between M/s Reliance Jio Infocomm Ltd and their workmen represented by Kerala Samsthana Mobile Phone Tower Employees Union (CITU) over the issue of non-payment of statutory elements by M/s Veremax before RLC(C), Cochin. As a result of this settlement **800 workmen received monetary benefit of Rs 5,51,72,414/-**.
47. **Memorandum of Settlement** was

signed on **14.02.2025** between Shri Tumnalal and others M/s BD Dutta Enterprises Contractor of M/s J K Lakshmi Cement before RLC(C), Raipur. As a result of this settlement **2 workers reinstate in their job**.

48. **Memorandum of Settlement** was signed on **18.02.2025** between Shri Anup Rahangdale Vs NMDC and UNI Rail Naggar before RLC(C), Raipur. As a result of this settlement **1 worker reinstate in job**.
49. **Memorandum of Settlement** was signed on **27.02.2025** between Shri Sunil Kumar Vs Ms shiva Industrial Security before RLC(C), Raipur. As a result of this settlement **2 workers received monetary benefit of Rs 16,654/-**.
50. **Memorandum of Settlement** was signed on **27.02.2025** between Shri Sanjay Kumar Verma Vs Shree Cement Ltd before RLC(C), Raipur. As a result of this settlement **2 workers reinstate in their job**.
51. **Memorandum of Settlement** was signed on **28.02.2025** between Sh. Jawant Singh S/o Sh. Dwan Chand vs Cheif Executive Officer, NHPC, Ratle Project, Darabshalla, Kistwar, UT (J&K) before RLC(C), Jammu. As a result of this settlement **1 workman received monetary benefit of Rs 36,450/-**.
52. **Memorandum of Settlement** was signed on **12.02.2025** between Aman Chandel vs ICICI Bank before ALC(C), Karnal. As a result of this settlement **1 workman benefit**.
53. **Memorandum of Settlement** was signed on **25.02.2025** between Sh. Titoo Kumar vs Fabpro Pvt. Ltd. before ALC(C), Karnal. As a result of this settlement **1 workman received monetary benefit of Rs 21414/-**

- 54. Memorandum of Settlement** was signed on **18.02.2025** between State Bank of Employees Union vs SBI over the matter of transfer, before ALC(C), Jalandhar. As a result of this settlement **1 workman benefit.**
- 55. Memorandum of Settlement** was signed on **18.02.2025** between Smt. Minu Devi vs. Dr. RML Hospital over the matter of reinstatement, before ALC(C)-III, New Delhi. As a result of this settlement **1 workman reinstatement.**
- 56. Memorandum of Settlement** was signed on **21.02.2025** between Tuticorin PSA Sical Container Terminal Staff Union Vs PSA Sical Terminals Ltd., Tuticorin over retrenchment compensation -12 (3) before RLC(C), Madurai. As a result of this settlement **68 workmen received monetary benefit of Rs 21,00,00,000/-**
- 57. Memorandum of Settlement** was signed on **21.02.2025** between Tuticorin PSA Sical Container Terminal Staff Union Vs PSA Sical Terminals Ltd., Tuticorin over wage revision, before RLC(C), Madurai. As a result of this settlement **workmen received monetary benefit of Rs 2,00,00,000/-.**
- 58. Memorandum of Settlement** was signed on **14.02.2025** between Salem district Magnesite Pattali Thozhil Sangam Vs SAIL refractory Coy Ltd/KRSS manpower Services/ Ayyaarappan Contractor/M/s Ramalingam & Co, before ALC(C)-II, Chennai. As a result of this settlement **97 workmen benefit.**
- 59. Memorandum of Settlement** was signed on **18.02.2025** Eris Carmen Syierlait- Vs- M/s Mebeeai services Pvt. Ltd. Jeffery June Sharbhog -Vs- M/s Mebeeai services Pvt. Ltd. Banisara Nongkhlaw _-Vs-M/s Mebeeai services Pvt. Ltd Capedonwell Wanbah-Vs M/s Mebeeai services Pvt. Ltd. Chynnam Wanmi Nialang -Vs- M/s Mebeeai services Pvt. Ltd., Tinku Kumar Sarki-Vs- M/s Mebeeai services Pvt. Ltd. Lovely Son Kharbuli-Vs- M/s Mebeeai services Pvt. Ltd., Dil Bahadur Poon-Vs- M/s Mebeeai services Pvt. Ltd., before RLC(C), Guwahati. As a result of this settlement **8 workmen reinstate in job.**
- 60. Memorandum of Settlement** was signed on **06.02.2025** between M/s. KJS Ahluwalia Vrs KMFwu, before LEO(C), Barbil. As a result of this settlement **1 workman received monetary benefit of Rs 102785/-**
- 61. Memorandum of Settlement** was signed on **18.02.2025** between Ponai Enterprises Contractor of Rourkela steel plant, SAIL Vrs the General Secretary, Aam Mazdoor Sangathan, Rourkela RLC(C), Rourkela. As a result of this settlement **51 workmen received monetary benefit of Rs 16,15,948/-.**
- 62. Memorandum of Settlement** was signed on **18.02.2025** between M/s. Paradeep kumar padhi contractor of Barusuan Iron mines of RSP Vrs The General Secretary, North Orissa Workers union, Rourkela RLC(C), Rourkela. As a result of this settlement **9 workmen received monetary benefit of Rs 122148/-.**
- 63. Memorandum of Settlement** was signed on **19.02.2025** between M/s. Paradeep kumar padhi contractor of Barusuan Iron mines of RSP Vrs The General Secretary, North Orissa Workers union, Rourkela RLC(C), Rourkela. As a result of this settlement **9 workmen received monetary benefit of Rs 122148/-.**

64. **Memorandum of Settlement** was signed on **19.02.2025** between Ultratech Cement Ltd & its contractor Vs Ultratech Cement Contract Karmchari Union RLC(C), Dehradun. As a result of this settlement **220 workmen received monetary benefit of Rs 1,80,00,000/-**.
65. **Memorandum of Settlement** was signed on **05.02.2025** between Mr Izhar Ahmed Vs RL Bank over the matter of full and final settlement and experience letter, RLC(C), Dehradun. As a result of this settlement **1 workman received benefit**.
66. **Memorandum of Settlement** was signed on **28.02.2025** between Bajaj Finance Ltd and Chatterjee Cleaning Arts Services Vs Sanjay Singh, RLC(C), Dehradun. As a result of this settlement **1 workman received benefit of Rs 14,000/-**.
67. **Memorandum of Settlement** was signed on **25.02.2025** between M/s Mewar Enterprises (Contractor of Western Railway, Vadodara Division) and Western Railway Contractor's Employees" Union over nonpayment of dues, RLC(C), Vadodara. As a result of this settlement **10 workmen received benefit of Rs 80,000/-**.
68. **Memorandum of Settlement** was signed on **07.02.2025** between M/s Sopan O & M Company Pvt Ltd (Cotractor of IOCL, Gujarat Refinery, Vadodara) and Parivartan Mazdoor Sangathan over nonpayment of dues, RLC(C), Vadodara. As a result of this settlement **10 workmen received benefit of Rs 1,20,000/-**.
69. **Memorandum of Settlement** was signed on **26.02.2025** between M/s HAL Hyderabad Vs Hindustan Aeronautics Workers Union, RLC(C), Hyderabad. As a result of this settlement **89 workmen received benefit of Rs 28,446/-**.
70. **Memorandum of Settlement** was signed on **06.02.2025** between M/s. S.K. Enterprises, contractor of IOCL, Terminal Vs Indian Oil Contract Employees Union, RLC(C), Visakhapatnam. As a result of this settlement **7 workmen received benefit of Rs 54,56,448/-**.
71. **Memorandum of Settlement** was signed on **07.02.2025** between M/s. Engineering Construction Co. Ltd Vs Sri Parmanand, RLC(C), Visakhapatnam. As a result of this settlement **1 workman received benefit of Rs 1,21,592/-**.
72. **Memorandum of Settlement** was signed on **25.02.2025** between M/s. G.R.G.Projects Vs Sri M. Brahmanandam, RLC(C), Visakhapatnam. As a result of this settlement **1 workman received benefit of Rs 1,20,000/-**.
73. **Memorandum of Settlement** was signed on **25.02.2025** between M/s. K.S.K.Raju Vs NAOB Contract Workers Union (CITU), RLC(C), Visakhapatnam. As a result of this settlement **19 workmen received benefit of Rs 2,94,000/-**.
74. **Memorandum of Settlement** was signed on **24.02.2025** between Secunderabad Cantonment Board Vs Cantonment Board Contract Workers Union, ALC(C), Hyderabad. As a result of this settlement **12 workmen reinstate in job**.
75. **Memorandum of Settlement** was signed on **19.02.2025** between M/s Isha Protectional Security Guard Pvt Ltd Vs Smt E Renuka, ALC(C), Hyderabad. As a result of this settlement **1 workman reinstate in job**.
76. **Memorandum of Settlement** was signed on **28.03.2025** between the

management of Shri Syamkumar V N, Irumpanam, contractor engaged by M/s BPCL, Irumpanam Installation and their workmen represented by Kerala Petroleum & Gas Workers Union(CITU) over a charter of demands, before RLC(C), Cochin. As a result of this settlement **05 workmen received monetary benefit of Rs 540000/-**.

77. Memorandum of Settlement was signed on **28.03.2025** between the management of Shri Joseph TX, M/s Fire and Safety Services, contractor engaged by M/s BPCL, Irumpanam Installation and their workmen represented by Kerala Petroleum & Gas Workers Union(CITU) over a charter of demands for wage revision and other benefits, before RLC(C), Cochin. As a result of this settlement **07 workmen received monetary benefit of Rs 840000/-**.

78. Memorandum of Settlement was signed on **26.03.2025** between the management of M/s IVEES Builders & Interiors, contractor engaged by M/s Naval Physical and Oceanographic Laboratory, Thrikkakara and Ernakulam District Industrial Estate Mazdoor Sangh (BMS) over a charter of demands for wage revision and other benefits, before RLC(C), Ajmer. As a result of this settlement **42 workmen received monetary benefit of Rs 176400/-**.

79. Memorandum of Settlement was signed on **20.03.2025** between the management of M/s BSL SAIL, Bhawnathpur Vs Bokaro Steel Workers Union INTUC, Bhawnathpur, before ALC(C), Patna. As a result of this settlement **10 workmen received benefit**.

80. Memorandum of Settlement was signed on **27.03.2025** between the

management of M/s BSL SAIL, Bhawnathpur Vs Bokaro Steel Workers Union INTUC, Bhawnathpur, before ALC(C), Patna. As a result of this settlement **10 workmen received benefit**.

81. Memorandum of Settlement was signed on **27.03.2025** between the management of M/s Navyuga Engineering Co Ltd, RVNL Package-5, UK Vrs Samvida Shramik Sangh, Uttarakhand, before RLC(C), Dehradun. As a result of this settlement **11 workmen received monetary benefit of Rs 1427000/-**.

82. Memorandum of Settlement was signed on **26.03.2025** between the management of Maharashtra Rajya Mobile Tower Technical Employees Association And M/s b4S Solutions Private Ltd Pune, M/s Indus Tower Ltd Pune, before RLC(C), Mumbai. As a result of this settlement **45 workmen received monetary benefit of Rs 742500/-**.

83. Memorandum of Settlement was signed on **05.03.2025** between the management of Assistant General Manager (RH) Bank of Baroda, Regional Office, Bharuch and all India Bank of Baroda Employees Union over the issue of transfer of Shri Akhilesh Kumar, before RLC(C), Vadodara. As a result of this settlement **1 workman received benefit**.

84. Memorandum of Settlement was signed on **21.03.2025** between the management of Sh. Tushar vs Indian Institute of Management, in the O/o Dy CLC(C), Chandigarh. As a result of this settlement **1 workman received monetary benefit of Rs 22000/-**.

85. Memorandum of Settlement was signed on **21.03.2025** between the

management of Sh. Ritik vs Indian Institute of Management, in the O/o Dy CLC(C), Chandigarh. As a result of this settlement 1 **workman received monetary benefit of Rs 22000/-**.

86. **Memorandum of Settlement** was signed on **21.03.2025** between the management of Akshat Rathaour vs Indian Institute of Management, in the O/o Dy CLC(C), Chandigarh. As a result of this settlement 1 **workman received monetary benefit of Rs 2129/-**.

87. **Memorandum of Settlement** was signed on **17.03.2025** between the management of M/s. Ananda Construction, Contractor of RSP, SAIL, Rourkela Vrd The GS, Sundergarh district industrial shramik sabha, rourkela, before RLC(C), Rourkela. As a result of this settlement 4 **workmen received monetary benefit of Rs 160000/-**.

88. **Memorandum of Settlement** was signed on **10.03.2025** between the management of M/s. Royal Movers, Contractor of Khatkurbahal Limestone & Dolomite Mines of M/s Shiva Cement Ltd Vrs The GS, Sundergarh & Keonjhar Districts Mazdoor Union, Barbil, before RLC(C), Rourkela.

89. **Memorandum of Settlement** was signed on **10.03.2025** between the management of M/s. PKS Technobuild Private Ltd, Contractor of Khatkurbahal Limestone & Dolomite Mines of M/s. Shiva Cement Limited Vrs The GS, Sundergarh & Keonjhar Districts Mazdoor Union, Barbil, before RLC(C), Rourkela.

90. **Memorandum of Settlement** was signed on **10.03.2025** between the management of M/s. KBL Minerals & Transport LLP, Contractor of Khatkurbahal Limestone & Dolomite Mines of M/s. Shiva Cement Ltd Vrs The

GS, Sundergarh & keonjhar Districts Mazdoor Union, Barbil, before RLC(C), Rourkela.

91. **Memorandum of Settlement** was signed on **25.03.2025** between the management of Chhenai Radha Engineering Works Pvt Ltd Vrs Paradip Port Mazdoor Sangh, before ALC(C), Bhubaneswar. As a result of this settlement **256 workmen received monetary benefit of Rs. 128167/-**.

92. **Memorandum of Settlement** was signed on **12.03.2025** between the Shri Devendra Raghuwanshi V/S AIIMS, Bhopal, before RLC(C), Bhopal. As a result of this settlement **01 workman reinstatement in job**.

93. **Memorandum of Settlement** was signed on **20.03.2025** between the All India AIIMS Employees Union V/S AIIMS, Bhopal, before RLC(C), Bhopal. As a result of this settlement **01 workman received benefit**.

94. **Memorandum of Settlement** was signed on **12.03.2025** between the Mr. Longhok Diengdoh Vs- MeyBai Security Services Pvt. Ltd, before RLC(C), Guwahati. As a result of this settlement **01 workman reinstatement in job**.

95. **Memorandum of Settlement** was signed on **21.03.2025** between the management of Chennai Container Terminal Pvt Ltd Vs Chennai Port Container Terminal Employees Welfare Union, before ALC(C)-II, Chennai. As a result of this settlement **100 workmen received monetary benefit of Rs. 28800000/-**.

96. **Memorandum of Settlement** was signed on **10.03.2025** between the management of M/s SR Enterprises a contractor of Aegis Vopak Terminals Ltd

and SMPK (HDC) Trinamool contractors Workers Union before ALC(C)-II, Kolkata. As a result of this settlement **21 workmen received monetary benefit of Rs. 1285704/-**.

97. **Memorandum of Settlement** was signed on **25.03.2025** between the management of Gourangdi Colliery of M/s ECL Vs Colliery Mazdoor Congress before ALC(C), Asansol. As a result of this settlement **3 workmen received benefit**.
98. **Memorandum of Settlement** was signed on **25.03.2025** between the management of Sodepur Area of M/s ECL Vs Loyala Mazdoor Congress, over the matter of house rent allowance before ALC(C), Asansol. As a result of this settlement **1 workman received benefit**.
99. **Memorandum of Settlement** was signed on **06.03.2025** between the management of M/S. Onshore Construction Co. Ltd. Vs. Sri Srinivasa Rao, before RLC(C), Visakhapatnam. As a result of this settlement **1 workman received monetary benefit of Rs 70000/-**.
100. **Memorandum of Settlement** was signed on **20.03.2025** between the M/S. Quess Corp Limited Vs. Sri B. Lakshmi Prasad, before RLC(C), Visakhapatnam. As a result of this settlement **1 workman received monetary benefit of Rs 111712/-**.
101. **Memorandum of Settlement** was signed on **13.03.2025** between the management of Electronics Corporation of India Limited, Hyderabad and their workmen represented by Ecil Mazdoor Sangh regd.no. A-2344 regarding production incentive schemes for workmen on rolls in ECIL., before ALC(C), Hyderabad. As a result of this settlement

340 workmen received monetary benefit Amount : 1.5 Lakh per workmen total financial benefit to workmen: around 5.10 crores PA.

102. **Memorandum of Settlement** was signed on **24.03.2025** between the 1. Mallavarapu Akhil and 50 others, 5-13, YSR Colony, Hailand Road, Chinnakakani Post Mangalagiri Mandal, District: Guntur, Andhra Pradesh - 522503 2. SMC Integrated Facility Management Solutions Limited, D. No. 30-15-140, Daba Gardens, Visakhapatnam, State: Andhra Pradesh - 530020 (Sub-contractor of HLL Infra Tech Services Limited, engaged in AIIMS, Mangalagiri, Guntur District, before ALC(C), Vijayawada. As a result of this settlement **105 workmen received monetary benefit of Rs 4410000/-**.
103. **Memorandum of Settlement** was signed on **3.4.2025** between the management of National Highway Authority of India Vrs Bihar Colliery Kamgar Union, before ALC(C), Dhanbad-1. As a result of this settlement **15 workmen reinstate in their job**.
104. **Memorandum of Settlement** was signed on **9.4.2025** between the management of Sijua Area of BCCI Vrs Bihar Colliery Kamgar Union over the matter of correction of DoB, before ALC(C), Dhanbad-1. As a result of this settlement **1 workman received benefit**.
105. **Memorandum of Settlement** was signed on **25.4.2025** between the management of S/Sri Swna Tudu & 17 others Vrs NIT Jamshedpur, before ALC(C), Chaibasa. As a result of this settlement **18 workmen received monetary benefit of Rs 4,25,000/-**
106. **Memorandum of Settlement** was

signed on **25.4.2025** between the management of S/Sri Betali Kongari & 10 others Vs NIT Jamshedpur, before ALC(C), Chaibasa. As a result of this settlement **11** workmen **received monetary benefit of Rs 2,75,000/-**

- 107. Memorandum of Settlement** was signed on **9.4.2025** between the management of Boarder Road Casual Paid Workers Union, Kathua, UT of Jammu and Kashmir Vs. 69 RCC GREF, before RLC(C), Jammu. As a result of this settlement **1** workman **reinstate in his job.**
- 108. Memorandum of Settlement** was signed on **08.4.2025** between the management of Ambuja Cement Workers Union V/s Ambuja Cement Ltd., before ALC(C), Jalandhar. As a result of this settlement **524** workmen **received monetary benefit of Rs 50304000/-.**
- 109. Memorandum of Settlement** was signed on **9.4.2025** between Chander Shekar, Siya Nand, Heeru Singh, Rahul, Monty and Neetu before ALC(C), Chandigarh. As a result of this settlement **6** workmen **reinstate in their job.**
- 110. Memorandum of Settlement** was signed on **09.4.2025** between Geeta Ram Vs. CCI Rajban, before ALC(C), Chandigarh. As a result of this settlement **1** workman **received monetary benefit of Rs 7,50,000/-**
- 111. Memorandum of Settlement** was signed on **09.4.2025** between Cement Corporation Employees Union Vs. CCI Rajban, before ALC(C), Chandigarh. As a result of this settlement **1** workman **received monetary benefit of Rs 12,00,000/-.**
- 112. Memorandum of Settlement** was signed on **22.4.2025** between Shri

Narendra Kumar & 03 others Vs M/s Singh Enterprises, before RLC(C), Raipur. As a result of this settlement **4** workmen **received monetary benefit of Rs 32000/-.**

- 113. Memorandum of Settlement** was signed on **21.4.2025** between Cement and Khadan Shramik Union (AITUC) Vs NUVOCO Vistas Corp Ltd, before ALC(C), Raipur. As a result of this settlement **13** workmen **received monetary benefit of Rs 10,00,000/-.**
- 114. Memorandum of Settlement** was signed on **23.4.2025** between Cement and Khadan Shramik Union (AITUC) Vs Ambuja Adani Cement Ltd Rawan, before ALC(C), Raipur. As a result of this settlement **300** workmen **received monetary benefit of Rs 40,00,000/-.**
- 115. Memorandum of Settlement** was signed on **01.04.2025** between PNB Employees Union Vs PNB, before RLC(C), Noida over the matter of overtime wages. As a result of this settlement **1** workman **received monetary benefit of Rs 2625/-.**
- 116. Memorandum of Settlement** was signed on **11.04.2025** between Indian Bank Employees Union Vs Indian Bank, before ALC(C)-II, Chennai. As a result of this settlement **1** workman **received benefit.**
- 117. Memorandum of Settlement** was signed on **29.04.2025** between Dalmia Cement Bharat Ltd Vs Dalmia Cement Workers Union, Trichy, before ALC(C), Puducherry. As a result of this settlement **163** workmen **received monetary benefit of Rs 60,00,000/-.**
- 118. Memorandum of Settlement** was signed on **02.04.2025** between PNB Employees Union, Agra Vs PNB, Agra,

before ALC(C), Jhansi over the matter of overtime wages. As a result of this settlement **3** workmen **received monetary benefit of Rs 11095.5/-**.

- 119. Memorandum of Settlement** was signed on **02.04.2025** between M/s JIT Enterprises & their 7 contractors Vs SMPK (HDC) Trinamool Contractors worker Union, before ALC(C), Kolkata-II. As a result of this settlement **33** workmen **received monetary benefit of Rs 18,84,960/-**
- 120. Memorandum of Settlement** was signed on **24.04.2025** between Shri S Raju, DRM Worder, Om Nagar, Shadipur, Sri Vijaypuram Vs Shri Jagjeean Ram, Section Officer, ICMR-RMRC, Dollygung, Sri Vijaypuram, before ALC(C), Port Blair. As a result of this settlement **1** workman **received monetary benefit of Rs 2,63,640/- per annum.**
- 121. Memorandum of Settlement** was signed on **03.04.2025** between West Bengal Contractors Security Guards and Maintenance Labour Union Vs Axis Bank Ltd and M/s Orion Security Solutions Pvt Ltd, before ALC(C), Siliguri. As a result of this settlement **12** workmen **received monetary benefit of Rs 1,77,684/-per annum.**
- 122. Memorandum of Settlement** was signed on **22.04.2025** between GS-Rourkela Contract Workers Union Vrs M/s. GAKSH Power Company under RSP, before RLC(C), Rourkela. As a result of this settlement **5** workmen **received monetary benefit of Rs 93,000/-**.
- 123. Memorandum of Settlement** was signed on **09.04.2025** between Quess Corp. India Ltd Vrs KMFwu, before LEO(C), Barbil over the matter of illegally

deduction.

- 124. Memorandum of Settlement** was signed on **29.04.2025** between Assistant Divisional Mechanical Engineer, Vatva Ahmedabad and President, Akhil Bhartiya Karmchari Mahasangh, before ALC(C), Ahmedabad. As a result of this settlement **1** workman **received benefit.**
- 125. Memorandum of Settlement** was signed on **03.04.2025** between M/s Tata Consultancy Services, Gandhi Naar and Ms Keya Bhalodia before ALC(C), Ahmedabad. As a result of this settlement **1** workman **received benefit.**
- 126. Memorandum of Settlement** was signed on **25.04.2025** between M/s Mebbai Secirity Service Pvt. Ltd/Geological survey of India, Shillong -- Vs-- Sh. Malveen Majaw, Sh. Dlexieus Nongrum, Sh. Binod Routh, Sh. Mebensham Tyngson, Sh. Aumd M Sangma, Sh. Ashish Kumar Singh, Sh. Elkin S, Sh. Pynglong Singh Sh, Wilfred Majaw, Sh. Midhel Khydlit, before RLC(C), Guwahati. As a result of this settlement **10** workmen **reinstated in their job.**
- 127. Memorandum of Settlement** was signed on **11.04.2025** between FACT-CD Contractors Association and M/s The Fertilizers and Chemicals Travancore Ltd and General & Construction Workers Union (CITU), FACT-CD General Workers Union (INTUC) & Ernakulam District Construction and General Workers Union (AITUC) before RLC(C), Cochin. As a result of this settlement **300** workmen **received monetary benefit of Rs 4,49,28,000/-**
- 128. Memorandum of Settlement** was signed on **23.04.2025** between M/s Konkan Storage Systems (Kochi) Pvt Ltd

and Kerala Petroleum and Gas Workers Union (CITU) before RLC(C), Cochin. As a result of this settlement **22** workmen **received monetary benefit of Rs 1,51,20,000/-**.

129. Memorandum of Settlement was signed on **28.5.2025** between the management of Kovai Mavatta Poriyyal Pothu Thozhilalar Sangam (AITUC) and Tamil Nadu Petroleum & Gas Workers Union (CITU) Vs M/s Kite Logistics Kochi, Coimbatore Loading Contractor of M/s Bharat Petroleum Corporation Ltd., LPG Bottling Plant, Coimbatore-over the issue of wage revision of 61 workers, before RLC(C), Madurai. As a result of this settlement **61** workmen received monetary benefit of Rs **1,94,96,820**.

130. Memorandum of Settlement was signed on **5.5.2025** between the management of the Federation of Indian Bank Employees Union Vs Indian Bank, before ALC(C)-II, Chennai-1. As a result of this settlement **1** workman received benefit of Rs 4,87,596/-.

131. Memorandum of Settlement was signed on **5.5.2025** between the management of the Federation of Indian Bank Employees Union Vs Indian Bank, before ALC(C)-II, Chennai. As a result of this settlement **8** workmen **received monetary benefit of Rs 38,513/-**.

132. Memorandum of Settlement was signed on **8.5.2025** between the management of Chennai Container Terminal Employees Union Vs Chennai Container Terminal Pvt Ltd, before ALC(C)-II, Chennai. As a result of this settlement **107** workmen **received monetary benefit of Rs 22,74,515/-**.

133. Memorandum of Settlement was signed on **8.5.2025** between the

management of Chennai Container Terminal Employees Union Vs Chennai Container Terminal Pvt Ltd, before ALC(C)-II, Chennai. As a result of this settlement **46** workmen **received monetary benefit of Rs 87,082/-**.

134. Memorandum of Settlement was signed on **23.5.2025** between the management of General Secretary Nirman Mazdoor Union, Jammu Versus BRO and Project Manager Shree Girrajee Infra Heights Pvt. Ltd., before RLC(C), Jammu. As a result of this settlement approx. **200** workmen **received benefit**.

135. Memorandum of Settlement was signed on **22.5.2025** between Sukhvinder Vs. State Bank of India., before ALC(C), Chandigarh. As a result of this settlement **1** workman reinstate in his job.

136. Memorandum of Settlement was signed on **22.5.2025** between Sapna Vs. SMMS Pvt. Ltd., before ALC(C), Chandigarh. As a result of this settlement **1** workman reinstate in his job.

137. Memorandum of Settlement was signed on **30.4.2025** between the management of M/s Aarth Enterprises Vs 52 workmen, before RLC(C), Jaipur. As a result of this settlement **52** workmen **reinstate in their jobs**.

138. Memorandum of Settlement was signed on **02.5.2025** between the management of Jitendra Singh Vs Hindustan Zinc Limited, before ALC(C), Ajmer. As a result of this settlement **1** workman received benefit.

139. Memorandum of Settlement was signed on **13.5.2025** between the management of Himanshu Sen Vs Bajaj Allianz, General Insurance Company Ltd, before ALC(C), Ajmer. As a result of this

settlement **1** workman received benefit.

- 140. Memorandum of Settlement** was signed on **13.5.2025** between Ashapak Ahmad Vs Baroda Raj. Kshtriya Gramin Bank, before ALC(C), Ajmer. As a result of this settlement **1** workman reinstate in job by SBI Branch.
- 141. Memorandum of Settlement** was signed on **14.5.2025** between Bank of Baroda Staff Union Vs BoB, before ALC(C), Kota. As a result of this settlement **3** workmen received benefit.
- 142. Memorandum of Settlement** was signed on **22.5.2025** between Shri Ravi Safela Vs M/s Armament Sec Serv, before ALC(C), Kota. As a result of this settlement **1** workman reinstate in job.
- 143. Memorandum of Settlement** was signed on **26.5.2025** between Mr Tikeshwar Sahu & 3 others Vs M/s M Mohan, before RLC(C), Raipur. As a result of this settlement **04** workmen **received monetary benefit of Rs 38,000/-**.
- 144. Memorandum of Settlement** was signed on **26.5.2025** between the management of Mr Gaiind Lal Vs Dhiraj Traders, before ALC(C)-II, Chennai. As a result of this settlement **01** workmen **received benefit**.
- 145. Memorandum of Settlement** was signed on **6.5.2025** between M/s Navyuga Engineering Co Ltd, RVNL Package-5, UK Vrs Samvida Shramik Sangh, Uttarakhand, before RLC(C), Dehradun. As a result of this settlement **49** workmen **received monetary benefit of Rs 6542726/-**
- 146. Memorandum of Settlement** was signed on **14.5.2025** between M/s Max HESJV Company Ltd, RVNL Package-1, UK Vrs Samvida Shramik Sangh,

Uttarakhand, before RLC(C), Dehradun. As a result of this settlement **29** workmen **received monetary benefit of Rs 3826417/-**

- 147. Memorandum of Settlement** was signed on **19.5.2025** between M/s DBL, RVNL Package-9, Gouchar Chamoli (U) and Samvida Shramik Sangh, before RLC(C), Dehradun. As a result of this settlement **24** workmen **received monetary benefit of Rs 1320097/-**.
- 148. Memorandum of Settlement** was signed on **27.5.2025** between Prakashwati Vs Canara Bank, before RLC(C), Noida. As a result of this settlement **1** workman reinstate in job.
- 149. Memorandum of Settlement** was signed on **14.5.2025** between PNB Employees Union UP V/s Circle Head, PNB, Varanasi, UP, before ALC(C), Allahabad. As a result of this settlement **1** workman **received monetary benefit of Rs 53435/-**.
- 150. Memorandum of Settlement** was signed on **19.5.2025** between Sanghi Adani Cement Vs Kutch Jila Mazdoor Sangh (BMS), before ALC(C), Adipur. As a result of this settlement **3** workman **received benefit**.
- 151. Memorandum of Settlement** was signed on **19.5.2025** between Sanghi Adani Cement Vs Akhil Bhartiya Cement Mazdoor Mahasangh (BMS), before ALC(C), Adipur. As a result of this settlement **18** workman **received benefit**.
- 152. Memorandum of Settlement** was signed on **6.5.2025** between Bastacolla Area of BCCL Vrs United Coal Workers Union, before ALC(C), Dhanbad-III. As a result of this settlement **1** workman **received monetary benefit of approx.**

Rs.15,00,000/-.

- 153. Memorandum of Settlement** was signed on **13.5.2025** between IOCL Haldia Refinery and their contractors M/s Carolina Infra Projects Pvt Ltd., M/s UMDS Engineers Pt Ltd., M/s Bengal Engineering Syndicate Vrs Haldia Refinery Township Maintenance Contractors Workers Union, before ALC(C), Kolkata-II. As a result of this settlement **84** workmen **received monetary benefit of approx. Rs.4389840/-.**
- 154. Memorandum of Settlement** was signed on **19.5.2025** between Reliance Industries Ltd(Haldia Terminal) & their contractors M/s Pest Controller, M/s Maity Engineering Workshop, M/s Lily Maritime (P) Ltd Vrs Reliance Ex-man Contractor Security Workers Union, before ALC(C), Kolkata-II. As a result of this settlement **24** workmen **received monetary benefit of approx. Rs.4,52,448/- Per annum.**
- 155. Memorandum of Settlement** was signed on **9.5.2025** between Sanjoy Guha Vs Air India, before ALC(C), Kolkata-I. As a result of this settlement **1** workman **received monetary benefit of approx. Rs.2,78,460/-.**
- 156. Memorandum of Settlement** was signed on **9.5.2025** between Dhiman Kanti Biswas Vs Air India, before ALC(C), Kolkata-I. As a result of this settlement **1** workman **received monetary benefit of approx. Rs.2,78,460/-.**
- 157. Memorandum of Settlement** was signed on **9.5.2025** between Sambhu Bag Vs Air India, before ALC(C), Kolkata-I. As a result of this settlement **1** workman **received monetary benefit of approx. Rs.2,78,460/-.**
- 158. Memorandum of Settlement** was signed on **7.5.2025** between Philomina Roy Vs Air India, before ALC(C), Kolkata-I. As a result of this settlement **1** workman **received monetary benefit of approx. Rs.2,78,460/-.**
- 159. Memorandum of Settlement** was signed on **9.5.2025** between Shri Pawan Patel V/s Bandhan Bank, Jabalpur, before ALC(C), Jabalpur over the service-related matter.
- 160. Memorandum of Settlement** was signed on **14.5.2025** between Lal Jhanda Coal Mines Majdoor Union (CITU) V/s WCL, before RLC(C), Bhopal over the service-related matter.
- 161. Memorandum of Settlement** was signed on **22.5.2025** between M/s. Telecon Systems, Contractor of Rourkela Steel Plant, SAIL, Rourkela Vrs the General Secretary, Rourkela Shramik Sangha, Rourkela, before RLC(C), Rourkela. As a result of this settlement **44** workmen **received monetary benefit of approx. Rs.6,25,262/-.**
- 162. Memorandum of Settlement** was signed on **14.5.2025** between M/s. NR Engineering & Construction Vrs Shri Basudev Mohapatra and 06 others, before LEO(C), Paradip. As a result of this settlement **7** workmen **received monetary benefit of approx. Rs. 61,760/-.**
- 163. Memorandum of Settlement** was signed on **14.5.2025** between M/s. Sameep Engineering India Pvt.Ltd Vrs Poratap Kumar Mallick and 1 other, before LEO(C), Paradip. As a result of this settlement **2** workmen **received monetary benefit of approx. Rs. 74,559/-.**
- 164.** India Pvt.Ltd Vrs Poratap Kumar Mallick and 1 other, before LEO(C), Paradip. As a

result of this settlement **2** workmen **received monetary benefit of approx. Rs. 74,559/-**.

165. Memorandum of Settlement was signed on **27.5.2025** between Smt Darasanamma and Shastas Associates (Contractor of DRDO), before RLC(C), Bangalore. As a result of this settlement **1** workman **reinstated**.

166. Memorandum of Settlement was signed on **14.5.2025** between M/s ONGC, Rajahmundry Vs Petroleum Employees Union, before Dy CLC(C), Hyderabad. As a result of this settlement **381** workmen **received monetary benefit of approx. Rs. 6,66,75,000/-**.

167. Memorandum of Settlement was signed on **17.5.2025** between M/s HPCL Visakh Refinery, Visakhapatnam Vs Workmen of Visakh Refinery, before Dy CLC(C), Hyderabad. As a result of this settlement **600** workmen **received monetary benefit of approx. Rs. 150000000/-**.

168. Memorandum of Settlement was signed on **13.5.2025** between M/s Jeelani Arts Vs Indian Oil Contract Employees Union, before ALC(C), Vijayvada. As a result of this settlement **13** workmen **received monetary benefit of approx. Rs. 7640850/-**.

169. Memorandum of Settlement was signed on **14.5.2025** between M/s Urban Electric Infra Services Pvt Ltd Vs Indian Oil Contract Employees Union, before ALC(C), Vijayvada. As a result of this settlement **5** workmen **received monetary benefit of approx. Rs. 3474495/-**.

170. Memorandum of Settlement was signed on **5.5.2025** between M/s Ramagundam Fertilizers & Chemicals Ltd

Vs RFCL Karmik Sangham, before ALC(C), Mancherla. As a result of this settlement **24** workmen **received monetary benefit of approx. Rs. 76800/-**.

171. Memorandum of Settlement was signed on **30.5.2025** between M/instrumentation Ltd., Kanjikode, Palakkad & strumentation Workers Union (CITU), Instrumentation Employees Union & Instrumentation Employees Sangh, before RLC(C), Cochin. As a result of this settlement **116** workmen **received monetary benefit of approx. Rs. 41,76,00,000/-**.

172. Memorandum of Settlement was signed on **7.5.2025** between Management of Ningah Colliery under Satgram- Sripur Area of M/s ECL V Colliery Mazdoor Sabha, before ALC(C), Asansol. As a result of this settlement **1** workman **received benefit**.

173. Memorandum of Settlement was signed on **21.5.2025** between Management of Patmohana Colliery under Sodepur Area of M/s ECL Vs Koyala Mazdoor Congress, before ALC(C), Asansol. As a result of this settlement **1** workman **received benefit**.

174. Memorandum of Settlement was signed on **14.6.2025** between the Bhartiya Koyla Khadan Mazdoor Sangh (BMS) v/s WCL, Pathakheda, before RLC(C), Bhopal.

175. Memorandum of Settlement was signed on **5.6.2025** between M/s Khonbond Iron Ore Mines of Sree Metaliks Limited Vs the General Secretary, Sundargarh District Industrial Shramik Sabha, Rourkela, before RLC(C), Rourkela. As a result of this settlement **1** workman **received benefit of**

Rs 1,29,148/-.

- 176. Memorandum of Settlement** was signed on **30.6.2025** between M/s. Kurmitar Iron Ore Mining Pvt. Ltd., Contractor of O.M.C. Ltd & Its sub-contractor, M/s Anand Trading Vs the General Secretary, North Orissa Workers Union, Orampara, Rourkela, before RLC(C), Rourkela. As a result of this settlement **50** workmen received benefit of **Rs 2,31,759/-**.
- 177. Memorandum of Settlement** was signed on **23.6.2025** between M/s. Talabira Odisha Mining Limited (Formerly Talabira Odisha Mining Private Limited), Contractor of Talabira II & III Coal Mines of M/s. NLC India Ltd Vs the Joint Secretary, Veer Surendra Sai Sramika Sangha, Khinda, before RLC(C), Rourkela. As a result of this settlement **37** workman received benefit of **Rs 1,14,00,000/-**.
- 178. Memorandum of Settlement** was signed on **3.6.2025** between Airport Employees Union vs. Two Contractors of DIAL, before Dy CLC(C), New Delhi. As a result of this settlement **852** workman received benefit of **Rs 6,00,00,000/-**.
- 179. Memorandum of Settlement** was signed on **3.6.2025** between Shri Bijay Kumar, Manager (HR), Hurra C OCP, Rajmahal Area of E.C.L., Godda, Vrs Shri Ramswarup, President, & Shri Ramji Sah, Selwetary, United Coal Workers Union (AITUC), Godda, before Dy CLC(C), Patna. As a result of this settlement **135** workmen received benefit of **Rs 66,54,960/-**.
- 180. Memorandum of Settlement** was signed on **24.6.2025** between ADI Colliery of BCCL Vs Rashtriwadi Mazdoor Union, before RLC(C), Dhanbad. As a result of this settlement **1** workman received benefit of **Rs 15,00,000/-**.
- 181. Memorandum of Settlement** was signed on **30.6.2025** between AGM Bank of Baroda Regional Office Bharuch vs Kutch All India Bank of Baroda Employees Union, before RLC(C), Vadodara.
- 182. Memorandum of Settlement** was signed on **19.6.2025** between BSP Workers Union Vs BSP, before RLC(C), Raipur over the matte of service conditions. As a result of this settlement **15** workmen received benefit.
- 183. Memorandum of Settlement** was signed on **19.6.2025** between Centre of Steel Workers Vs GR Enterprises, before RLC(C), Raipur. As a result of this settlement **1** workman received benefit of **Rs 13,000/-**.
- 184. Memorandum of Settlement** was signed on **19.6.2025** between Centre of Steel Workers Vs GR Enterprises, before RLC(C), Raipur. As a result of this settlement **1** workman received benefit of **Rs 12,000/-**.
- 185. Memorandum of Settlement** was signed on **19.6.2025** between Centre of Steel Workers Vs Technocare Engineering, before RLC(C), Raipur. As a result of this settlement **2** workmen reinstated in their job.
- 186. Memorandum of Settlement** was signed on **19.6.2025** between Cement & Khadan Shramik Union Vs Nuvoco Vistas Corp Ltd, before Shri Rahul Sharma, Raipur. As a result of this settlement **63** workmen received benefit of **Rs 6,50,000/-**.
- 187. Memorandum of Settlement** was signed on **12.6.2025** between Sri Giriraj Vs M/s Sterling Wilson Ltd Rawatbhata, before ALC(C), Kota. As a result of this settlement **01** workman received benefit

of **Rs 38000/-**

- 188. Memorandum of Settlement** was signed on **12.6.2025** between Shri Ajay Kumar Vs M/s Sterling Wilson Ltd Rawatbhata, before ALC(C), Kota. As a result of this settlement **01** workman received benefit of **Rs 30000/-**.
- 189. Memorandum of Settlement** was signed on **12.6.2025** between Shri Vijay Vs M/s Sterling Wilson Ltd Rawatbhata, before ALC(C), Kota. As a result of this settlement **01** workman received benefit of **Rs 32000/-**
- 190. Memorandum of Settlement** was signed on **12.6.2025** between Shri Navin Kumar Vs M/s Sterling Wilson Ltd Rawatbhata, before ALC(C), Kota. As a result of this settlement **01** workman received benefit of **Rs 22000/-**.
- 191. Memorandum of Settlement** was signed on **12.6.2025** between Shri Sanjay Kumar Vs M/s Sterling Wilson Ltd Rawatbhata, before ALC(C), Kota. As a result of this settlement **01** workman received benefit of **Rs 38000/-**.
- 192. Memorandum of Settlement** was signed on **25.6.2025** between Shri Munishamegowda B M vs Nelamangala Toll Plaza, before RLC(C), Bangalore. As a result of this settlement **01** workman reinstated.
- 193. Memorandum of Settlement** was signed on **11.6.2025** between Ms Kavita vs Manasa Enterprises (MFC, Hassan), before RLC(C), Bangalore. As a result of this settlement **01** workman reinstated.
- 194. Memorandum of Settlement** was signed on **16.6.2025** between M/s S Max India, contractor engaged by M/s. BPCL LPG Bottling Plant, Ambalamugal and Kerala Petroleum & Gas Workers Union (CITU) & BPCL Area Loading & Unloading General Workers Congress (INTUC), before RLC(C), Cochin. As a result of this settlement **68** workmen received benefit of **Rs 42,02,400/-**.
- 195. Memorandum of Settlement** was signed on **27.6.2025** between M/s Navyuga Engineering Co. Ltd. RVNL Package-5, UK Vs Samvida Shramik Sangh, Uttarakhand, before RLC(C), Dehradun. As a result of this settlement **20** workmen received benefit of **Rs 24,00,000/-**.
- 196. Memorandum of Settlement** was signed on **27.6.2025** between M/s Max HES JV Company Ltd, RVNL Package-1, UK Vrs Samvida Shramik Sangh, Uttarakhand before RLC(C), Dehradun. As a result of this settlement **27** workmen received benefit of **Rs 38,49,877/-**.
- 197. Memorandum of Settlement** was signed on **30.6.2025** between Army Public School Vs Smt Asha before ALC(C), Dehradun. As a result of this settlement **1** workman reinstated.
- 198. Memorandum of Settlement** was signed on **19.6.2025** between M/s Green Energy Resources, Visakhapatnam Vs Sri Padi Siva, before RLC(C), Visakhapatnam. As a result of this settlement **1** workman received benefit of **Rs 70,000/-**.
- 199. Memorandum of Settlement** was signed on **19.6.2025** between M/s Green Energy Resources, Visakhapatnam Vs Sri Porida Ravindra, before RLC(C), Visakhapatnam. As a result of this settlement **1** workman received benefit of **Rs 40,000/-**.
- 200. Memorandum of Settlement** was signed on **25.6.2025** between M/s Ultra

Dimensions Pvt Ltd., Visakhapatnam Vs Sri Pudi Sateesh Kumar, before RLC(C), Visakhapatnam. As a result of this settlement **1** workman received benefit of **Rs 3,23,831/-**.

- 201. Memorandum of Settlement** was signed on **10.6.2025** between M/s HDFC, Hayathnagar Branch Hyderabad Vs Sri Ammisetti Narasimha Rao, before ALC(C), Hyderabad. As a result of this settlement **1** workman received benefit of **Rs 2,16,000/-**.
- 202. Memorandum of Settlement** was signed on **12.6.2025** between M/s Shell Electrical Engineers, IOCL Vs Sri D.Surender, before ALC(C), Hyderabad. As a result of this settlement **1** workman reinstated.
- 203. Memorandum of Settlement** was signed on **26.6.2025** between Bandhan Bank, Nandigama Dist, Krishna Vs Sri V Rajesh, before ALC(C), Vijaywada. As a result of this settlement **1** workman received service benefits.
- 204. Memorandum of Settlement** was signed on **30.6.2025** between M/s KTPL, contractor of NTPC Ramagundam Vs Peddapalli Zilla Contract Karmikula Sangham, before ALC(C), Mancheri. As a result of this settlement **84** workman received benefit of Rs 19,52,025/-.
- 205. Memorandum of Settlement** was signed on **03.07.2025** between S Vignesh Vs Olympus Secure Process Pvt Ltd/HDFC Bank, before ALC(C)-II, Chennai. As a result of this settlement **1** workman received benefit.
- 206. Memorandum of Settlement** was signed on **08.07.2025** between BPCL Vs Kamlesh Prasad, before RLC(C), Dhanbad. As a result of this settlement **1**

workman reinstate.

- 207. Memorandum of Settlement** was signed on **07.07.2025** between M/s BKB Transport Pvt Ltd, before RLC(C), Ranchi. As a result of this settlement **1** workman reinstate.
- 208. Memorandum of Settlement** was signed on **28.07.2025** between M/s NTPC Ltd, Baruni Vs Baruni Tap Vidyut Shramik Sangh Union, before RLC(C), Patna. As a result of this settlement **37 workmen got monetary benefit of Rs 22,32,000/- and 5 workmen** reinstate in job.
- 209. Memorandum of Settlement** was signed on **14.07.2025** between Management of Punjab National Bank Vs NBEU Bihar and PNBEU, Bihar, before ALC(C), Pakur.
- 210. Memorandum of Settlement** was signed on **24.07.2025** between Management of Bihar Gramin Bank, Panta Vs Bihar Gramin Bank Workers Organization Patna, before ALC(C), Patna.
- 211. Memorandum of Settlement** was signed on **25.07.2025** between Management of Bank of Baroda, Gaya Vs Rupesh Kunar, before ALC(C), Patna. As a result of this settlement **1** workman reinstate.
- 212. Memorandum of Settlement** was signed on **07.07.2025** between Management of P N B Vs Punjab National Bank Employees' Union (North Eastern Region, before ALC(C), Patna.
- 213. Memorandum of Settlement** was signed on **22.07.2025** between Shri Therp Bahadur Soni Vs M/s ASPS Contractor of Ambuja Cement, before RLC(C), Raipur. As a result of this

settlement **1** workman reinstate.

- 214. Memorandum of Settlement** was signed on **22.07.2025** between Shri Jaipal Vs M/s ASPS, before RLC(C), Raipur. As a result of this settlement **1** workman reinstate.
- 215. Memorandum of Settlement** was signed on **22.07.2025** between Shri Pawan Kumar Vs M/s ASPS, before RLC(C), Raipur. As a result of this settlement **1** workman reinstate.
- 216. Memorandum of Settlement** was signed on **22.07.2025** between Shri Dev Charan Vs M/s ASPS, before RLC(C), Raipur. As a result of this settlement **1** workman reinstate.
- 217. Memorandum of Settlement** was signed on **22.07.2025** between Shri Bhusan Vs M/s ASPS, before RLC(C), Raipur. As a result of this settlement **1** workman reinstate.
- 218. Memorandum of Settlement** was signed on **22.07.2025** between Shri Mahesh Vs M/s ASPS, before RLC(C), Raipur. As a result of this settlement **1** workman reinstate.
- 219. Memorandum of Settlement** was signed on **04.07.2025** between Mantri, Rashtriya Mazdoor Sangh INTUC Vs ASI, before ALC(C), Kota. As a result of this settlement **300** workmen received benefit over the various demands.
- 220. Memorandum of Settlement** was signed on **25.07.2025** between GS Rajasthan Mines Workers Union HMS Vs ASI, before ALC(C), Kota. As a result of this settlement **02** workmen received benefit.
- 221. Memorandum of Settlement** was signed on **01.07.2025** between Deera Verma Vs Bank of India, before ALC(C),

Kota over the matter of transfer. As a result of this settlement **01** workman received benefit.

- 222. Memorandum of Settlement** was signed on **21.07.2025** between Vice President Rajasthan Parmanu Bij. Anu. Chalak-parichalak Union Vs L&T Power, before ALC(C), Kota. As a result of this settlement **01 workman got monetary benefit of Rs 78000/-**.
- 223. Memorandum of Settlement** was signed on **02.07.2025** between Shri Mahendra Meghawal Vs CISS Security Ltd Mumbai, before ALC(C), Ajmer. As a result of this settlement **1** workman reinstate.
- 224. Memorandum of Settlement** was signed on **04.07.2025** between Shri Virendra Vs CISS Security Ltd, Mumbai, before ALC(C), Ajmer. As a result of this settlement **1** workman reinstate.
- 225. Memorandum of Settlement** was signed on **04.07.2025** between Shri Dalu Ram Vs CISS Security Ltd Mumbai, before ALC(C), Ajmer. As a result of this settlement **1** workman reinstate.
- 226. Memorandum of Settlement** was signed on **04.07.2025** between Shri Om Prakash Vs CISS Security Ltd Mumbai, before ALC(C), Ajmer. As a result of this settlement **1** workman reinstate.
- 227. Memorandum of Settlement** was signed on **18.07.2025** between Shri Sher Singh Solanki Vs NIELIT, before ALC(C), Ajmer. As a result of this settlement **1** workman received monetary benefit of **Rs 89,499/-**.
- 228. Memorandum of Settlement** was signed on **22.07.2025** between Shri Rajesh Singh Swarnkar Vs Bajaj Allianz Insurance Company Ltd, before ALC(C),

Ajmer. As a result of this settlement 1 workman received monetary benefit of **Rs 111370/-**.

229. Memorandum of Settlement was signed on **17.07.2025** between Standard Chartered Bank (PE), M/s Contractor's Associate (contractor) and Bengal Provincial Bank Employees Association, before Dy CLC(C), Kolkata. As a result of this settlement **07** workmen received monetary benefit of **Rs 49,58,500/-**.

230. Memorandum of Settlement was signed on **15.07.2025** between Deutsche Bank (PE), M/s Peregrine Guarding Pvt Ltd (contractor) and Bengal Provincial Bank Employees Association, before Dy CLC(C), Kolkata. As a result of this settlement **14** workmen received monetary benefit of **Rs 39,56,094/-**.

231. Memorandum of Settlement was signed on **24.07.2025** between Axis Bank Ltd (PE), M/s Kolkata Response Group (contractor) and Bengal Provincial Bank Employees Association, before Dy CLC(C), Kolkata. As a result of this settlement **19** workmen received monetary benefit of **Rs 59,00,000/-**.

232. Memorandum of Settlement was signed on **24.07.2025** between Axis Bank Ltd (PE), M/s Kolkata Response Group (contractor) and Bengal Provincial Bank Employees Association, before Dy CLC(C), Kolkata. As a result of this settlement **21** workmen received monetary benefit of **Rs 85,00,000/-**.

233. Memorandum of Settlement was signed on **30.07.2025** between IOCL LPG Bottling Plant Budge Budge (PE), M/s Flash Electrical Works (Contractor) Vs Sk Enai Uddin (applicant), Sri Kritanta Bera and Sri Tarapada Das, before RLC(C), Kolkata. As a result of this settlement 03

workmen received monetary benefit of **Rs 1,07,343/-**.

234. Memorandum of Settlement was signed on **03.07.2025** between NTPC Ltd, Rammam Hydro Power Project (PE), M/s SEW Infrastructure Ltd (Contractor) Vs Shri Ravi Pandey, before ALC(C), Siliguri. As a result of this settlement 01 workman received monetary benefit of **Rs 2,18,385/-**.

235. Memorandum of Settlement was signed on **14.07.2025** between All Packed Transporters and Distributors Cum Transporters (PE) Vs Trinamul Industrial Estate Workers Union, before ALC(C), Siliguri. As a result of this settlement 200 workmen received monetary benefit of Rs 2.16 crore for five years.

236. Memorandum of Settlement was signed on **04.07.2025** between ESIC Medical College Hospital, Joka (PE), M/s Medilink (contractor) Vs ESIC Establishment Contractor Workers Union, before ALC(C)-II, Kolkata. As a result of this settlement 06 workmen received monetary benefit of **Rs 1,80,000/-**.

237. Memorandum of Settlement was signed on **04.07.2025** between Central Bank of India (PE) Vs Central Bank of India Employees' Union, before ALC(C)-II, Kolkata. As a result of this settlement 01 workman received monetary benefit of **Rs 2,84,418.25/-**.

238. Memorandum of Settlement was signed on **31.07.2025** between Punjab National Bank Employees and Punjab National Bank, before RLC(C), Vasco. As a result of this settlement **65 workmen** benefit.

- 239. Memorandum of Settlement** was signed on **22.07.2025** between PNB Progressive Employees Union (UP) Vs Punjab National Bank, in Kanpur region. As a result of this settlement **7000 workmen benefit** (management agreed to maintain existing mode of attendance and also agreed to settle the demand on union with regard to QR code feedback & deposit & retail loan drive).
- 240. Memorandum of Settlement** was signed on **30.07.2025** between UP Steel Metal & Engineering Workers Union Vs Driplex water Engineering Pvt Ltd contractor of NTPC Unchahar, in Kanpur region. As a result of this settlement **1** workman benefit (management agreed to make due payment).
- 241. Memorandum of Settlement** was signed on **30.07.2025** between Jagat Pal & other Vs, M/s Kuma Global Fabtech in Kanpur region. As a result of this settlement **1** workman benefit (management agreed to make due payment).
- 242. Memorandum of Settlement** was signed on **16.07.2025** between PNB Employees Association MP Vs. PNB, before RLC(C), Bhopal, (strike demands settled.)
- 243. Memorandum of Settlement** was signed on **02.07.2025** between Hindustan Copper Ltd., Malajhkhand Vs. Bhartiya Khanij Mazdoor Sangh, before Dy CLC(C), Jabalpur. As a result of this settlement **84 workmen received monetary benefit of Rs 4.83 crores yearly.**
- 244. Memorandum of Settlement** was signed on **15.07.2025** between Nailesh I Patel, Technician and 7 other workmen Vs GAIL (India) Limited, Vadodara over service conditions, before RLC(C), Vadodara. As a result of this settlement **17 workmen received monetary benefit of Rs 2,55,000/.**
- 245. Memorandum of Settlement** was signed on **29.07.2025** between State Secretary, Bhartiya Karmachari Sangh raised dispute against the contractors of NTPC Ltd., Jhanor (Principal Employer) and management of NTPC Ltd., Jhanor over charter of demands of contract workmen, before RLC(C), Vadodara. As a result of this settlement **5 workmen received monetary benefit of Rs 7,500/-**.
- 246. Memorandum of Settlement** was signed on **23.07.2025** between Shafali Jain vs. Bank of Baroda, before RLC(C), Jammu. As a result of this settlement **1 workman received benefit.**
- 247. Memorandum of Settlement** was signed on **02.07.2025** between PNB Staff Association Haryana vs. PNB, before RLC(C), Chandigarh. As a result of this settlement **approx. 4000 workmen received benefit.**
- 248. Memorandum of Settlement** was signed on **02.07.2025** between PNB Staff Association Punjab vs. PNB, before RLC(C), Chandigarh. As a result of this settlement **approx. 5000 workmen received benefit.**
- 249. Memorandum of Settlement** was signed on **02.07.2025** between PNB Staff Association Himachal Pradesh vs. PNB, before RLC(C), Chandigarh. As a result of this settlement **approx. 2500 workmen received benefit.**
- 250. Memorandum of Settlement** was signed on **25.07.2025** between Kuldeep Singh Vs. Hi-techno Crafts Ltd., before

ALC(C), Karnal. As a result of this settlement **01 workman received monetary benefit of Rs 29,544/-**.

251. Memorandum of Settlement was signed on **25.07.2025** between Rajbir Vs Hi-Techno Crafts Ltd, before ALC(C), Karnal. As a result of this settlement **01 workman received monetary benefit of Rs 29,544/-**.

252. Memorandum of Settlement was signed on **17.07.2025** between M/s. GAIL Gas Limited Vrs Shri Subham Mohapatra, before RLC(C), Rourkela. As a result of this settlement **01 workman received monetary benefit of Rs 71,202/-**.

253. Memorandum of Settlement was signed on **17.07.2025** between M/s. GAIL Gas Limited Vrs Shri Rakesh Yadav, before RLC(C), Rourkela. As a result of this settlement **01 workman received monetary benefit of Rs 59,385/-**.

254. Memorandum of Settlement was signed on **17.07.2025** between M/s. GAIL Gas Limited Vrs Shri Rajat Kumar Mahanta, before RLC(C), Rourkela. As a result of this settlement **01 workman received monetary benefit of Rs 59,385/-**.

255. Memorandum of Settlement was signed on **17.07.2025** between M/s. GAIL Gas Limited Vrs Shri Sugia Oram, before RLC(C), Rourkela. As a result of this settlement **01 workman received monetary benefit of Rs 52,020/-**.

256. Memorandum of Settlement was signed on **17.07.2025** between M/s. GAIL Gas Limited Vrs Shri Manbodha Deep, before RLC(C), Rourkela. As a result of this settlement **01 workman received monetary benefit of Rs 59,385/-**.

257. Memorandum of Settlement was

signed on **24.07.2025** between M/s. Rosy Enterprises Pvt.Ltd, Contractor of Rourkela Steel Plant Vrs the General Secretary, Sundergarh District Industrial Shramik Sabha, Rourkela, before RLC(C), Rourkela. As a result of this settlement **01 workman received monetary benefit of Rs 24,205/-**.

258. Memorandum of Settlement was signed on **21.07.2025** between M/s. Sterling & Wilson, contractor of NSPCL, Rourkela Vrs the General Secretary, Sundergarh District Industrial Shramik Sabha, Rourkela, before RLC(C), Rourkela. As a result of this settlement **02 workmen received benefit**.

259. Memorandum of Settlement was signed on **11.07.2025** between M/s. ABS Engineering sub-contractor of M/s. Bridge and Roof Co India Ltd, IOCL Paradip Refinery Vrs Shri Happy Majhi and 12 others, before LEO(C), Paradip. As a result of this settlement **13 workmen received monetary benefit of Rs 2,56,500/-**.

260. Memorandum of Settlement was signed on **11.07.2025** between M/s. Mitra S K Pvt. Ltd, Paradip Port Trust Vrs Paradip Port Mazdoor Sangh, before RLC(C), Bhubaneswar. As a result of this settlement **34 workmen received monetary benefit of Rs 22,73,481/-**.

261. Memorandum of Settlement was signed on **11.07.2025** between KMFVU Vrs Qyess Imc, before LEO(C), Barbil. As a result of this settlement **1 workman reengaged in service**.

262. Memorandum of Settlement was signed on **14.07.2025** between M/s Telecrats India Pvt Ltd, contractor engaged by M/s Reliance Jio Infocom Ltd and their workmen represented by

Bhartiya Private Telecom Mazdoor Sangh, before RLC(C), Cochin. As a result of this settlement **36 workmen received monetary benefit of Rs 1,06,74,000/-**.

263. Memorandum of Settlement was signed on **03.07.2025** between M/s Punjab National Bank, circle Office, Ernakulam and their workmen represented by Punjab National Bank Employees Union, Kerala Over the issue of service conditions, before RLC(C), Cochin. As a result of this settlement **859 workmen** received benefit.

264. Memorandum of Settlement was signed on **02.07.2025** between the management of M/s Beaumer India Pvt Ltd., contractor engaged by M/s Cochin International Airport Ltd and their workmen represented by CIAL Contract Employees Union (CITU) over the issue of implementation of central minimum wages, before RLC(C), Cochin. As a result of this settlement **08 workmen received monetary benefit of Rs 96,000/-**.

265. Memorandum of Settlement was signed on **10.07.2025** between M/s Telecrats India Pvt Ltd, contractor engaged by M/s Reliance Jio Infocom Ltd and their workmen represented by Bhartiya Private Telecom Mazdoor Sangh, before RLC(C), Cochin. As a result of this settlement **584 workmen received monetary benefit of Rs 14,86,28,000/-**.

266. Memorandum of Settlement was signed on **10.07.2025** between M/s Telecrats India Pvt Ltd, contractor engaged by M/s Reliance Jio Infocomm Ltd and Kerala Samsthana Mobile Phone Tower Employees Union (CITU) over the

issue of long-term settlement, before RLC(C), Cochin. As a result of this settlement **780 workmen received monetary benefit of Rs 19,85,10,000/-**.

267. Memorandum of Settlement was signed on **04.07.2025** between M/s BPCL Regional Contractors Association and M/s BPCL- Kochi Refinery Ambalamugal and their workmen represented by loading and unloading workers Union, before RLC(C), Cochin. As a result of this settlement **60 workmen received monetary benefit of Rs 6,48,000/-**.

268. Memorandum of Settlement was signed on **15.07.2025** between M/s Dinu Electricals Contractor engaged by M/s IOCL Irumpanam and their workmen represented by Kerala Petroleum & Gas Workers Union (CITU) over the issue of wage revision, before RLC(C), Cochin. As a result of this settlement **05 workmen received monetary benefit of Rs 2,70,000/-**.

269. Memorandum of Settlement was signed on **16.07.2025** between M/s Global Construction Company, contractor engaged by M/s IOCL, LPG Bottling Plant, Chelari and their workmen represented by Kerala Petroleum & Gas Workers Union, kerala Pradesh Petroleum & Gas Mazdoor Sangh (MS), IOC General Labour Congress & Swathanthra Thozhilai Union, before RLC(C), Cochin. As a result of this settlement **31 workmen received monetary benefit of Rs 16,74,000/-**.

270. Memorandum of Settlement was signed on **17.07.2025** between Vedanta Limited Cair Oil Gas Vs Ravva Contract Employees Union, before Dy CLC(C), Hyderabad. As a result of this settlement **245 workmen received monetary**

benefit of Rs 4,55,06,101/-.

- 271. Memorandum of Settlement** was signed on **24.07.2025** between Singareni Collieries Company Ltd Vs AITUC Recognized Union, before Dy CLC(C), Hyderabad. As a result of this settlement **43 workmen reinstated in job.**
- 272. Memorandum of Settlement** was signed on **08.07.2025** between Punjab National Bank, Zonal Office, Hyderabad Vs Punjab National Bank Employees Union, Telangana, before RLC(C), Hyderabad. As a result of this settlement **619 workmen received benefit.**
- 273. Memorandum of Settlement** was signed on **08.07.2025** between Punjab National Bank, Zonal Office, Hyderabad Vs Punjab National Bank Employees Union, Andhra Pradesh, before RLC(C), Hyderabad. As a result of this settlement **559 workmen received benefit.**
- 274. Memorandum of Settlement** was signed on **22.07.2025** between BVL Exports Private Limited Prakasam Vs M Yalamanda Rao, before ALC(C), Vijaywada. As a result of this settlement **1 workmen received monetary benefit of Rs 75,000/-.**
- 275. Memorandum of Settlement** was signed on **11.07.2025** between NTPC & contractors engagind Drivers Vs NTPC contract Driver Welfare Association, before ALC(C), Mancherial. As a result of this settlement **82 workmen received monetary benefit of Rs Rs.2,95,200/- Per Month.**
- 276. Memorandum of Settlement** was signed on **29.07.2025** between Smt Manjula P and Pipal Tree Online Pvt Ltd, before RLC(C), Bangalore. As a result of this settlement **1 workman reinstate in**

job.

- 277. Memorandum of Settlement** was signed on **09.07.2025** between Shri R Prakash vs IIIT Dharwad, before ALC(C), Hubali. As a result of this settlement **1 workman received monetary benefit of Rs 45,800/**
- 278. Memorandum of Settlement** was signed on **22.08.2025** between the Federation of Indian Bank Employees Union Vs Indian Bank, before ALC(C)-II, Chennai. As a result of this settlement **604 workmen received monetary benefit of Rs 1,77,992/-.**
- 279. Memorandum of Settlement** was signed on **26.08.2025** between Shri Rajendra Singh V/s M/s Dharmapuram Prathap Security Agency and NTPC Ltd. Gadawara, before RLC(C), Jabalpur, over the matter of reinstatement.
- 280. Memorandum of Settlement** was signed on **26.08.2025** between Sunil Dwivedi Vs. SS Electricals, before RLC(C), Bhopal, over the matter of reinstatement.
- 281. Memorandum of Settlement** was signed on **13.08.2025** between M/s Global Force management Services Pvt Ltd (Contractor of LIC) Vs LIC Contractors Workers Union, before RLC(C), Kolkata. As a result of this settlement **300 workmen received benefit.**
- 282. Memorandum of Settlement** was signed on **28.08.2025** between the M/s UK Associates, M/s Motiur Rahaman, M/s Blue Ladder, M/s Gentle Construction, M/s JK Enterprises, M/s Nasiruddin Construction, M/s Rekab Sk Cement, M/s Farakka Ambuja Cement Contractors Shramik INTUC & Ambuja Cements Shramik Union & Ambuja Cement Ltd

Contractors Workers Union Farakka, before RLC(C), Kolkata. As a result of this settlement **300 workmen received monetary benefit of Rs 6,00,000/ Per month.**

283. Memorandum of Settlement was signed on **04.08.2025** between Punjab National Bank Vs Punjab National Bank Employees Union, before ALC(C)-I, Kolkata. As a result of this settlement **300 workmen received benefit.**

284. Memorandum of Settlement was signed on **13.08.2025** between M/s. MEIL, IOCL Paradip Refinery vrs Abhishek Nayak and 7 others, before LEO(C), Paradip. As a result of this settlement **8 workmen received monetary benefit of Rs 2,12,083/-.**

285. Memorandum of Settlement was signed on **13.08.2025** between M/s. Snive Engineering pvt Ltd Vs GS PIWU, Paradip, before LEO(C), Paradip. As a result of this settlement **13 workmen received monetary benefit of Rs 5,84,844/-.**

286. Memorandum of Settlement was signed on **29.08.2025** between M/s. Nigam Multi Project, IOCL Paradip Refinery Vrs Shri Dilip Kumar Samantray and others, before LEO(C), Paradip. As a result of this settlement **4 workmen received monetary benefit of Rs 1,35,000/-.**

287. Memorandum of Settlement was signed on **13.08.2025** between M/s. Sopan O and M pvt.ltd, IOCL, Paradip Refinery Vrs Shri Loknath Swain, Grinder, before LEO(C), Paradip. As a result of this settlement **1 workman received monetary benefit of Rs 22,285/-.**

288. Memorandum of Settlement was

signed on **05.08.2025** between M/s. Sopan O and M pvt. ltd, IOCL, Paradip Refinery Vrs Shri Butu Behera and 7 others, before LEO(C), Paradip. As a result of this settlement **8 workmen received monetary benefit of Rs 1,75,200/-.**

289. Memorandum of Settlement was signed on **21.08.2025** between M/s. J.S. Instrument Service, Contractor of RSP, SAIL, Rourkela Vrs the GS, Roukela Shramik Sangh, Rourkela, before RLC(C), Rourkela. As a result of this settlement **1 workmen reinstated.**

290. Memorandum of Settlement was signed on **29.08.2025** between M/s. Susanta Kumar Gouda, Contractor of RSP, SAIL, Rourkela Vrs the GS, Gangpur Mazdoor Monch, Rourkela, before RLC(C), Rourkela. As a result of this settlement **6 workmen received monetary benefit of Rs 50,000/-.**

291. Memorandum of Settlement was signed on **29.08.2025** between M/s. T.D. Construction, RSP, SAIL, Rourkela Vrs the GS, Gangpur Mazdoor Monch, Rourkela, before RLC(C), Rourkela. As a result of this settlement **6 workmen received monetary benefit of Rs 50,000/-.**

292. Memorandum of Settlement was signed on **28.08.2025** between M/s. Enkebee Infratech India Pvt. Ltd, RSP, SAIL, Rourkela Vrs the GS, Sundargarh District Industrial Shramik Sabha, Rourkela, before RLC(C), Rourkela. As a result of this settlement **30 workmen received monetary benefit of Rs 7,51,000/-.**

293. Memorandum of Settlement was signed on **29.08.2025** between Punjab National Bank, Zonal office, BBSR Vrs

The President, All Odisha Punjab National Bank Emoloyees Union, over the charter of demands, before ALC(C), Bhubaneswar. As a result of this settlement **12 workmen received benefit.**

294. Memorandum of Settlement was signed on **20.08.2025** between R. K. Behera Contractor, Vrs KMFU, before LEO(C), Barbil. As a result of this settlement **21 workmen received monetary benefit of Rs 1,59,225/-.**

295. Memorandum of Settlement was signed on **20.08.2025** between Pradhan Catering Vrs KMFU, before LEO(C), Barbil. As a result of this settlement **21 workmen received monetary benefit of Rs 1,62,090/-.**

296. Memorandum of Settlement was signed on **26.08.2025** between Shri Sai Security Vrs KMFU, before LEO(C), Barbil. As a result of this settlement **11 workmen received monetary benefit of Rs 11,000/-**

297. Memorandum of Settlement was signed on **22.08.2025** between M/s. RSASIPJ JV Vrs Pintu Samal, over the matter of termination, before ALC(C), Angul. As a result of this settlement **1 workman received benefit.**

298. Memorandum of Settlement was signed on **22.08.2025** between M/s. RKTCLARLJV Vrs Bahuda Behera, over the matter of termination, before ALC(C), Angul. As a result of this settlement **1 workman received benefit.**

299. Memorandum of Settlement was signed on **29.08.2025** between Sh. Berdiya Uttam Uasantbhai V/s. M/s. Jai Bharat Associates, Allahabad & Senior Divisional Mechanical Engineer, Rajkot,

before ALC(C), Rajkot. As a result of this settlement **18 workmen received monetary benefit of Rs 2,84,211/-.**

300. Memorandum of Settlement was signed on **11.08.2025** between Akhil Bhartiya Majdoor Sangh Ahmedabad Vs Dy. Chief Engineer C III Western Railway against Contractor M/s Bharti Travels, Ahmedabad, before ALC(C), Ahmedabad. As a result of this settlement **4 workmen received monetary benefit of Rs 2,07,740/-.**

301. Memorandum of Settlement was signed on **14.08.2025** between Ankita Singh Vs M/s First Meridian Global Service Pvt Ltd/ Bharti Airtel Ltd, before ALC(C), Ahmedabad. As a result of this settlement **1 workman received benefit.**

302. Memorandum of Settlement was signed on **25.08.2025** between Sardaben and 11 other workers Vs. Institute of Plasma Research Gandhinagar, before ALC(C), Ahmedabad. As a result of this settlement **12 workmen received monetary benefit of Rs 1,44,000/-.**

303. Memorandum of Settlement was signed on **20.08.2025** between Akhil Bhartiya Majdoor Sangh Ahmedabad Vs Sr. Divisional Engineer Western Railway, before ALC(C), Ahmedabad. As a result of this settlement **04 workmen received benefit.**

304. Memorandum of Settlement was signed on **06.08.2025** between Maharashtra Samarth Kamgar Sanghatana and M/s Modern Veer Rays Security Force Pvt. Ltd., before RLC(C), Pune. As a result of this settlement **103 workmen received monetary benefit of Rs 24,30,000/-.**

305. Memorandum of Settlement was

signed on **14.08.2025** between Maharashtra Mobile Tantrik Kamgar Sanghatana and 1) M/s Pratap Technocrats Ltd. 2) M/s Aerial Telecom P. Ltd. 3) M/s Indus Tower Ltd., before RLC(C), Pune. As a result of this settlement **143 workmen received monetary benefit of Rs 29,17,200/-**.

306. Memorandum of Settlement was signed on **20.08.2025** between R.P.I. and 1) M/s R.K. Pest Control 2) SBI Learning Centre, Aurangabad, before RLC(C), Pune. As a result of this settlement **2 workmen received monetary benefit of Rs 62,000/-**.

307. Memorandum of Settlement was signed on **08.08.2025** between General Secretary, PNBSU V/s Punjab National Bank, Jammu, before RLC(C), Jammu, over the matter of attendance. As a result of this settlement **321 workmen received benefit**.

308. Memorandum of Settlement was signed on **19.08.2025** between Sheetal Singh V/s NHAI Ramban and M/s TATA CAI JV, M/s Nirman Virdhi Construction LLP, before RLC(C), Jammu. As a result of this settlement **1 workman received monetary benefit of Rs 19,000/-**.

309. Memorandum of Settlement was signed on **21.08.2025** between Kuldeep Raj V/s M/s Teamlease Service Limited, Bharti Airtel, Jammu, before RLC(C), Jammu. As a result of this settlement **1 workman received monetary benefit of Rs 27,160/-**.

310. Memorandum of Settlement was signed on **19.08.2025** between CWC Godown Workers Union vs M/s Upendra Transport Company (Contractor of Central Warehousing Corporation (CWC)), before ALC(C), Mangalore. As a

result of this settlement **17 workmen received monetary benefit of Rs 11,79,120/-**.

311. Memorandum of Settlement was signed on **05.08.2025** between Sh Khem Singh, Shri Jitendra Singh, Sh Suresh Singh, Sh Lakhan Singh, Sh Rajendra Kumar Vs M/s Aadhar Security Service, before ALC(C), Kota. As a result of this settlement **05 workmen received monetary benefit of Rs 40,000/-**.

312. Memorandum of Settlement was signed on **25.08.2025** between Mantri Rashtriya Mazdoor Sangh Ramaganjmandi Vs M/s ASI Co Rajaganjmandi, before ALC(C), Kota, over the matter of promotion. As a result of this settlement **01 workman received benefit**.

313. Memorandum of Settlement was signed on **26.08.2025** between General Secretary Rajasthan Mines Workers Union Vs M/s ASI Co, before ALC(C), Kota, over the matter of promotion. As a result of this settlement **02 workmen received benefit**.

314. Memorandum of Settlement was signed on **05.08.2025** between Suresh Kumar Jingar Vs Central Bureau of Narcotics, before ALC(C), Ajmer, over the matter of reinstatement. As a result of this settlement **01 workman received reinstate**.

315. Memorandum of Settlement was signed on **20.08.2025** between Surya Prakash Soni Vs Bajaj Allianz Insurance Company, before ALC(C), Ajmer, regarding reliving letter. As a result of this settlement **01 workman received monetary benefit of Rs 58,553/-**.

316. Memorandum of Settlement was

signed on **29.08.2025** between Rajesh Kumar Yogi Vs Micro Care Foundation, before ALC(C), Ajmer, regarding reliving letter. As a result of this settlement **01 workman received monetary benefit of Rs 14,200/-**.

317. Memorandum of Settlement was signed on **27.08.2025** between SIS Ltd Vs Ghanshyam Prajapat, before RLC(C), Jaipur, over the matter of reinstatement. As a result of this settlement **01 workman received reinstate**.

318. Memorandum of Settlement was signed on **01.08.2025** between Cement and Khadan Employees Union Vs Ananiya Enterprises & Nu Vista Co Pvt Ltd, before ALC(C), Raipur. As a result of this settlement **139 workmen received monetary benefit of Rs 1,80,00,000/-**.

319. Memorandum of Settlement was signed on **21.08.2025** between Thikedar Mazdoor Union Vs M/s Radha SELECTERS, before RLC(C), Dhanbad. As a result of this settlement **05 workmen received monetary benefit of Rs 1,25,000/-**.

320. Memorandum of Settlement was signed on **27.08.2025** between National Mazdoor Union Vs Barora Area of BCCL, before RLC(C), Dhanbad regarding PF Claim. As a result of this settlement **01 workman received benefit**.

321. Memorandum of Settlement was signed on **29.08.2025** between Rashtriya Colliery Mazdoor Union Vs Govindpur Area of BCCL, before RLC(C), Dhanbad. As a result of this settlement **01 workman received monetary benefit of Rs 62,695/-**.

322. Memorandum of Settlement was signed on **07.08.2025** between the

management of Shri Sumesh Dais M., M/s Quartet Industrial Solution Pvt Ltd., contractor engaged by M/s IOCL LPG Bottling Plant, Udayamperoor and their workmen represented by Kerala Petroleum & Gas Workers Union (CITU), before RLC(C), Cochin. As a result of this settlement **07 workmen received monetary benefit of Rs 9,24,000/-**.

323. Memorandum of Settlement was signed on **07.08.2025** between the management of Shri. Anoop Mohan, M/s National Engineering Company Pvt. Ltd., contractor engaged by M/s IOCL, Feroke Installation, Kozhikode and their workmen represented by Kerala Petroleum & Gas Workers Union (CITU) over a Charter of demands for wage revision and other benefits, before RLC(C), Cochin. As a result of this settlement **04 workmen received monetary benefit of Rs 5,28,000/-**.

324. Memorandum of Settlement was signed on **22.08.2025** between the management of M/s Genius consultants Ltd., contractor engaged by M/s Reliance Jio, and their workmen represented by Kerala Petroleum & Gas Workers Union (CITU) over the issue of renewal of Long-Term settlement, before RLC(C), Cochin. As a result of this settlement **44 workmen received monetary benefit of Rs 81,84,000/-**.

325. Memorandum of Settlement was signed on **20.08.2025** between the management of M/s Intelux Electronics Pvt. Ltd. and their workmen represented by Kerala Samsthana Mobile Phone Tower Employees Union (CITU) over the issue of bonus for the year 2024-25, before RLC(C), Cochin. As a result of this settlement **10 workmen received monetary benefit of Rs 90,000/-**.

- 326. Memorandum of Settlement** was signed on **20.08.2025** between the management of M/s Intelux Electronics Pvt. Ltd. and their workmen represented by Kerala Samsthana Mobile Phone Tower Employees Union (CITU) over the issue of bonus for the year 2024-25, before RLC(C), Cochin. As a result of this settlement **10 workmen received monetary benefit of Rs 90,000/-**.
- 327. Memorandum of Settlement** was signed on **20.08.2025** between the management of M/s Thomas Const. Pvt. Ltd., M/s M J Tele Services & M/s Beeta Solutions engaged by M/s Vodafone Idea Ltd. and their workmen represented by Kerala Samsthana Mobile Phone Tower Employees Union (CITU) over the issue of bonus for the year 2024-25, before RLC(C), Cochin. Monetary benefits involved was **Rs 14,800/- each workman** towards the bonus for the year 2024-25.
- 328. Memorandum of Settlement** was signed on **22.08.2025** between the management of M/s Planet PCI Infotech Ltd. engaged by M/s Bharti Airtel Ltd. and their workmen represented by Bharatiya Private Telecom mazdoor Sangh (BMS) over the issue of bonus for the year 2024-25, before RLC(C), Cochin. Monetary benefits involved was **Rs 15,000/- to each Patroller workman & 14,800/- to each caretakers & Labour and in total 52 workmen received bonus towards the bonus for the year 2024-25**.
- 329. Memorandum of Settlement** was signed on **02.09.2025** between M/s HRJ Refrigeration, contractor engaged by M/s BSNL and Bhartiya Private Telecom Mazdoor Sangh (BMS), before RLC(C), Cochin. As a result of this settlement **28 workmen received monetary benefit of Rs 1,96,000/-**.
- 330. Memorandum of Settlement** was signed on **24.9.2025** between SM/s Arsha Transports, contractor engaged by M/s HPCL and Kerala Petroleum & Gas Workers Union (CITU), before RLC(C), Cochin. As a result of this settlement **10 workmen received monetary benefit of Rs 25,20,000/-**.
- 331. Memorandum of Settlement** was signed on **09.09.2025** between Dalmia Cement National Workers Union vs Dalmia Cement, Tiruchy, before Dy CLC(C), Cochin. As a result of this settlement **424 workmen received monetary benefit of Rs 1,83,48,800/-**.
- 332. Memorandum of Settlement** was signed on **02.09.2025** between M/s Era Infra Engg. Ltd Vrs BRBCL Mazdoor Congress, before Dy CLC(C), Patna. As a result of this settlement **175 workmen received monetary benefit of Rs 65,24,736/-**.
- 333. Memorandum of Settlement** was signed on **24.09.2025** between Bank of India Vs Bank of India Employees' Union, over the charter of demands, before Dy CLC(C), Patna.
- 334. Memorandum of Settlement** was signed on **10.09.2025** between Union Bank Vs Bihar State Union Bank Employees Association, over the charter of demands, before RLC(C), Patna.
- 335. Memorandum of Settlement** was signed on **08.09.2025** between Punjab National Bank Vs Punjab National Bank Employees Union, Bihar, over the charter of demands, before ALC(C), Patna.
- 336. Memorandum of Settlement** was signed on **09.09.2025** between Bihar Janta Khan Mazdoor Sangh Vs SP Mines of M/s ECL, before ALC(C)-I, Dhanbad.

As a result of this settlement **47 workmen received monetary benefit of Rs 1,69,87,884/-**.

- 337. Memorandum of Settlement** was signed on **08.09.2025** between Md Ayub Vs HCL/ICC Ghatshila, over the matter of reinstatement, before ALC(C), Chaibasa.
- 338. Memorandum of Settlement** was signed on **09.09.2025** between NFE Union Vs. M/s NFL, before RLC(C), Bhopal. As a result of this settlement **232 workmen received monetary benefit of Rs 7,93,440/- yearly**.
- 339. Memorandum of Settlement** was signed on **25.09.2025** between Shri Arjun Lodha Vs. M/s GAIL India Ltd., Guna, over the matter of reinstatement, before RLC(C), Bhopal. As a result of this settlement **1 workman** reinstate in job.
- 340. Memorandum of Settlement** was signed on **25.09.2025** between President UVKU Singrauli Vs. M/s Quality Austria Central Asia Pvt. Ltd., before ALC(C), Shahdol. As a result of this settlement **1 workman received monetary benefit of Rs 20,000/-**.
- 341. Memorandum of Settlement** was signed on **15.09.2025** between Union Bank of Employees Union Vs Union Bank of India, over the matter of illegal transfer, before RLC(C), Noida. As a result of this settlement **1 workman** received benefit.
- 342. Memorandum of Settlement** was signed on **16.09.2025** between Md. Saleem Vs M/s. Mukul Rana Security Agency & PGCIL, Meerut, over the matter of reinstatement, before RLC(C), Noida. As a result of this settlement **1 workman** reinstate in job.
- 343. Memorandum of Settlement** was signed on **16.09.2025** between Dinesh Vs

M/s. Mukul Rana Security Agency & PGCIL, Meerut, over the matter of reinstatement, before RLC(C), Noida. As a result of this settlement **1 workman** reinstate in job.

- 344. Memorandum of Settlement** was signed on **16.09.2025** between Brahma Singh Vs M/s. Mukul Rana Security Agency & PGCIL, Meerut, over the matter of reinstatement, before RLC(C), Noida. As a result of this settlement **1 workman** reinstate in job.
- 345. Memorandum of Settlement** was signed on **16.09.2025** between Pramod Tomar Vs M/s. Mukul Rana Security Agency & PGCIL, Meerut, over the matter of reinstatement, before RLC(C), Noida. As a result of this settlement **1 workman** reinstate in job.
- 346. Memorandum of Settlement** was signed on **16.09.2025** between Ravinder Kumar Vs M/s. Mukul Rana Security Agency & PGCIL, Meerut, over the matter of reinstatement, before RLC(C), Noida. As a result of this settlement **1 workman** reinstate in job.
- 347. Memorandum of Settlement** was signed on **16.09.2025** between Harender Singh Vs M/s. Mukul Rana Security Agency & PGCIL, Meerut, over the matter of reinstatement, before RLC(C), Noida. As a result of this settlement **1 workman** reinstate in job.
- 348. Memorandum of Settlement** was signed on **16.09.2025** between Turashpal Singh Chauhan Vs M/s. Mukul Rana Security Agency & PGCIL, Meerut, over the matter of reinstatement, before RLC(C), Noida. As a result of this settlement **1 workman** reinstate in job.
- 349. Memorandum of Settlement** was

signed on **16.09.2025** between Satyveer Singh Vs M/s. Mukul Rana Security Agency & PGCIL, Meerut, over the matter of reinstatement, before RLC(C), Noida. As a result of this settlement **1** workman reinstate in job.

350. Memorandum of Settlement was signed on **16.09.2025** between Anil Kumar Vs M/s. Mukul Rana Security Agency & PGCIL, Meerut, over the matter of reinstatement, before RLC(C), Noida. As a result of this settlement **1** workman reinstate in job.

351. Memorandum of Settlement was signed on **16.09.2025** between Devender Kumar Vs M/s. Mukul Rana Security Agency & PGCIL, Meerut, over the matter of reinstatement, before RLC(C), Noida. As a result of this settlement **1** workman reinstate in job.

352. Memorandum of Settlement was signed on **16.09.2025** between Durgesh Kumar Vs M/s. CISB Services Pvt Ltd & DMRC, over the matter of reinstatement, before RLC(C), Noida. As a result of this settlement **1** workman reinstate in job.

353. Memorandum of Settlement was signed on **18.09.2025** between Durgesh Kumar Vs M/s. CISB Services Pvt Ltd & DMRC, over the matter of reinstatement, before RLC(C), Noida. As a result of this settlement **1** workman reinstate in job.

354. Memorandum of Settlement was signed on **08.09.2025** between M/s Navyuga Engineering Co. Ltd., RVNL Package-5, UK Vs Samvida Shramik Sangh, UK, before RLC(C), Dehradun. As a result of this settlement **24 workmen received monetary benefit of Rs 36,47,873/-**.

355. Memorandum of Settlement was

signed on **12.09.2025** between Reserve Bank Employees Association Vs RBI Dehradun, before ALC(C), Dehradun. As a result of this settlement **1** workman received benefit.

356. Memorandum of Settlement was signed on **18.09.2025** between Anil Kumar Vs M/s. CISB Services Pvt Ltd & SBI Panditwadi, Dehradun over the matter of reinstatement, before ALC(C), Dehradun. As a result of this settlement **1** workman reinstate in job.

357. Memorandum of Settlement was signed on **04.09.2025** between M/s Air India Vs their Workman, before ALC(C)-I, Kolkata. As a result of this settlement **5 workmen received monetary benefit of Rs 7,17,600/-**.

358. Memorandum of Settlement was signed on **15.09.2025** between M/s Ramco Cements Ltd & their 7 contractors Vs Contractual Workers, before ALC(C)-II, Kolkata. As a result of this settlement **402 workmen received monetary benefit of Rs 1,47,13,200/-**.

359. Memorandum of Settlement was signed on **17.09.2025** between M/s Satark Security Services Vs their Workmen, before ALC(C), Port Blair. As a result of this settlement **4 workmen received monetary benefit of Rs 11,60,000/-**.

360. Memorandum of Settlement was signed on **26.09.2025** between M/s Satark Security Services Vs their Workmen, before ALC(C), Port Blair. As a result of this settlement **1 workman received monetary benefit of Rs 3,18,000/-**.

361. Memorandum of Settlement was signed on **04.09.2025** between Cement &

Khadan Shramik Union, AITUC, over wage settlement, in Raipur region. As a result of this settlement **476 workman received monetary benefit of Rs 3,00,00,000/-**.

- 362. Memorandum of Settlement** was signed on **25.09.2025** between Singareni Collieries Company Ltd., Kothagudem Vs Employees rep by Singareni Collieries Workers' Union (AITUC-Recognised Union), before Dy CLC(C), Hyderabad. As a result of this settlement **4 workman received benefit**.
- 363. Memorandum of Settlement** was signed on **19.09.2025** between M/s. K C Pradhan vs. KMFWU, before LEO(C), Barbil. As a result of this settlement **10 workman received monetary benefit of Rs 4,56,784/-**.
- 364. Memorandum of Settlement** was signed on **16.09.2025** between M/s. DECO vs. KMFWU, over the matter of higher bonus, before LEO(C), Barbil.
- 365. Memorandum of Settlement** was signed on **16.09.2025** between M/s. KCCL vs. KMFWU, over the matter of higher bonus, before LEO(C), Barbil.
- 366. Memorandum of Settlement** was signed on **10.09.2025** between Maqsood Alam contractor of M/s. JSW, Jajang, before LEO(C), Barbil. As a result of this settlement **40 workman received monetary benefit of Rs 6,27,285/-**.
- 367. Memorandum of Settlement** was signed on **19.09.2025** between M/s. SIS vs. KMFWU, over the matter of higher bonus, before LEO(C), Barbil.
- 368. Memorandum of Settlement** was signed on **16.09.2025** between M/s. KCCL, KMFWU, over the matter of higher bonus, before LEO(C), Barbil.

- 369. Memorandum of Settlement** was signed on **09.09.2025** between SGS vs. KMFWU, over the matter of higher bonus, before LEO(C), Barbil.
- 370. Memorandum of Settlement** was signed on **19.09.2025** between Sree Metaliks vs. KMFWU, before LEO(C), Barbil. As a result of this settlement **6 workman received monetary benefit of Rs 11,09,587/-**.
- 371. Memorandum of Settlement** was signed on **10.09.2025** between M/s. KLT vs. KMFWU, before LEO(C), Barbil. As a result of this settlement **89 workman received monetary benefit of Rs 21,37,133/-**.
- 372. Memorandum of Settlement** was signed on **19.09.2025** between M/s. Quick Staff Consultancy vs. KMFWU, before LEO(C), Barbil. As a result of this settlement **27 workman received monetary benefit of Rs 6,04,070/-**.
- 373. Memorandum of Settlement** was signed on **19.09.2025** between M/s. MLS Inspection Pvt. Ltd. vs. KMFWU, before LEO(C), Barbil. As a result of this settlement **10 workman received benefit**.
- 374. Memorandum of Settlement** was signed on **09.09.2025** between M/s. Quess Corp., cont. of M/s. OMC vs. KMFWU, before LEO(C), Barbil.
- 375. Memorandum of Settlement** was signed on **26.09.2025** between M/s. OMDC vs 237 contractual workers of OMDC engaged by different contractors, before LEO(C), Barbil. As a result of this settlement **237 workman received monetary benefit of Rs 1.3 crore**.
- 376. Memorandum of Settlement** was signed on **10.09.2025** between M/s. Maa

Sarala, contractor of M/s. JSW vs. KMFwu, before LEO(C), Barbil. As a result of this settlement **79 workman received monetary benefit of Rs 8,58,690/-**.

377. Memorandum of Settlement was signed on **30.09.2025** between M/s. SK Minerals Handling (P) Ltd. vs Barbil Rail Loading Workers Union (BRLWU), over the matter of bonus, before LEO(C), Barbil.

378. Memorandum of Settlement was signed on **30.09.2025** between M/s. Biju Kalyan Loading Contractor vs Barbil Rail Loading Workers Union (BRLWU), over the matter of bonus, before LEO(C), Barbil.

379. Memorandum of Settlement was signed on **30.09.2025** between M/s. S.S. Loading Agency vs Barbil Rail Loading Workers Union (BRLWU), over the matter of bonus, before LEO(C), Barbil.

380. Memorandum of Settlement was signed on **30.09.2025** between M/s. Siddhi Binayak Loading Contractor vs Barbil Rail Loading Workers Union (BRLWU), over the matter of bonus, before LEO(C), Barbil.

381. Memorandum of Settlement was signed on **30.09.2025** between M/s. Prima Minerals vs Barbil Rail Loading Workers Union (BRLWU), over the matter of bonus, before LEO(C), Barbil.

382. Memorandum of Settlement was signed on **02.09.2025** between West Ell Iron & Steel C. Private Limited, Darjing Toll Plaza of NHAI Vrs GS, Sundergarh Mines Transport workers union, Koira, Sundergarh, before RLC(C), Rourkela.

383. Memorandum of Settlement was signed on **02.09.2025** between M/s.

Traffic Media India Private Limited, contractor of Jhamudi Toll Plaza of NHAI Vrs GS, Sundergarh Mines Transport workers union, Koira, before RLC(C), Rourkela.

384. Memorandum of Settlement was signed on **12.09.2025** between K.J.S.T Iron Mn. Bauxite Mines of Shri S. N. Mohanty Vrs the Joint Secretary, orissa Joint Minerals workers union, At/Po-Barsuan, Sundergarh, before RLC(C), Rourkela. As a result of this settlement **213 workman received monetary benefit of Rs 67,37,489/-**.

385. Memorandum of Settlement was signed on **12.09.2025** between Nuagaon Iron & Mn. Mines of Shri Prabodh Mohanty Vrs the Joint Secretary, Orissa Minerals Workers Union, At/Po. Barsuan, Sundergarh, before RLC(C), Rourkela. As a result of this settlement **18 workman received monetary benefit of Rs 4,42,929/-**.

386. Memorandum of Settlement was signed on **15.09.2025** between M/s Naaraayani Minerals Private Limited, Contractor of Raikela & Tantra Iron Mines of M/s Penguin Trading & Agencies Limited Vrs. Orissa Minerals Workers Union, Barsuan, before RLC(C), Rourkela.

387. Memorandum of Settlement was signed on **15.09.2025** between M/s Biswanath Das, Contractor of Raikela & Tantra Iron Mines of M/s Penguin Trading & Agencies Limited Vrs. The Secretary, Orissa Minerals Workers Union, Barsuan, Distt. Sundargarh., before RLC(C), Rourkela.

388. Memorandum of Settlement was signed on **15.09.2025** between M/s Jyoti Ranjan Patra, Contractor of Raikela &

Tantra Iron Mines of M/s Penguin Trading & Agencies Limited Vrs. The Secretary, Orissa Minerals Workers Union, Barsuan, Distt. Sundargarh., before RLC(C), Rourkela.

- 389. Memorandum of Settlement** was signed on **15.09.2025** between M/s Dipankar Chakravorty, Contractor of Raikela & Tantra Iron Mines of M/s Penguin Trading & Agencies Limited Vrs. The Secretary, Orissa Minerals Workers Union, Barsuan, Distt., before RLC(C), Rourkela.
- 390. Memorandum of Settlement** was signed on **15.09.2025** between M/s Sukumar Pati, v Vrs. The Secretary, Orissa Minerals Workers Union, Barsuan, Distt. Sundargarh., before RLC(C), Rourkela.
- 391. Memorandum of Settlement** was signed on **15.09.2025** between M/s Balaji Mining & Logistics, Contractor of Raikela & Tantra Iron Mines of M/s Penguin Trading & Agencies Limited Vrs. The Secretary, Orissa Minerals Workers Union, Barsuan, Distt., before RLC(C), Rourkela.
- 392. Memorandum of Settlement** was signed on **15.09.2025** between M/s Balaji Mining & Logistics, Contractor of Raikela & Tantra Iron Mines of M/s Penguin Trading & Agencies Limited Vrs. The Secretary, Orissa Minerals Workers Union, Barsuan, Distt., before RLC(C), Rourkela, before RLC(C), Rourkela. As a result of this settlement **17 workmen** received benefit, **the management paid Rs.4,55,647/- as bonus along with Rs. 22,100/- as ex-gratia.**
- 393. Memorandum of Settlement** was signed on **15.09.2025** between M/s Naaraayani Minerals Private Limited,

Contractor of Raikela & Tantra Iron Mines of M/s Penguin Trading & Agencies Limited Vrs Orissa Minerals Workers Union, Barsuan, before RLC(C), Rourkela. As a result of this settlement **162 workman received monetary benefit of Rs .68,46,269/-.**

- 394. Memorandum of Settlement** was signed on **15.09.2025** between M/s Sukumar Pati, Contractor of Raikela & Tantra Iron Mines of M/s Penguin Trading & Agencies Limited Vs the Secretary, Orissa Minerals Workers Union, Barsuan, Distt. Sundargarh., before RLC(C), Rourkela. As a result of this settlement **18 workman received monetary benefit of Rs. 7,13,330/-**
- 395. Memorandum of Settlement** was signed on **15.09.2025** between M/s Balaji Mining & Logistics Contractor of Raikela & Tantra Iron Mines of M/s Penguin Trading & Agencies Limited Vs the Secretary Orissa Minerals Workers Union, Barsuan, Distt Sundergah, before RLC(C), Rourkela. As a result of this settlement **13 workman received monetary benefit of Rs. 5,55,863/-.**
- 396. Memorandum of Settlement** was signed on **15.09.2025** between M/s Dipankar Chakravorty, Contractor of Raikela & Tantra Iron Mines of M/s Penguin Trading & Agencies Limited Vs the Secretary, Orissa Minerals Workers Union, Barsuan, Distt Sundergah, before RLC(C), Rourkela. As a result of this settlement **6 workman received monetary benefit of Rs. 2,01,699/-.**
- 397. Memorandum of Settlement** was signed on **15.09.2025** between M/s Taj Construction, Contractor of Raikela & Tantra Iron Mines of M/s Penguin Trading & Agencies Limited Vs the Secretary,

Orissa Minerals Workers Union, Barsuan, Distt Sundergah, before RLC(C), Rourkela. As a result of this settlement **56 workman received monetary benefit of Rs. 14,74,030/-**.

398. Memorandum of Settlement was signed on **15.09.2025** between M/s Jyoti Ranjan Patra, Contractor of Raikela & Tantra Iron Mines of M/s Penguin Trading & Agencies Limited Vs the Secretary, Orissa Minerals Workers Union, Barsuan, Distt Sundergah, before RLC(C), Rourkela. As a result of this settlement **5 workman received monetary benefit of Rs. 1,68,100/-**

399. Memorandum of Settlement was signed on **19.09.2025** between M/s Samal Builders, Contractor of NSPCL, Rourkela Vs the General Secretary, Sundargarh District Industrial Shramik Sabha, Rourkela, before RLC(C), Rourkela. As a result of this settlement **24 workman received monetary benefit of Rs. 1,92,958/-**.

400. Memorandum of Settlement was signed on **25.09.2025** between M/s RVPR Constructions Private Limited, Contractor of NSPCL, Rourkela Vs the General Secretary, Gangpur Mazdoor Monch,, Rourkela, before RLC(C), Rourkela. As a result of this settlement **7 workman received monetary benefit of Rs. 3,67,741/-**.

401. Memorandum of Settlement was signed on **26.09.2025** between M/s McNally Bharat Engineering Co. Ltd., Sub-contractor of Kurmitar Iron Ore Mines of M/s O.M.C. Ltd., Vs the General Secretary North Orissa Workers Union, Orampara, Distt. Sundargarh, Rourkela, before RLC(C), Rourkela.

402. Memorandum of Settlement was

signed on **16.09.2025** between M/s NAD Enterprises, Contractor of Rourkela Steel Plant, SAIL, Rourkela vs The General Secretary, Rourkela Ispat Mazdoor Sangha Rourkela, before RLC(C), Rourkela.

403. Memorandum of Settlement was signed on **15.09.2025** between Gulesvar Kumar, (M/s. Megha Engineering Pvt. Ltd Vrs Sri Susanta Nayak, before LEO(C), Paradip. As a result of this settlement **3 received benefit of bonus 50,648 & 20-days wages Rs. 45,600/-**.

404. Memorandum of Settlement was signed on **18.09.2025** between M/s. Sopan O & M Company Pvt. Ltd Vrs Sri Sagar Das & 8 others, before LEO(C), Paradip. As a result of this settlement **9 workmen received monetary benefit of Rs. 2,12,199/-**.

405. Memorandum of Settlement was signed on **24.09.2025** between M/s. Sopan O & M Company Pvt. Ltd Vrs Sri Sushil Kumar Mallick, before LEO(C), Paradip. As a result of this settlement **1 workman received monetary benefit of Rs. 32,278/-**.

406. Memorandum of Settlement was signed on **24.09.2025** between Patabeda Iron Mines of MGM Minerals Vrs Keonjhar Mines and forest workers union, before Dy CLC(C), Bhubaneswar. As a result of this settlement **160 workmen received monetary benefit of Rs. 1,18,76,046/-**.

407. Memorandum of Settlement was signed on **24.09.2025** between Patabeda Iron Mines of MG Mohanty Vrs Keonjhar Mines and forest workers union, before Dy CLC(C), Bhubaneswar. As a result of this settlement **135 workmen received monetary benefit of Rs. 1,07,20,665/-**.

- 408. Memorandum of Settlement** was signed on **10.09.2025** between Management of Bhanora West Block Collier of M/s ECL Vs, Colliery Mazdoor Sabha (AITUC), over the matter of regularization of Shri Vivekananda Dutta, before ALC(C), Asansol. As a result of this settlement **01 workman received benefit.**
- 409. Memorandum of Settlement** was signed on **10.09.2025** between Management of Bhanora West Block Collier of M/s ECL Vs Colliery Mazdoor Sabha (AITUC), over the matter of regularization of Shri Biplab Roy, before ALC(C), Asansol. As a result of this settlement **01 workman received benefit.**
- 410. Memorandum of Settlement** was signed on **11.09.2025** between Management of Satgram Project under Satgram- Sripur Area of M/s ECL Vs Koyala Mazdoor Sabha, over the matter of promotion of Shri Sankar Haldrar, before ALC(C), Asansol. As a result of this settlement **01 workman received benefit.**
- 411. Memorandum of Settlement** was signed on **11.09.2025** between Management of Mithani Colliery under Sodepur Area of M/s ECL Vs Koyala Mazdoor Congress over the matter of regularization of Smt Mina Kumari, before ALC(C), Asansol. As a result of this settlement **01 workman received benefit.**
- 412. Memorandum of Settlement** was signed on **18.09.2025** between Management of Parabelia Group of Mines under Sodepur Area of M/s ECL Vs Koyala Mazdoor Sabha, before ALC(C), Asansol. As a result of this settlement **01 workman received benefit of Rs 40,730/-.**
- 413. Memorandum of Settlement** was signed on **18.09.2025** between Management of Dhemomain Group under Sodepur Area of M/s ECL Vs Koyala Mazdoor Sabha, before ALC(C), Asansol. As a result of this settlement **01 workman received benefit of Rs 30,000/-.**
- 414. Memorandum of Settlement** was signed on **18.09.2025** between Management of Parabelia Group of Mines under Sodepur Area of M/s ECL Vs Koyala Mazdoor Sabha, before ALC(C), Asansol. As a result of this settlement **01 workman (Shri Dilip Bouri) received benefit of Rs 2,61,383 and bonus of Rs. 12,000/-.**
- 415. Memorandum of Settlement** was signed on **18.09.2025** between Management of Parabelia Group of Mines under Sodepur Area of M/s ECL Vs Koyala Mazdoor Sabha, before ALC(C), Asansol. As a result of this settlement **01 workman (Smt Kunit Bhuia) received benefit of Rs 1,25,000/-.**
- 416. Memorandum of Settlement** was signed on **18.09.2025** between Management of Parabelia Group of Mines under Sodepur Area of M/s ECL Vs Koyala Mazdoor Sabha, before ALC(C), Asansol. As a result of this settlement **01 workman (Smt Nirmala Ghosal) received benefit of Rs 3,72,714/-.**
- 417. Memorandum of Settlement** was signed on **18.09.2025** between Management of Parabelia Group of Mines under Sodepur Area of M/s ECL Vs Koyala Mazdoor Sabha, before ALC(C), Asansol. As a result of this settlement **01 workman (Shri Dinu Rabidas) received benefit of Rs 69,471/-.**

- 418. Memorandum of Settlement** was signed on **18.09.2025** between Management of Parabelia Group of Mines under Sodepur Area of M/s ECL Vs Koyala Mazdoor Sabha, before ALC(C), Asansol. As a result of this settlement **01 workman** (Shri Rajendra Gope) received benefit of **Rs 5,98,152/-**.
- 419. Memorandum of Settlement** was signed on **18.09.2025** between Management of Parabelia Group of Mines under Sodepur Area of M/s ECL Vs Koyala Mazdoor Sabha, before ALC(C), Asansol. As a result of this settlement **01 workman** (Shri Bodh Narayan Singh) received benefit of **Rs 2,97,195/-**.
- 420. Memorandum of Settlement** was signed on **24.09.2025** between Management of Ningha Colliery of M/s ECL Vs Koyala Mazdoor Sabha, over the matter of regularization of Shri Hadish, before ALC(C), Asansol. As a result of this settlement **01 workman** received benefit.
- 421. Memorandum of Settlement** was signed on **24.09.2025** between Management of Ningha Colliery of M/s ECL Vs Koyala Mazdoor Sabha, over the matter of regularization of Aftab Alam, before ALC(C), Asansol. As a result of this settlement **01 workman** received benefit.
- 422. Memorandum of Settlement** was signed on **24.09.2025** between Management of Ningha Colliery of M/s ECL Vs Koyala Mazdoor Sabha, over the matter of regularization of Shri Ashok Tudu, before ALC(C), Asansol. As a result of this settlement **01 workman** received benefit.
- 423. Memorandum of Settlement** was signed on **03.09.2025** between Ferro Scrap Nigam Ltd Employees Union Vs Ferro Scrap Nigam Ltd, before ALC(C), Raniganj. As a result of this settlement **28 workmen** received benefit.
- 424. Memorandum of Settlement** was signed on **18.09.2025** between Panna Mandal Vs J S Enterprises under Durgapur Cement Works, before ALC(C), Raniganj. As a result of this settlement **01 workman** received benefit of **Rs 6,701/-**.
- 425. Memorandum of Settlement** was signed on **18.09.2025** between Rajesh Bouri Vs J S Enterprises under Durgapur Cement Works, before ALC(C), Raniganj. As a result of this settlement **01 workman** received benefit of **Rs 5,137/-**.
- 426. Memorandum of Settlement** was signed on **18.09.2025** between Gangadhar Bouri Vs J S Enterprises under Durgapur Cement Works, before ALC(C), Raniganj. As a result of this settlement **01 workman** received benefit of **Rs 5,137/-**.
- 427. Memorandum of Settlement** was signed on **18.09.2025** between Grahanchand Bouri Vs J S Enterprises under Durgapur Cement Works, before ALC(C), Raniganj. As a result of this settlement **01 workman** received benefit of **Rs 6,441/-**.
- 428. Memorandum of Settlement** was signed on **18.09.2025** between Kaushik Mandal Vs J S Enterprises under Durgapur Cement Works, before ALC(C), Raniganj. As a result of this settlement **01 workman** received benefit of **Rs 6,367/-**.
- 429. Memorandum of Settlement** was signed on **18.09.2025** between Bipul Gorai Vs J S Enterprises under Durgapur Cement Works, before ALC(C), Raniganj. As a result of this settlement **01 workman** received benefit of **Rs 5,137/-**.
- 430. Memorandum of Settlement** was signed on **25.09.2025** between Pintu

Sarkar Vs Anjan Kumar Dutta Security Agency under PGCIL, over the matter of reinstatement, before ALC(C), Raniganj. As a result of this settlement **01 workman** received benefit.

- 431. Memorandum of Settlement** was signed on **18.09.2025** between General Secretary WCREU Kota Vs DRM Kota, before ALC(C), Kota.
- 432. Memorandum of Settlement** was signed on **19.09.2025** between Shri Sudresahan Singh Vs M/s Sterling Willson Pvt, before ALC(C), Kota. As a result of this settlement **01 workman** received **benefit of Rs 25,000/-**.
- 433. Memorandum of Settlement** was signed on **02.09.2025** between Hiteh Kumar Vs M/s Atman Infra, over the matter of reinstatement, before ALC(C), Kota. As a result of this settlement **01 workman** reinstate in job.
- 434. Memorandum of Settlement** was signed on **11.09.2025** between Mantri, Rashtriya Mazdoor Sangh Vs Banas Minerals, before ALC(C), Kota. As a result of this settlement **129 workmen** received **benefit**.
- 435. Memorandum of Settlement** was signed on **11.09.2025** between Mantri Vs Banas Stone, before ALC(C), Kota. As a result of this settlement **170 workmen** received **benefit**.
- 436. Memorandum of Settlement** was signed on **11.09.2025** between Mantri Vs Krishan Arthmover Stone, before ALC(C), Kota. As a result of this settlement **45 workmen** received **benefit**.
- 437. Memorandum of Settlement** was signed on **11.09.2025** between Mantri Vs Sh Saif Khan Mine Owner, before ALC(C), Kota. As a result of this settlement **33**

workmen received **benefit**.

- 438. Memorandum of Settlement** was signed on **12.09.2025** between Mantri Vs Shri Uma Shankar Mine Owner, before ALC(C), Kota. As a result of this settlement **18 workmen** received **benefit**.
- 439. Memorandum of Settlement** was signed on **12.09.2025** between Mantri Vs Smt Anchal Kaur Mine Owner, before ALC(C), Kota. As a result of this settlement **22 workmen** received **benefit**.
- 440. Memorandum of Settlement** was signed on **12.09.2025** between Mantri Vs Shri Sarvajit Singh Mine Owner, before ALC(C), Kota. As a result of this settlement **48 workmen** received **benefit**.
- 441. Memorandum of Settlement** was signed on **04.09.2025** between Mantri Vs M/s PC Bangur & Minerals, before ALC(C), Kota. As a result of this settlement **47 workmen** received **benefit**.
- 442. Memorandum of Settlement** was signed on **04.09.2025** between Mantri Vs Suzuki Stone, before ALC(C), Kota. As a result of this settlement **35 workmen** received **benefit**.
- 443. Memorandum of Settlement** was signed on **04.09.2025** between Mantri Vs Shri Gujit Singh Mine Owner, before ALC(C), Kota. As a result of this settlement **32 workmen** received **benefit**.
- 444. Memorandum of Settlement** was signed on **04.09.2025** between Mantri Vs Goodwill Stone, before ALC(C), Kota. As a result of this settlement **53 workmen** received **benefit**.

- 445. Memorandum of Settlement** was signed on **04.09.2025** between Mantri Vs Sunrise Stone, before ALC(C), Kota. As a result of this settlement **48 workmen** received **benefit**.
- 446. Memorandum of Settlement** was signed on **04.09.2025** between Mantri Vs Shrinath Enterprises, before ALC(C), Kota. As a result of this settlement **32 workmen** received **benefit**.
- 447. Memorandum of Settlement** was signed on **04.09.2025** between Mantri Vs Abdul Sattar Abdul Alime Mine, before ALC(C), Kota. As a result of this settlement **45 workmen** received **benefit**.
- 448. Memorandum of Settlement** was signed on **04.09.2025** between Mantri Vs Shiva Stone, before ALC(C), Kota. As a result of this settlement **51 workmen** received **benefit**.
- 449. Memorandum of Settlement** was signed on **15.09.2025** between Mantri Vs Jugal Kishore Mine Owner, before ALC(C), Kota. As a result of this settlement **19 workmen** received **benefit**.
- 450. Memorandum of Settlement** was signed on **15.09.2025** between Mantri Vs M/s Chauhan Minerals, before ALC(C), Kota. As a result of this settlement **28 workmen** received **benefit**.
- 451. Memorandum of Settlement** was signed on **25.09.2025** between Rashtriya Mazdoor Sangh Vs Hazare Stone, before ALC(C), Kota. As a result of this settlement **55 workmen** received **benefit**.
- 452. Memorandum of Settlement** was signed on **25.09.2025** between Rashtriya Mazdoor Sangh Vs Akil Ahmad, before ALC(C), Kota. As a result of this settlement **21 workmen** received **benefit**.
- 453. Memorandum of Settlement** was signed on **25.09.2025** between Rashtriya Mazdoor Sangh Vs Raj Stone, before ALC(C), Kota. As a result of this settlement **8 workmen** received **benefit**.
- 454. Memorandum of Settlement** was signed on **26.09.2025** between Rashtriya Mazdoor Sangh Vs ASI Stone, before ALC(C), Kota. As a result of this settlement **1846 workmen** received **benefit**.
- 455. Memorandum of Settlement** was signed on **11.09.2025** between Bhangwan Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.
- 456. Memorandum of Settlement** was signed on **11.09.2025** between Kaluram Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.
- 457. Memorandum of Settlement** was signed on **11.09.2025** between Sumer Singh Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.
- 458. Memorandum of Settlement** was signed on **11.09.2025** between Ajay Pratap Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.
- 459. Memorandum of Settlement** was signed on **11.09.2025** between Rekha Giri Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.
- 460. Memorandum of Settlement** was

signed on **11.09.2025** between Sunil Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.

- 461. Memorandum of Settlement** was signed on **11.09.2025** between Ogar Ram Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.
- 462. Memorandum of Settlement** was signed on **11.09.2025** between Prakash Singh Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.
- 463. Memorandum of Settlement** was signed on **11.09.2025** between Gogaram Ram Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.
- 464. Memorandum of Settlement** was signed on **11.09.2025** between Pushpa Kanwar Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.
- 465. Memorandum of Settlement** was signed on **11.09.2025** between Girdhari Das Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.
- 466. Memorandum of Settlement** was signed on **11.09.2025** between Om Prakash Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.
- 467. Memorandum of Settlement** was signed on **11.09.2025** between Umaid Singh Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.
- 468. Memorandum of Settlement** was signed on **11.09.2025** between Bharu

Singh Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.

- 469. Memorandum of Settlement** was signed on **11.09.2025** between Sumer Singh Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.
- 470. Memorandum of Settlement** was signed on **11.09.2025** between Narsi Gujar Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.
- 471. Memorandum of Settlement** was signed on **11.09.2025** between Ramprasad Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.
- 472. Memorandum of Settlement** was signed on **11.09.2025** between Mahiram Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.
- 473. Memorandum of Settlement** was signed on **11.09.2025** between Hardeen Ram Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.
- 474. Memorandum of Settlement** was signed on **11.09.2025** between Pawan Kumar Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.
- 475. Memorandum of Settlement** was signed on **11.09.2025** between Nitu Singh Vs SIS Ltd, before ALC(C), Jodhpur. As a result of this settlement **1 workman** received **benefit**.
- 476. Memorandum of Settlement** was signed on **11.09.2025** between Narayan Singh Vs SIS Ltd, before ALC(C),

Jodhpur. As a result of this settlement **1 workman** received **benefit**.

- 477. Memorandum of Settlement** was signed on **10.09.2025** between All India Track Maintainer Union Vs DPO, DEN (Cord) Indian Railway, before ALC(C), Ajmer. As a result of this settlement **2700 workmen** received **benefit of Rs 4,86,000/-**.
- 478. Memorandum of Settlement** was signed on **18.09.2025** between Lalu Ram Dangi Vs Roljack Construction, before ALC(C), Ajmer. As a result of this settlement **1 workman** received **benefit of Rs 1,55,000/-**.
- 479. Memorandum of Settlement** was signed on **11.09.2025** between Ashok Bairwa Vs ESAF Small Finance Bank, over the matter of reliving letter, before ALC(C), Ajmer. As a result of this settlement **1 workman** received **benefit of Rs 92,598/-**.
- 480. Memorandum of Settlement** was signed on **16.10.2025** between M/s Sai India Resources Pvt Ltd Contractor of M/s HPCL & Kerala Petroleum & Gas Workers Union (CITU), before RLC(C), Cochin. As a result of this settlement **03 workmen** received **monetary benefit of Rs 1,41,000/-**.
- 481. Memorandum of Settlement** was signed on **16.10.2025** between M/s Chozha Industrial Caterers, Contractor of M/s HPCL & Kerala Petroleum & Gas Workers Union (CITU), before RLC(C), Cochin. As a result of this settlement **05 workmen** received **monetary benefit of Rs 60,000/-**.
- 482. Memorandum of Settlement** was signed on **17.10.2025** between M/s Farron Fabrication Engineering, Contractor of M/s BPCL & A&CRGWR

Union (INTUC), before RLC(C), Cochin. As a result of this settlement **14 workmen** received **monetary benefit of Rs 36,96,000/-**

- 483. Memorandum of Settlement** was signed on **24.10.2025** between M/s A M Support Servicer, Contractor M/s NPOL&NPOLMCWU (BMS), before RLC(C), Cochin. As a result of this settlement **19 workmen** received **benefit**.
- 484. Memorandum of Settlement** was signed on **24.10.2025** between M/s A M Support Servicer, Contractor M/s NPOL&NPOLMCWU (CITU), before RLC(C), Cochin. As a result of this settlement **21 workmen** received **benefit**.
- 485. Memorandum of Settlement** was signed on **31.10.2025** between M/s Omkar Manpower Consultancy, Contractor M/s HPCL & Kerala Petroleum & Gas Workers Union (CITU), before RLC(C), Cochin.
- 486. Memorandum of Settlement** was signed on **22.10.2025** between M/s. Royal Movers, Contractor of Khatkurbahal Limestone & Dolomite Mines of M/s. Shiva Cement Ltd Vs the General Secretary, Sundergarh Mines Transport Workers Union, Koira, Sundergarh, before RLC(C), Rourkela.
- 487. Memorandum of Settlement** was signed on **22.10.2025** between M/s. KBL Mineals & Transport LLP Contractor of Khatkurbahal Limestone & Dolomite Mines of M/s. Shiva Cement Limited Vs the General Secretary, Sundergarh Mines Transport Workers Union, Koira, Sundergarh, before RLC(C), Rourkela.
- 488. Memorandum of Settlement** was signed on **22.10.2025** M/s. National

Enterprises contractor of Khatkurbahal Limestone & Dolomite Mines of M/s. Shiva Cement Limited Vs the General Secretary, Sundergarh Mines Transport Workers Union, Koira, Sundergarh, before RLC(C), Rourkela.

- 489. Memorandum of Settlement** was signed on **22.10.2025** M/s. PKS Techobuild Private Limited, contractor of Khatkurbahal Limestone & Dolomite Mines of M/s. Shiva Cement Limited Vs the General Secretary, Sundergarh Mines Transport Workers Union, Koira, Sundergarh, before RLC(C), Rourkela.
- 490. Memorandum of Settlement** was signed on **10.10.2025** M/s. Kalinga Engineers Vrs Nalco Thika Mazdoor Sangh, before ALC(C), Angul. As a result of this settlement **1 workman benefit**.
- 491. Memorandum of Settlement** was signed on **16.10.2025** M/s. BMS Vrs KCCL, OMC, over the matter of reinstatement, before LEO(C), Barbil. As a result of this settlement **7 workmen reinstate in job**.
- 492. Memorandum of Settlement** was signed on **08.10.2025** G4s Vrs KMWU, over the matter of reinstatement, over the matter of bonus, before LEO(C), Barbil. As a result of this settlement **1 workman received benefit of Rs 15,021/-**.
- 493. Memorandum of Settlement** was signed on **08.10.2025** M/s. g4s, cont. of OMC Vrs KMFU, over the matter of final dues, over the matter of bonus, before LEO(C), Barbil. As a result of this settlement **2 workmen received benefit of Rs 1,54,700/-**.
- 494. Memorandum of Settlement** was signed on **08.10.2025** Serajudding & Co.

Vrs KMFU, over the matter of bonus, over the matter of bonus, before LEO(C), Barbil. As a result of this settlement **147 workmen received benefit of Rs 56,34,265/-**.

- 495. Memorandum of Settlement** was signed on **10.10.2025** M/s. Maa Basulai Construction Vrs Paradip Industrial Workers union, over Charter of demands, before LEO(C), Paradip. As a result of this settlement **10 workmen received benefit**.
- 496. Memorandum of Settlement** was signed on **29.10.2025** General Secretary FCI Mazdoor Vikas Union Vs Divisional Manager FCI, Prayagraj, over policy issue of gang merger, in Kanpur region.
- 497. Memorandum of Settlement** was signed on **15.10.2025** Melur Vatta Pothu Thozhilalar Sangam (CITU) Vs M/s Coral Associates, Chittampatti Toll Plaza, Contractor of NHAI, Trichy, before RLC(C), Madurai. As a result of this settlement **54 workmen received benefit of Rs 9,65,002/-**.
- 498. Memorandum of Settlement** was signed on **14.10.2025** Punjab National Bank Staff Union & Punjab National Bank, before ALC(C)-II, Chennai. As a result of this settlement **2000 workmen received benefit**.
- 499. Memorandum of Settlement** was signed on **17.10.2025** Mr Bhawani Prasad Vs M/s ASPS over the matter of reinstatement, before RLC(C), Raipur. As a result of this settlement **1 workman reinstate in job**.
- 500. Memorandum of Settlement** was signed on **29.10.2025** Pragtisheel Cement Shramik Sangh Vs ACC Jamul Cement Works, before ALC(C), Raipur.

As a result of this settlement **415 workmen received benefit of Rs 7,92,00,000/-**.

501. Memorandum of Settlement was signed on **10.10.2025** Shri Sunil Kumar Tripathi, Pune and 1) The Director M/s Quess Corp Ltd, Pune 2) The Managing Director, M/s Vodafone Services Pvt. Ltd., Pune, before RLC(C), Pune. As a result of this settlement **1 workman received benefit of Rs 75,000/-**.

502. Memorandum of Settlement was signed on **06.10.2025** Shri Suresh Shinde, Pune and 1) The Director M/s Quess Corp Ltd, Pune, over the matter of service benefits before RLC(C), Pune. As a result of this settlement **1 workman received benefit**.

503. Memorandum of Settlement was signed on **06.10.2025** NAPS Employees Association Vs Narora Atomic Power Station, over the matter of Terms & Condition of Employment, before RLC(C), Noida. As a result of this settlement **509 workman received benefit**.

504. Memorandum of Settlement was signed on **06.10.2025** Narora Parmanu Urja Vidyut Kendra Karamchari Union Vs Narora Atomic Power Station, over the matter of Terms & Condition of Employment, before RLC(C), Noida. As a result of this settlement **509 workman received benefit**.

505. Memorandum of Settlement was signed on **06.10.2025** Narora Parmanu Vidyut Pariyojna Karamchari Union Vs Narora Atomic Power Station, over the matter of Terms & Condition of Employment, before RLC(C), Noida. As a result of this settlement **509 workman received benefit**.

506. Memorandum of Settlement was signed on **28.10.2025** Navyuga Engineering Company Ltd, RVNL Package-5 Vs Samvida Shramik Sangh, over the matter of Terms & Condition of Employment, before RLC(C), Noida. As a result of this settlement **41 workman received benefit of Rs 45,74,390/-**.

507. Memorandum of Settlement was signed on **15.10.2025** Bihar Colliery Kamgar Union Vs BCCL HQ, before ALC(C)-I, Dhanbad. As a result of this settlement **850 workmen received benefit of Rs 2,90,00,000/-**.

508. Memorandum of Settlement was signed on **09.10.2025** Bahujan Mazdoor Union Vs Mugma Area of M/s ECL, before ALC(C)-I, Dhanbad. As a result of this settlement **01 workman received benefit of Rs 5,00,000/-**.

509. Memorandum of Settlement was signed on **07.10.2025** Rashtriya Mazdoor Union Vs M/s Ram Avatar EIPL (JV), before ALC(C)-I, Dhanbad. As a result of this settlement **27 workman received benefit of Rs 40,00,000/-**.

510. Memorandum of Settlement was signed on **17.10.2025** Rashtriya Mazdoor Union Vs E.J. Area of BCCL before ALC(C)-III, Dhanbad. As a result of this settlement **119 workman received benefit of Rs 25,85,039/-**.

511. Memorandum of Settlement was signed on **17.10.2025** between Rashtriya Mazdoor Union Vs E.J. Area of BCCL before ALC(C)-III, Dhanbad. As a result of this settlement **107 workman received benefit of Rs 10,00,000/-**.

512. Memorandum of Settlement was signed on **29.10.2025** between Hind Mazdoor Sabha V/s BNP Dewas, before

RLC(C), Bhopal. As a result of this settlement approx. 200 **workmen received benefit of Rs 25,00,000/-**.

513. Memorandum of Settlement was signed on **15.10.2025** between Shri Chandra Pratap V/s M/s Bundelkhand security Labour Supplier, over the matter of reinstatement before RLC(C), Bhopal. As a result of this settlement **1 workman received benefit**.

514. Memorandum of Settlement was signed on **15.10.2025** between Federation of Indian Bank Employees Union V/s M/s Indian Bank, over the matter of bonus, before RLC(C), Bhopal. As a result of this settlement **76 workmen received benefit**.

515. Memorandum of Settlement was signed on **10.10.2025** between Numaligarh Refinery Ltd., Numaligarh Refinery New Contractor's Association Vs Numaligarh Refinery Workers Union, Accord Refinery Workers Union, 3. Numaligarh Refinery Driver's Union, Numaligarh Refinery Greater Workers Union, Numaligarh Workers Union Refinery Contractual and Honmilito Numaligarh Maintenance Workers Union Refinery, before Dy CLC(C), Nagpur. As a result of this settlement approx. **1700 workmen received monetary benefit of approx Rs 13,00,00,000/-**.

516. Memorandum of Settlement was signed on **21.10.2025** between M/s Tapas Mukherjee Contractor of ECL Vs Asansol Durgapur Thika Shramik Adhikar Union, before RLC(C), Asansol. As a result of this settlement **8 workmen received benefit of Rs 2,00,000/-**.

517. Memorandum of Settlement was signed on **10.10.2025** between the Management of Ningha Colliery of M/s

ECL Vs Colliery Mazdoor Sabha (AITUC), before ALC(C), Asansol. As a result of this settlement **1 workman received benefit of Rs 76,000/-**.

518. Memorandum of Settlement was signed on **10.10.2025** between the Management of Ningha Colliery of M/s ECL Vs Colliery Mazdoor Sabha (AITUC), before ALC(C), Asansol. As a result of this settlement **1 workman received benefit of Rs 1,56,250/-**.

519. Memorandum of Settlement was signed on **14.10.2025** between the Management of Satgram-Sripur Area of M/s ECL Vs Colliery Mazdoor Sabha (AITUC), before ALC(C), Asansol. As a result of this settlement **1 workman received benefit of Rs 1,56,250/-**.

520. Memorandum of Settlement was signed on **14.10.2025** between the Management of Satgram-Sripur Area of M/s ECL Vs Colliery Mazdoor Sabha (AITUC), before ALC(C), Asansol. As a result of this settlement **1 workman received benefit of Rs 97,755/-**.

521. Memorandum of Settlement was signed on **29.10.2025** between the Management of Amritnagar Colliery Under Kunustoria Area of M/s ECL Vs Koyala Mazdoor Congress, before ALC(C), Asansol. As a result of this settlement **1 workman received benefit of Rs 1,25,000/-**.

522. Memorandum of Settlement was signed on **08.10.2025** between the Agent, Dalurband Colliery, M/s ECL Ltd Vrs INCUC, before ALC(C), Raniganj. As a result of this settlement **1 workman received benefit of Rs 3,41,136/-**.

523. Memorandum of Settlement was signed on **09.10.2025** between ECG

Facility Management Pvt Ltd Vs Shri Utpal Das, over the matter of reinstatement, before ALC(C), Raniganj. As a result of this settlement **1 workman received benefit.**

524. Memorandum of Settlement was signed on **23.10.2025** between M/s JS Enterprises Vs Shri Biplab Roy, before ALC(C), Raniganj. As a result of this settlement **1 workman received benefit of Rs 6,880/-**

525. Memorandum of Settlement was signed on **23.10.2025** between M/s JS Enterprises Vs Shri Panna Mondal, before ALC(C), Raniganj. As a result of this settlement **1 workman received benefit of Rs 9,211/-**.

526. Memorandum of Settlement was signed on **23.10.2025** between M/s JS Enterprises Vs Shri Gangadhar Bauri, before ALC(C), Raniganj. As a result of this settlement **1 workman received benefit of Rs 6,880/-**.

527. Memorandum of Settlement was signed on **23.10.2025** between M/s JS Enterprises Vs Shri Rajesh Bauri, before ALC(C), Raniganj. As a result of this settlement **1 workman received benefit of Rs 6,880/-**

528. Memorandum of Settlement was signed on **23.10.2025** between M/s JS Enterprises Vs Shri Grahanchand Bauri, before ALC(C), Raniganj. As a result of this settlement **1 workman received benefit of Rs 8,306/-**.

529. Memorandum of Settlement was signed on **23.10.2025** between M/s JS Enterprises Vs Shri Bipul Gorai, before ALC(C), Raniganj. As a result of this settlement **1 workman received benefit of Rs 8,306/-**

530. Memorandum of Settlement was signed on **23.10.2025** between M/s JS Enterprises Vs Shri Koushik Mondal, before ALC(C), Raniganj. As a result of this settlement **1 workman received benefit of Rs 8,439/-**.

531. Memorandum of Settlement was signed on **27.10.2025** between KTSS & 4 other Unions in HCL, KCC and M/s SMS Ltd and M/s SK Khetan Infra Projects Pt Ltd, before RLC(C), Jaipur. As a result of this settlement **617 workmen received monetary benefit of Rs 9,02,45,000/-**.

532. Memorandum of Settlement was signed on **08.10.2025** between the Group of workman V/s HMT Machine Tools Ltd, before ALC(C), Ajmer. As a result of this settlement **24 workmen received monetary benefit of Rs 5,97,471/-**.

533. Memorandum of Settlement was signed on **17.10.2025** between the Group of workman V/s the Principal, RIE, Ajmer, before ALC(C), Ajmer. As a result of this settlement **75 workmen received monetary benefit of Rs 8,49,578/-**.

534. Memorandum of Settlement was signed on **17.10.2025** between the Ultratech Nathdwara Cement Mazdoor Congress Vs Chulgiri Enterprises Pvt Ltd, before ALC(C), Ajmer. As a result of this settlement **282 workmen received monetary benefit of Rs 77,43,720/-**.

535. Memorandum of Settlement was signed on **17.10.2025** between Ultratech Nathdwara Cement Mazdoor Congress Vs Darshan Lal Contractors others, before ALC(C), Ajmer. As a result of this settlement **1226 workmen received monetary benefit of Rs 1,61,83,200/-**.

536. Memorandum of Settlement was signed on **17.10.2025** between Ultratech

Nathdwara Cement Mazdoor Congress and Ultratech Nathdwara Cement Shramik Sangh Vs Ultratech Cement Ltd Union Nathdwara Cement Works, before ALC(C), Ajmer. As a result of this settlement **157 workmen received monetary benefit of Rs 43,11,220/-**.

- 537. Memorandum of Settlement** was signed on **16.10.2025** between Mantra Rashtriya Mazdoor Sangh INTUC Vs Shri Atikur Rehama, Mine Owner, over the matter of bonus settlement before ALC(C), Kota. As a result of this settlement **75 befitted**.
- 538. Memorandum of Settlement** was signed on **16.10.2025** between Mantra Rashtriya Mazdoor Sangh INTUC Vs M/s Tulsi Stone, over the matter of bonus settlement before ALC(C), Kota. As a result of this settlement **75 befitted**.
- 539. Memorandum of Settlement** was signed on **10.10.2025** between Shri Prahlad Gurjar Vs M/s Tata Projects, before ALC(C), Kota. As a result of this settlement **1 workman received monetary benefit of Rs 27,729/-**.
- 540. Memorandum of Settlement** was signed on **10.10.2025** between Shri Mahavir Vs M/s Tata Projects, before ALC(C), Kota. As a result of this settlement **1 workman received monetary benefit of Rs 1,34,849/-**.
- 541. Memorandum of Settlement** was signed on **10.10.2025** between Shri Pawan Kumar Vs M/s Tata Projects, before ALC(C), Kota. As a result of this settlement **1 workman received monetary benefit of Rs 35,091/-**.
- 542. Memorandum of Settlement** was signed on **10.10.2025** between Shri Raju Lal Vs M/s Tata Projects, before ALC(C),

Kota. As a result of this settlement **1 workman received monetary benefit of Rs 85,261/-**.

- 543. Memorandum of Settlement** was signed on **10.10.2025** between Shri Mangi Lal Vs M/s Tata Projects, before ALC(C), Kota. As a result of this settlement **1 workman received monetary benefit of Rs 1,20,958/-**.
- 544. Memorandum of Settlement** was signed on **10.10.2025** between Shri Manoj Chaudhary Vs M/s Tata Projects, before ALC(C), Kota. As a result of this settlement **1 workman received monetary benefit of Rs 7,244/-**.
- 545. Memorandum of Settlement** was signed on **18.10.2025** between Thermal Power House Construction Thekadar Sangh, before RLC(C), Lucknow. As a result of this settlement **1 workman received monetary benefit of Rs 26,026/-**.
- 546. Memorandum of Settlement** was signed on **13.11.2025** between All India Station Masters' Association Nagpur Vs Central Railway, Nagpur, over service matters, before Dy CLC(C), Nagpur. As a result of this settlement **483 workmen received benefit**.
- 547. Memorandum of Settlement** was signed on **19.11.2025** between Jharkhand Asanghathit Mazdoor Union Vs M/s Kore Security Services Pvt Ltd, over the matter of reinstatement, before Dy CLC(C), Dhanbad. As a result of this settlement **1 workman reinstate in job**.
- 548. Memorandum of Settlement** was signed on **12.11.2025** between Sanjay Mahto and others Vs M/s Chatti Baritu Coal Mining Pvt Ltd, NTPC Ltd, before ALC(C), Hazaribagh. As a result of this

settlement **400 workmen received monetary benefit of Rs 62,00,000/-.**

- 549. Memorandum of Settlement** was signed on **14.11.2025** between M/s Dalmia Cement Bharat Ltd Banjari, Rohtas Vs Kalyanpur Lime & Cement Workers Union, Banjar, Rohtas, Kumayu Range Quarries Labour Union, Banjari, Rohtas, Kalyanpur Mazdoor Panchayat, Banjari and Bihar Rajya Cement, Patherkatti Mazdoor Union, Rohtas, before Dy CLC(C), Patna. As a result of this settlement **418 workmen received monetary benefit of Rs 15,50,00,000/-.**
- 550. Memorandum of Settlement** was signed on **17.11.2025** between the Management of HBL Laurity & Sugauli Vs Lauriay Chini Mill Mazdoor Sangh & other, before Dy CLC(C), Patna. As a result of this settlement **666 workmen received monetary benefit of Rs 46,62,000/-.**
- 551. Memorandum of Settlement** was signed on **20.11.2025** between the Management of Bihar Gramin Bank, Patna Bihar Vs Bihar Gramin Bank Adhikari Sangh, Patna, before ALC(C), Patna. As a result of this settlement **4000 workmen received monetary benefit of Rs 71,70,00,000/-.**
- 552. Memorandum of Settlement** was signed on **19.11.2025** between the UCO Bank Vs UCO Bank Employees Association, over the matter of transfer posting, before ALC(C), Patna. As a result of this settlement **4 workmen received benefit.**
- 553. Memorandum of Settlement** was signed on **21.11.2025** between the Indian Oil Mathura Refinery Vs Karmchari Sangh, Mathura, before Dy CLC(C), Kanpur. As a result of this settlement **7**

workmen received benefit.

- 554. Memorandum of Settlement** was signed on **28.11.2025** between Thermal Power House Construction Sangh, Unchahar, before RLC(C), Lucknow. As a result of this settlement **1 workman received monetary benefit of Rs 28,085/-.**
- 555. Memorandum of Settlement** was signed on **11.11.2025** between Sr Vice President, PNB Staff Union Vs Circle Head, PNB, Gorakhpur, in Kanpur Region. As a result of this settlement **1 workman received monetary benefit of Rs 1,52,248/-.**
- 556. Memorandum of Settlement** was signed on **27.11.2025** between General Secretary, PNB Employees Union Vs Circle Head, PNB, Varanasi, in Kanpur Region. As a result of this settlement **1 workman received benefit.**
- 557. Memorandum of Settlement** was signed on **20.11.2025** between Synergy Facility Management Pvt Ltd (Contractor), ICICI Bank Ltd (PE) Vs PCSMWU (Union) Biswajit Bar (applicant), over the matter of reinstatement, before ALC(C), Kolkata. As a result of this settlement **1 workman reinstate in job.**
- 558. Memorandum of Settlement** was signed on **04.11.2025** between Southern Railway Contractors Organization and Railway Construction Labours Union (CITU), before RLC(C), Cochin. As a result of this settlement **500 workmen received monetary benefit of Rs 1,80,00,000/-.**
- 559. Memorandum of Settlement** was signed on **03.11.2025** between the group of workman V/s Hind Contractor and IRB,

before ALC(C), Ajmer. As a result of this settlement **18 workmen received monetary benefit of Rs 5,17,880/-**.

560. Memorandum of Settlement was signed on **27.11.2025** between the Prakash Kumar Vs Raendra Management Group, before ALC(C), Ajmer. As a result of this settlement **01 workman received monetary benefit of Rs 14,000/-**.

561. Memorandum of Settlement was signed on **27.11.2025** between Shri Om Prakash Mehera Vs FCI, Kota, over the matter of Transfer, before ALC(C), Kota. As a result of this settlement **2 workman received benefit**.

562. Memorandum of Settlement was signed on **27.11.2025** between Divisional Secretary FCI Ex Staff Union Vs FCI Kota, over the matter of Transfer, before ALC(C), Kota. As a result of this settlement **6 workman received benefit**.

563. Memorandum of Settlement was signed on **27.11.2025** between Divisional Secretary FCI BKNK Vs FCI Kota, over the matter of Transfer, before ALC(C), Kota.

564. Memorandum of Settlement was signed on **20.11.2025** between President, FCI Mazdoor Vikash Union Vs FCI Kota, before ALC(C), Kota. As a result of this settlement **43 workmen received benefit**.

565. Memorandum of Settlement was signed on **19.11.2025** between Oil and Natural Gas Corporation (ONGC), Rajahmundry Asset, Rajahmundry Vs their employees represented by Rajahmundry Petroleum General Employees Union (PGEU), over the matter of reinstatement, before Dy

CLC(C), Hyderabad. As a result of this settlement **26 workmen reinstate in job**.

566. Memorandum of Settlement was signed on **25.11.2025** between Rasun Granites Exports Pvt Ltd., Chimakurthy, Prakasam Vs their workman represented by the Hon'ble President, The Cheemakurthy Area Granite Workers Union, Chimakurthy, over the matter of reinstatement, before ALC(C), Vijaywada. As a result of this settlement **1 workmen reinstate in job**.

567. Memorandum of Settlement was signed on **28.11.2025** between Sri Dhanalakshmi Engineering Enterprises, Warangal, contractor of South-Central Railway, Guntur Division Vs their workmen represented by the Guntur Division Railway Informal Workers Sangh, Guntur, over the matter of reinstatement, before ALC(C), Vijaywada. As a result of this settlement **21 workmen reinstate in job**.

568. Memorandum of Settlement was signed on **07.11.2025** between M/s VVR Contractors, contractor of Singareni Thermal Power Project, Jaipur, Mancherial Vs their workmen represented by the General Secretary, Singareni Thermal Power Project Contract Workers Union, Jaipur, Mancherial District, Telangana, before ALC(C), Hyderabad. As a result of this settlement **45 workmen received monetary benefit of Rs 5,10,000/-**.

569. Memorandum of Settlement was signed on **03.11.2025** between Samvida Shramik Sangh Vs M/s Megha Engineering & Infrastructure Ltd., before RLC(C), Dehradun. As a result of this settlement **45 workmen received monetary benefit of Rs 1,06,05,859/-**.

- 570. Memorandum of Settlement** was signed on **13.11.2025** between Samvida Shramik Sangh Vs M/s Navyuga Engineering Company Ltd., before RLC(C), Dehradun. As a result of this settlement **14 workmen received benefit.**
- 571. Memorandum of Settlement** was signed on **19.11.2025** between Dhara Rail Projects Pvt. Ltd. Vs Sh. Jeevan Rana, before ALC(C), Bareilly. As a result of this settlement **1 workman received monetary benefit of Rs 1,03,532/-.**
- 572. Memorandum of Settlement** was signed on **17.11.2025** between OMC(B&G), over the matter of bonus, before LEO(C), Barbil. As a result of this settlement **27 workmen received monetary benefit of Rs 10,77,004/-.**
- 573. Memorandum of Settlement** was signed on **24.11.2025** between Newgen, JSW Vs KMFV over the matter of retrenchment benefits, before LEO(C), Barbil. As a result of this settlement **9 workmen received monetary benefit of Rs 1,08,675/-.**
- 574. Memorandum of Settlement** was signed on **24.11.2025** between Stalwart, KMFV Vs JSW over the matter of retrenchment compensation, before LEO(C), Barbil. As a result of this settlement **9 workmen received benefit.**
- 575. Memorandum of Settlement** was signed on **17.11.2025** between Quess, OMC Vs KMFV over the matter of reinstatement, before LEO(C), Barbil. As a result of this settlement **1 workmen reinstatement.**
- 576. Memorandum of Settlement** was signed on **17.11.2025** between M/s. Shashikant jena Vrs Maa Tarini Toll Plaza Workers Union, over charter of demands, before LEO(C), Barbil. As a result of this settlement **10 workmen received benefit.**
- 577. Memorandum of Settlement** was signed on **24.11.2025** between M/s Bharat G Patel Contractor of Rourkela Steel Plant Vrs The General Secretary, Rourkela Contractor Workers, over the matter of bonus, before RLC(C), Rourkela. As a result of this settlement **70 workmen received monetary benefit of Rs 5,00,000/-.**
- 578. Memorandum of Settlement** was signed on **11.11.2025** between Cement Shramik Sangh Vs. Ultratech Cement Khor, before RLC(C), Bhopal. As a result of this settlement **387 workmen received monetary benefit of Rs 9,32,22,495/-.**
- 579. Memorandum of Settlement** was signed on **06.11.2025** between Workers Vs. WCL, before ALC(C), Chindwara. As a result of this settlement **1072 workmen received monetary benefit of Rs 22.7 crore.**
- 580. Memorandum of Settlement** was signed on **10.11.2025** between Shri Rajesh Kumar Vs BRO, over the matter of reinstatement, in Chandigarh Region.
- 581. Memorandum of Settlement** was signed on **10.11.2025** between Shri Arun Kumar Vs BRO, over the matter of reinstatement, in Chandigarh Region.
- 582. Memorandum of Settlement** was signed on **10.11.2025** between Deepak Project workers union Vs BRO, over the matter of reinstatement, in Chandigarh Region.
- 583. Memorandum of Settlement** was signed on **10.11.2025** between Shri Rohit Sewak Vs IOCL, over the matter of

reinstatement, in Chandigarh Region.

- 584. Memorandum of Settlement** was signed on **17.11.2025** between Sh Rajnesh Sambyal S/o Shri Dhurab Singh, Sh Parshotam Singh S/o Sh Thoru Singh, Sh Chaman Singh S/o Sh Jai Singh, Sh Shashi Ram S/o Sh Butti Ram, Sh Naresh Kumar S/o Sh Jagdish Kumar, Sh Bindu S/o Joginder Paul, Sh Arjun Singh S/o Sh Nek Ram, Sh Ranjeet Kumar and 11 others V/s 1. Project Director, NHAI Jammu, 2. Project Manager, M/s Megha Engineering and Infrastructure Ltd Kathua, UT of J&K., 3. Project Manager, M/s Engertic People Private Ltd Kathua, UT of J&K., in Chandigarh region. As a result of this settlement **Rs 14,13,426/- benefit to the workers.**
- 585. Memorandum of Settlement** was signed on **14.11.2025** between Sh Sanjay Kumar vs 1. Airport Director, Airport Authority of India Jammu, Satwari, J&K, General Manager, M/s Girdhari Lal Construction Pvt Ltd Jammu Airport, J&K, in Chandigarh region. As a result of this settlement **Rs 14,13,426/- benefit to the workers.**
- 586. Memorandum of Settlement** was signed on **17.11.2025** between Chairman Advisory Committee of Kissan Mazdoor Union C/o NHPC Workers Union, Kishtwar, UT of J&K vs 1.The CEO Ratle Hydro Project Corporation RHPC, Project Drabhsala, Kishtwar,J&K, 2.The Joint Chief Operating Officer, M/s Megha Engineering Infrastructure Ltd, RHPC Project Drabshala, Kishtwar, J&K , over the matter of reinstatement, in Chandigarh Region. As a result of this settlement **32 workers reinstate in job.**
- 587. Memorandum of Settlement** was signed on **17.11.2025** between Shri S

Dinesh Kumar Vs IDBI Bank, before ALC(C)-II, Chennai. As a result of this settlement **1 workman received benefit.**

- 588. Memorandum of Settlement** was signed on **14.11.2025** between Management of Amritnagar Colliery under Kunustoria Area of M/s ECL Vs Colliery Mazdoor Congress, over the matter of regularization/promotion, before ALC(C), Asansol. As a result of this settlement **34 workmen received benefit.**
- 589. Memorandum of Settlement** was signed on **14.11.2025** between Management of Amritnagar Colliery under Kunustoria Area of M/s ECL Vs Colliery Mazdoor Congress, over the matter of regularization/promotion, before ALC(C), Asansol. As a result of this settlement **01 workman received benefit.**
- 590. Memorandum of Settlement** was signed on **17.11.2025** between Management of Girmint Colliery under Satgram-Sripur Area of M/s ECL Vs Colliery Mazdoor Sabha (AITUC), before ALC(C), Asansol. As a result of this settlement **01 workman received monetary benefit of Rs. 2,30,613/-.**
- 591. Memorandum of Settlement** was signed on **17.11.2025** between Management of Girmint Colliery under Satgram-Sripur Area of M/s ECL Vs Colliery Mazdoor Sabha (AITUC), before ALC(C), Asansol. As a result of this settlement **01 workman received monetary benefit of Rs. 98,132/-.**
- 592. Memorandum of Settlement** was signed on **24.11.2025** between Management of AMPL Resources Private Ltd under Sarshatali Opencast Cola Mine Vs Kazi Kabirul Islam, over the matter of

reinstatement, before ALC(C), Asansol. As a result of this settlement **01 workman reinstate in job.**

593. Memorandum of Settlement was signed on **07.11.2025** between M/s SS Oyen Service Vs Shri Dipak Pal, over the matter of reinstatement, before ALC(C), Raniganj. As a result of this settlement **01 workman reinstate in job.**

594. Memorandum of Settlement was signed on **12.11.2025** between M/s J S Enterprises Vs Shri Panna Mondal, before ALC(C), Raniganj. As a result of this settlement **01 workman received monetary benefit of Rs. 8,045/-.**

595. Memorandum of Settlement was signed on **12.11.2025** between M/s J S Enterprises Vs Shri Rajesh Bouri, before ALC(C), Raniganj. As a result of this settlement **01 workman received monetary benefit of Rs. 6,208/-.**

596. Memorandum of Settlement was signed on **12.11.2025** between M/s J S Enterprises Vs Shri Koushik Mondal, before ALC(C), Raniganj. As a result of this settlement **01 workman received monetary benefit of Rs. 7,699/-.**

597. Memorandum of Settlement was signed on **12.11.2025** between M/s J S Enterprises Vs Shri Bipul Gorai, before ALC(C), Raniganj. As a result of this settlement **01 workman received monetary benefit of Rs. 7,789/-.**

598. Memorandum of Settlement was signed on **12.11.2025** between M/s J S Enterprises Vs Shri Gangadhar Bauri, before ALC(C), Raniganj. As a result of this settlement **01 workman received monetary benefit of Rs. 6,208/-.**

599. Memorandum of Settlement was signed on **12.11.2025** between M/s J S

Enterprises Vs Shri Bipal Roy, before ALC(C), Raniganj. As a result of this settlement **01 workman received monetary benefit of Rs. 6,208/-.**

600. Memorandum of Settlement was signed on **12.11.2025** between M/s J S Enterprises Vs Shri Grahanchand Bauri, before ALC(C), Raniganj. As a result of this settlement **01 workman received monetary benefit of Rs. 7,789/-.**

601. Memorandum of Settlement was signed on **12.11.2025** between M/s Pragati Cooperative Labour Contract and Construction Society Vs Shri Sunil Bauri, before ALC(C), Raniganj. As a result of this settlement **01 workman received monetary benefit of Rs. 9,924/-.**

602. Memorandum of Settlement was signed on **09.12.2025** between Sh. Akhil Mehrotra Vs Indian Bank, before ALC(C), Ajmer. As a result of this settlement **01 workman received benefit of Rs 14,000/-.**

603. Memorandum of Settlement was signed on **18.12.2025** between General Secretary, West Central Railway Employees Union, V/s DRM, West Central Railway, Kota, before ALC(C), Kota. As a result of this settlement **01 workmen received monetary benefit.**

604. Memorandum of Settlement was signed on **16.12.2025** between M/s Venus AM Support Services and Southern Naval Command Contract Workers Union (CITU), before RLC(C), Cochin. As a result of this settlement **200 workmen received monetary benefit of Rs 1,15,000/-.**

605. Memorandum of Settlement was signed on **16.12.2025** between M/s M R Clean Services Pt Ltd., M/s BPCL-KR and

General and Construction Workers Union (CITU), before RLC(C), Cochin. As a result of this settlement **300 workmen received monetary benefit of Rs 8,10,000/-**.

606. Memorandum of Settlement was signed on **23.12.2025** between M/s Enkay Associates, M/s IOCL and unions affiliated to CITU, INTUC, STU & BMS, before RLC(C), Cochin. As a result of this settlement **42 workmen received monetary benefit of Rs 72,70,000/-**.

607. Memorandum of Settlement was signed on **29.12.2025** between M/s Sreyas Construction, M/s HPCL and Kerala Petroleum & Gas Workes Union, before RLC(C), Cochin. As a result of this settlement **05 workmen received monetary benefit of Rs 2,55,000/-**.

608. Memorandum of Settlement was signed on **16.12.2025** between M/s Neelkanth Engineers, M/s BSNL Casual Contract Labours Union (CITU), before RLC(C), Cochin. As a result of this settlement **67 workmen received monetary benefit of Rs 15,00,000/-**.

609. Memorandum of Settlement was signed on **18.12.2025** between SBI Staff Association (Bengal Circle) Vs Management of SBI, before RLC(C), Asansol. As a result of this settlement **01 workman received benefit**.

610. Memorandum of Settlement was signed on **17.12.2025** between Shri Panna Mondal Vs JS Enterprises, before ALC(C), Raniganj. As a result of this settlement **1 workman received monetary benefit of Rs 8,461/-**.

611. Memorandum of Settlement was signed on **17.12.2025** between Shri Rajesh Bouri Vs JS Enterprises, before

ALC(C), Raniganj. As a result of this settlement **1 workman received monetary benefit of Rs 8,461/-**.

612. Memorandum of Settlement was signed on **17.12.2025** between Shri Koushik Mondal Vs JS Enterprises, before ALC(C), Raniganj. As a result of this settlement **1 workman received monetary benefit of Rs 7,644/-**.

613. Memorandum of Settlement was signed on **17.12.2025** between Shri Bipul Gorai Vs JS Enterprises, before ALC(C), Raniganj. As a result of this settlement **1 workman received monetary benefit of Rs 8,089/-**.

614. Memorandum of Settlement was signed on **17.12.2025** between Shri Gangadhar Bouri Vs JS Enterprises, before ALC(C), Raniganj. As a result of this settlement **1 workman received monetary benefit of Rs 7,644/-**.

615. Memorandum of Settlement was signed on **17.12.2025** between Shri Biplab Roy Vs JS Enterprises, before ALC(C), Raniganj. As a result of this settlement **1 workman received monetary benefit of Rs 6,494/-**.

616. Memorandum of Settlement was signed on **17.12.2025** between Shri Grahana Chand Bouri Vs JS Enterprises, before ALC(C), Raniganj. As a result of this settlement **1 workman received monetary benefit of Rs 9,111/-**.

617. Memorandum of Settlement was signed on **16.12.2025** between Koyala Mazdoor Congress Vs the Agent Bejdih Colliery, ECL, before ALC(C), Asansol. As a result of this settlement **1 workman received monetary benefit of Rs 1,64,585/-**.

- 618. Memorandum of Settlement** was signed on **17.12.2025** between KMFwu vs. M/s. Industrial Security Consultants & Services, JSW, before LEO(C), Barbil. As a result of this settlement **22 workmen received benefit.**
- 619. Memorandum of Settlement** was signed on **18.12.2025** between KMFwu vs. SIS, JSW, over the matter of retrenchment compensation, before LEO(C), Barbil. As a result of this settlement **22 workmen received benefit.**
- 620. Memorandum of Settlement** was signed on **22.12.2025** between KMFwu vs. Krishna Facilities Services, JSW, before LEO(C), Barbil. As a result of this settlement **90 workmen received monetary benefit of Rs. 9,07,361/-.**
- 621. Memorandum of Settlement** was signed on **17.12.2025** between KMFwu vs. G4s, OMC, over the matter of Reinstatement, before LEO(C), Barbil. As a result of this settlement **1 workman reinstate in job.**
- 622. Memorandum of Settlement** was signed on **17.12.2025** between KMFwu vs. KCCL, OMC (Gandhamardan), before LEO(C), Barbil.
- 623. Memorandum of Settlement** was signed on **22.12.2025** between Sri Pruthiraj Pradhan (Managing Partner) (M/s Maa Ugratara Construction) workers represented Paradip Port Mazdoor Sangha, before LEO(C), Paradip. As a result of this settlement **3 workmen received monetary benefit of Rs 1,72,800/-.**
- 624. Memorandum of Settlement** was signed on **22.12.2025** between M/s Baba Banabihari Supplier, Contractor Engaged Inside BPCL POL Terminal Paradip Workers Represented Through Paradip Port Mazdoor Sangha, before LEO(C), Paradip. As a result of this settlement **2 workmen received monetary benefit of Rs 72,000/-.**
- 625. Memorandum of Settlement** was signed on **22.12.2025** between M/s Maa Managala Construction, Contractor Engaged Inside BPCL POL Terminal Paradip Workers Represented Through Paradip Port Mazdoor Sangha, before LEO(C), Paradip. As a result of this settlement **12 workmen received monetary benefit of Rs 6,91,200/-.**
- 626. Memorandum of Settlement** was signed on **22.12.2025** between M/s Maa Ugratara Construction, Contractor Engaged Inside BPCL POL Terminal Paradip Workers Represented Through Paradip Port Mazdoor Sangha, before LEO(C), Paradip. As a result of this settlement **11 workmen received monetary benefit of Rs 6,33,600/-.**
- 627. Memorandum of Settlement** was signed on **08.12.2025** between M/s. Hanuman Enterprises Contractor of RSP Vrs. Gangpur Mazdoor Monch (GMM), before RLC(C), Rourkela. As a result of this settlement **2 workmen received monetary benefit of Rs 41,277/-.**
- 628. Memorandum of Settlement** was signed on **15.12.2025** between M/s. Power Engineering co. contractor of JSPL Vrs North Orissa workers union, before RLC(C), Rourkela. As a result of this settlement **18 workmen received monetary benefit of Rs 21,21,764/-.**
- 629. Memorandum of Settlement** was signed on **16.12.2025** between Linde Indian Ltd contractor of RSP Vrs Rourkela Contractor workers union, before

RLC(C), Rourkela. As a result of this settlement **8 workmen received monetary benefit of Rs 5,84,151/-**.

630. Memorandum of Settlement was signed on **30.12.2025** between M/s. SIS Ltd Contractor of MCL Vrs Krishna Dubey and others, before RLC(C), Rourkela. As a result of this settlement **3010 workmen received monetary benefit of Rs 1.9 crore**.

631. Memorandum of Settlement was signed on **30.12.2025** between Rourkela Steel Plant Vrs Rourkela Shramik Sangha, before RLC(C), Rourkela.

632. Memorandum of Settlement was signed on **04.12.2025** between Smt. Manisha and 2 others Vs. M/s AIIMS, over the matter of reinstatement, before RLC(C), Bhopal. As the result of this settlement **3 workmen reinstate in job**.

633. Memorandum of Settlement was signed on **16.12.2025** between Bhartiya Bank Note Press Mazdoor Sangh Vs. BNP Dewas, over the matter of service benefits, before RLC(C), Bhopal. As the result of this settlement **387 workmen received benefit**.

634. Memorandum of Settlement was signed on **01.12.2025** between Secretary and Traffic Manager Deendayal Port Authority Gandhidham Vs Shri Laxman Gohel Adipur Kutch, before ALC(C), dipur. As a result of this settlement **1 workman received monetary benefit of Rs 5,00,000/-**.

635. Memorandum of Settlement was signed on **10.12.2025** between M/s FCI Vs Bhartiya Khadya Nigam Karmchari Sangh, before Dy CLC(C), Patna. As a result of this settlement **28 workman received monetary benefit of Rs**

10,00,000/-.

636. Memorandum of Settlement was signed on **19.12.2025** between M/s DK Enterprises Vs Contractual Workers represented by Indian Oil Employees' Union (Eastern Branch), before Dy CLC(C), Patna. As a result of this settlement **09 workman received monetary benefit of Rs 27,95,310/-**.

637. Memorandum of Settlement was signed on **30.12.2025** between Bihar Gramin Bank, Patna Vs Bihar Gramin Workers Organization, Patna, over the matter of reinstatement, before ALC(C), Patna. As a result of this settlement **1 workmen reinstate in job**.

638. Memorandum of Settlement was signed on **30.12.2025** between Bihar Gramin Bank, Patna Vs Bihar Gramin Workers Organization, Patna, over the matter of reinstatement, before ALC(C), Patna. As a result of this settlement **1 workmen reinstate in job**.

639. Memorandum of Settlement was signed on **30.12.2025** between M/s AMPL Resources Pvt Ltd, Kolkata at ECL Godda Vs Rohit Karmkar & 5 others, over the matter of reinstatement, before ALC(C), Pakur. As a result of this settlement **6 workmen reinstate in job**.

640. Memorandum of Settlement was signed on **16.12.2025** between IOCL Pipeline Mourigram Mgmt, Vs IOCL Workers Union, over the matter of secret ballot election, before Dy CLC(C), Kolkata.

641. Memorandum of Settlement was signed on **18.12.2025** between Global Force Mgmt Services Pvt Ltd P.C.S.M.W.U (Union) Papai Mondal & Suman Chakraborty (applicant), over the

matter of reinstatement, before ALC(C), Kolkata. As a result of this settlement **2 workmen reinstate in job.**

642. Memorandum of Settlement was signed on **16.12.2025** between Fatah Construction Co (i) Bikash Roy (ii) Mahadeb Roy (iii) Ravi Pandey, PE IOCL Siliguri, over the matter of reinstatement, before ALC(C), Kolkata. As a result of this settlement **3 workmen reinstated with wages Rs. 2,57,905/-.**

643. Memorandum of Settlement was signed on **04.12.2025** between M/s Navyuga Engineering Co. Ltd. UK Vrs. Samvida Shramik Sangh, Uttarakhand, before RLC(C), Dehradun. As a result of this settlement **53 workman received monetary benefit of Rs 69,69,600/-.**

644. Memorandum of Settlement was signed on **09.12.2025** between Sh. Sunil Kumar Pandey Vrs.M/s Advessh Techno Services, before ALC(C), Bareilly. As a result of this settlement **53 workmen received monetary benefit of Rs 70,000/-.**

645. Memorandum of Settlement was signed on **29.12.2025** between Smt. Geetika Kashyap Vrs. AIIMS, before ALC(C), Bareilly. As a result of this settlement **01 workman received monetary benefit of Rs 3,97,131/-.**

646. Memorandum of Settlement was signed on **18.12.2025** between Sh. Anil Kumar Vrs. M/s CISB Services Pvt. Ltd., over the matter of reinstatement, before ALC(C), Dehradun. As a result of this settlement **01 workman reinstate in job.**

647. Memorandum of Settlement was signed on **30.12.2025** between Shri Rahul Mohan Bongale Vs Flying Fire Services Pvt Ltd., contractor of ONGC

Rajahmundry, before ALC(C), Vijayawada. As a result of this settlement **01 workman reinstate in job.**

648. Memorandum of Settlement was signed on **19.12.2025** between Shri G. Krishna Vs BVL Exports Private Limited, Prakasam, before ALC(C), Vijayawada. As a result of this settlement **01 workman received monetary benefit of Rs 8,50,000/-.**

649. Memorandum of Settlement was signed on **09.12.2025** between Shri Thakur Charan Singh Vs Indel Money Ltd, Mancheri, before ALC(C), Hyderabad. As a result of this settlement **01 workman received monetary benefit of Rs 1,00,000/-.**

650. Memorandum of Settlement was signed on **09.12.2025** between Shri Gaddam Sai Kiran Vs Indel Money Ltd, Mancheri, before ALC(C), Hyderabad. As a result of this settlement **01 workman received monetary benefit of Rs 70,000/-.**

651. Memorandum of Settlement was signed on **22.12.2025** between Shri S.Suresh Vs M/s Asian Security Force, Hyderabad, over the matter of reinstatement, before ALC(C), Hyderabad. As a result of this settlement **01 workman reinstate in job.**

652. Memorandum of Settlement was signed on **22.12.2025** between Shri S.Rajeshwar Vs M/s Asian Security Force, Hyderabad, over the matter of reinstatement, before ALC(C), Hyderabad. As a result of this settlement **01 workman reinstate in job.**

653. Memorandum of Settlement was signed on **18.12.2025** between State Bank of India Staff Association Vs State

Ban of India, over the matter of transfer, before RLC(C), Asansol. As a result of this settlement **01 workman received benefit.**

654. Memorandum of Settlement was signed on **16.12.2025** between the management of BMP Group, Sodepur Area Vs General Secretary Koyala Mazdoor Congress, before ALC(C), Asansol. As a result of this settlement **01 workman received benefit of Rs 1,64,585/-.**

655. Memorandum of Settlement was signed on **17.12.2025** between M/s J S Enterprise Vs Sri Koushik Mondal, before ALC(C), Raniganj. As a result of this settlement **01 workman received benefit of Rs 8,089/-**

656. Memorandum of Settlement was signed on **17.12.2025** between M/s J S Enterprise Vs Grahanchand Bouri, before ALC(C), Raniganj. As a result of this settlement **01 workman received benefit of Rs 9,111/-**

657. Memorandum of Settlement was signed on **17.12.2025** between M/s J S Enterprise Vs Sri Panna Mondal, before ALC(C), Raniganj. As a result of this settlement **01 workman received benefit of Rs 8,461/-**

658. Memorandum of Settlement was signed on **17.12.2025** between M/s J S Enterprise Vs Sri Biplab Roy, before ALC(C), Raniganj. As a result of this settlement **01 workman received benefit of Rs 6,494/-.**

659. Memorandum of Settlement was signed on **17.12.2025** between M/s J S Enterprise Vs Sri Rajesh Bouri, before ALC(C), Raniganj. As a result of this settlement **01 workman received benefit of Rs 7,644/-.**

660. Memorandum of Settlement was signed on **17.12.2025** between M/s J S Enterprise Vs Sri Gangadhar Bouri, before ALC(C), Raniganj. As a result of this settlement **01 workman received benefit of Rs 7,644/-.**

661. Memorandum of Settlement was signed on **08.12.2025** between Shri. Purushottaman against Canara Bank, over the matter of reinstatement, before ALC(C), Hubli. As a result of this settlement **01 workman reinstate in job.**

662. Memorandum of Settlement was signed on **08.12.2025** between Shri Kumar against Canara Bank, over the matter of reinstatement, before ALC(C), Hubli. As a result of this settlement **01 workman reinstate in job.**

663. Memorandum of Settlement was signed on **08.12.2025** between Smt. Shantamma against Canara Bank, over the matter of reinstatement, before ALC(C), Hubli. As a result of this settlement **01 workman reinstate in job.**

664. Memorandum of Settlement was signed on **08.12.2025** between Smt. Asha H R against Canara Bank, over the matter of reinstatement, before ALC(C), Hubli. As a result of this settlement **01 workman reinstate in job.**

665. Memorandum of Settlement was signed on **08.12.2025** between Smt. Divya T H against Canara Bank, over the matter of reinstatement, before ALC(C), Hubli. As a result of this settlement **01 workman reinstate in job.**

666. Memorandum of Settlement was signed on **08.12.2025** between Shri Chandrasekhar against Canara Bank, over the matter of reinstatement, before ALC(C), Hubli. As a result of this settlement **01 workman reinstate in job.**

- 667. Memorandum of Settlement** was signed on **08.12.2025** between Shri Rajasekahara against Canara Bank, over the matter of reinstatement, before ALC(C), Hubli. As a result of this settlement **01 workman reinstate in job.**
- 668. Memorandum of Settlement** was signed on **08.12.2025** between Smt Shobha J against Canara Bank, over the matter of reinstatement, before ALC(C), Hubli. As a result of this settlement **01 workman reinstate in job.**
- 669. Memorandum of Settlement** was signed on **08.12.2025** between Smt Latha H S against Canara Bank, over the matter of reinstatement, before ALC(C), Hubli. As a result of this settlement **01 workman reinstate in job.**
- 670. Memorandum of Settlement** was signed on **08.12.2025** between Shri Srinivasan against Canara Bank, over the matter of reinstatement, before ALC(C), Hubli. As a result of this settlement **01 workman reinstate in job.**
- 671. Memorandum of Settlement** was

signed on **08.12.2025** between Smt Shobha against Canara Bank, over the matter of reinstatement, before ALC(C), Hubli. As a result of this settlement **01 workman reinstate in job.**

- 672. Memorandum of Settlement** was signed on **08.12.2025** between Smt. Shantamma against Canara Bank, over the matter of reinstatement, before ALC(C), Hubli. As a result of this settlement **01 workman reinstate in job.**

- 673. Memorandum of Settlement** was signed on **08.12.2025** between Smt. Sharda against Canara Bank, over the matter of reinstatement, before ALC(C), Hubli. As a result of this settlement **01 workman reinstate in job.**

3.18. SOCIAL MEDIA CELL:

MAJOR SERTTLEMENT CASES ABOVE Rs.1.00 Crore. April, 2025.

1. With the consistent and sincere efforts of the Dy CLC(C), Mumbai an amount of Rs. 1,31,39,700 (approx.) has been disbursed among the 32 workers of Cambata Aviation Pvt Ltd Mumbai as their wages.



2. An MoS has been signed between Union affiliated to CITU and M/s Konkan Storage regarding revision of wages before RLC (C), Cochin, benefitting 21 workmen to the tune of Rs 1,51,20,000/-



May, 2025.

3. With the consistent efforts of the Chief Labour Commissioner (Central), the long pending issue of arrear wages of 11th Bipartite Settlement of 678 Casual workers of Karnataka Gramin Bank has been paid amounting to Rs 3.48 crores.



August, 2025.

4. A grievance filed through Samadhan Portal by union affiliated to CITU, INTUC and M/s BWFS, Kochi regarding payment of Bonus, has been resolved and an MoS has been signed before RLC(C), Cochin, benefitting 858 workmen to a tune of Rs. 1.33 crores approx.



September, 2025.

5. After intervention and conciliation efforts of Assistant Labour Commissioner (Central), Dhanbad, a long standing industrial dispute concerning arrear payments to the workmen of S.P. Mines, Chitra of M/s Eastern Coalfields Limited (ECL) has been amicably resolved wherein the management has agreed to disburse an amount of ₹1,69,87,884.98 (Rupees One Crore Sixty Nine Lakh Eighty Seven Thousand Eight Hundred Eighty Four and Ninety Eight Paise Only), thereby benefitting a total of 47 workmen.



6. With the sincere efforts and conciliation made by RLC Jaipur, an MoS has been signed at HCL Khatri copper mine benefiting 346 contractual workers to the tune of approx Rs.7,62,00,000/- promoting industrial relations.



7. The Chief Labour Commissioner (Central), Ministry of Labour & Employment, facilitated the payment of ₹2.25 Crore bonus to 295 employees of Petabeda Iron Mines, Odisha.



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MINISTRY OF LABOUR AND EMPLOYMENT
GOVERNMENT OF INDIA

**The Chief Labour Commissioner (Central) under the
Ministry of Labour and Employment,
facilitated the payment of**

**₹2.25 crore bonus to 295 employees of
the Petabeda Iron Mines (Odisha)**



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8. A long-standing arrear dispute at S.P. Mines, Chitra, Eastern Coalfields Limited (ECL), Dhanbad has been resolved successfully through conciliation by Chief Labour Commissioner (Central), Ministry of Labour & Employment. With this effort, ₹1.69 crore arrears will be disbursed, benefitting 47 workmen.



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MINISTRY OF LABOUR & EMPLOYMENT
GOVERNMENT OF INDIA

Swift Conciliation by Chief Labour Commissioner (Central) Resolves ₹1.69 Crore Arrear Dispute



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October, 2025.

9. After intervention and conciliation efforts of Labour Enforcement Officer (Central) and Conciliation Officer, Barbil, Odisha, the strike, since 10.09.2025, resorted to by the contract workers of OMDC Mines Limited, Thakurani was withdrawn with immediate effect and settled by way of Memorandum of Settlement benefitting 137 employees to the tune of ₹1.12 crore.



10. With consistent and sincere efforts of Dy CLC (C), Chennai, a Memorandum of Settlement has been signed between M/s Dalmia Cements National Workers Union and management of M/s Dalmia Cement Limited, Trichy, benefitting 424 workmen to the tune of Rs. 1,83,48,800.



11. An MoS has been signed between the management of M/s S K Khetan Infra Projects Private Limited and Unions at HCL Khetri Copper Complex, regarding charter of demands, one of the major being increase in the wages by 15% over and above the minimum wages, benefitting 271 mine workmen to the tune of Rs. 1,45,00,000/- (Rs 1 crore 45 lakhs (approx.))



12. Swift intervention by CLC(C), a subordinate office of the @LabourMinistry, led to deferment of the proposed strike on 07.10.2025 after marathon discussions held today. This move averted an estimated loss of 3.36 lakh man-hours and ₹1,000 crore to the company.



13. After successful conciliation by the Office of Chief Labour Commissioner (Central), Guwahati, a Memorandum of Settlement was signed between six contract labour unions and Numaligarh Refinery Ltd. Over 15,000 contract workers will now benefit from wage revision, health insurance, leave facility, one-time incentive, and more — amounting to an additional ₹13 crore annually. A step forward for industrial peace, productivity, and worker welfare.



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MINISTRY OF LABOUR AND EMPLOYMENT
GOVERNMENT OF INDIA

The Office of Chief Labour Commissioner (Central) under the
Ministry of Labour and Employment
Finalized Wage Revision for
15,000+ Contract Workers
at Numaligarh Refinery Limited, Assam



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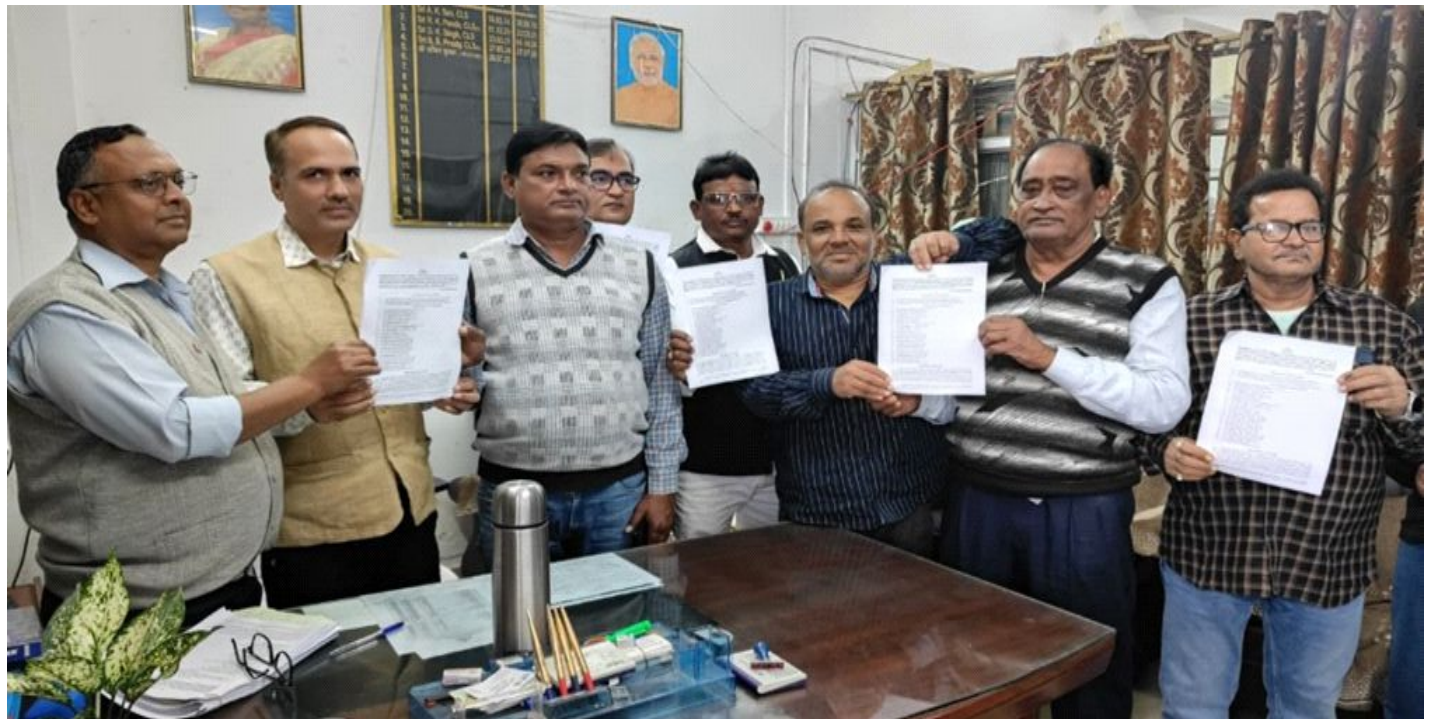
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November, 2025.

14. After swift intervention and consistent efforts of the ALC(C), Patna, an industrial dispute between Bihar Gramin Bank Adhikari Sangh and the Management of Bihar Gramin Bank was amicably settled. The settlement covers NPS arrears, transfer compensation, and minimum wages for PTS workers, benefitting around 4,000 employees and workmen with benefits totaling approximately ₹71.7 crore.



15. With consistent and sincere efforts of Shri Sachin Kumar, Dy. CLC(C), Patna, a Memorandum of Settlement has been signed between the management of M/s. Dalmia Cement Bharat Limited, Banjari Rohtas and Kalanpur Lime & Cement Workers Union, Banjari, Rohtas along with 03 other union benefitting 418 workers to the tune of Rs. 15.5 Crores + VDA for a period over 04 years.



December, 2025.

16. With the sincere efforts of ALC(C), Hyderabad, a Memorandum of Settlement was signed under the Industrial Disputes Act, 1947, ensuring payment of ₹1,79,74,830/- towards retrenchment compensation and statutory benefits to 23 IOCL contract workmen on 12.12.2025.



17. Team Asansol expresses sincere gratitude to Hon'ble CLC(C) Sir for his timely apex-level intervention with the Ministry of Coal, leading to the release of approx. ₹307 crore to nearly 45,000 ECL employees, resolving a critical wage-payment issue in West Bengal.



January, 2026.

18. With the efforts of Assistant Labour Commissioner (C), Dhanbad, a Memorandum of Settlement was signed between the Bihar Colliery Kamgaar Union and the Management of CV Area of M/s BCCL in a long-pending wage arrears dispute, benefiting 86 workmen amounting to Rs. 1,08,42,665/-.



19. After marathon discussions facilitated by the CLC Office, the proposed All India strike by Public Sector General Insurance Companies (PSGICs) on 09.01.2026 was deferred, saving about 2.48 lakh man-hours and an estimated ₹300–400 crore in business.



3.19 VISION STATEMENT OF CLC's(C) ORGANISATION

Vision 2030:

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

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

	Seven Year Strategy		Three Year Action Plan
1.	Disposal of Industrial Disputes in conciliation in 30 days by i. Continuous engagement with employers & Trade unions. ii. Strengthening grievance handling machinery at establishment level.	1.	Disposal of Industrial Disputes in conciliation in 40 days by i. Continuous engagement with employers & Trade unions. ii. Strengthening grievance handling machinery at establishment level.
2.	Securing full compliance in r/o 10 Labour Laws by i. Real time tracking of default and violations through IT -enabled systems. ii. Taking corrective action within 2-3 days.	2.	Securing full compliance in r/o 10 Labour Laws by i. Continuous tracking of default and violations through field level intelligence and IT -enabled systems. ii. Taking corrective action within 7 days.
3.	Disposal of claim applications under MW Act, PW Act, and ER Act within 2 months by i. On-line filling of claims. ii. Disposal on the basis of on -line records.	3.	Disposal of claim applications under MW Act, PW Act, and ER Act within 3 months by i. On-line filling of claims. ii. Disposal on the basis of iii. available records.
4.	Passing of order under Payment of Gratuity Act within 2 months by i. On-line filling of claims. ii. Disposal on the basis of on-line records.	4.	Passing of order under Payment of Gratuity Act within 3 months by i. On-line filling of claims. ii. Disposal on the basis of available records.
5.	Disposal of appeals under Payment of Gratuity Act within 20 days .	5.	Disposal of appeals under Payment of Gratuity Act within 30 days .
6.	Issue of Registration/License under CL(R&A) Act, BOCW Act and ISMW Act within 3 days .	6.	Issue of Registration/License under CL(R&A) Act, BOCW Act and ISMW Act within 5 days .
7.	Disposal of appeals under CL(R&A) Act, BOCW Act and ISMW Act within 15 days .	7.	Disposal of appeals under CL(R&A) Act, BOCW Act and ISMW Act within 30 days .

The Trade Unions Act, 1926

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

2. The Trade Unions Act, 1926 was last amended in 2001 and enforced w.e.f. 09.01.2002. The objective of this amendment is to ensure orderly growth of Trade Unions and reduce multiplicity of Trade Unions and promote internal democracy.

3. The Trade Unions Act, 1926 has been merged in the Industrial Relations Code, 2020.

3.20 Monitoring of Industrial Relations

SAMADHAN Portal for Industrial Dispute under Section 2-A and 2(k) of Industrial Disputes Act, 1947. (<https://samadhan.labour.gov.in/>)

1. The prime responsibility of the Ministry of Labour & Employment has always been to protect, preserve and uplift the interests of workers. The primary objective of the Industrial Disputes Act, 1947 (ID Act) is to make provisions for the investigation and settlement of Industrial Disputes (IDs) which are defined under sections 2-A and 2(k) of the Industrial Disputes Act, 1947, by way of mediation by the Conciliation Officer of the Appropriate Government. The ID Act, 1947 has been subsumed in Industrial Relations Code 2020, which have become effective from 21.11.2025.

2. In the present scenario of digitization, the Ministry developed an e-portal i.e. SAMADHAN (Software Application for Monitoring and Disposal, Handling of Apprehended/Existing Industrial Disputes) for filing disputes by workmen in a very simple and lucid manner.

3. SAMADHAN, the web portal, was

launched in February 2019 in 6 pilot regions i.e. Ajmer, Bengaluru, Bhubaneswar, Delhi, Raipur and Jabalpur to start with which was later extended to Pan India on 17th September 2020.

4. In addition to this, a separate module was developed and launched on 03-10-2022 for workers, trade unions and other stakeholders to file Claims under: (a) the Minimum Wages Act, 1948 (b) The Payments Wages Act, 1936 (c) The Equal Remuneration Act, 1976 (d) The Payment of Gratuity Act, 1972 (e) The Maternity Benefit Act, 1961 and also to file Grievances, which are not covered under any of the aforementioned Acts.

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

6. PURPOSE OF SAMADHAN PORTAL

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

- i. The aggrieved workers can raise and track their cases independently by themselves without taking any assistance.
- ii. Being an integrated portal, the workers, Conciliation Officers, CGIT and Government have access to the documents for analysis and doing away with missing and repeated submission of documents thus reducing the communication gap.
- iii. The system enables the automatic distribution of disputes to the concerned Conciliation Officers and make dispute redressal faster.

- iv. The portal allows Filing of Claims under (a) The Minimum Wages Act, 1948 (b) The Payment Wages Act, 1936 (c) The Equal Remuneration Act, 1976 (d) The Payment of Gratuity Act, 1972 (e) The Maternity Benefit Act, 1961 and to file Grievances, which are not covered under any of the aforementioned Act.
- v. The portal has user friendly interface and has enhanced transparency and efficiency of grievance resolution for all stakeholders. The portal also has tools for internal monitoring of grievances.
- vi. To facilitate workers and increase outreach, the portal has also been integrated with Common Services Centres (CSC), the SANDES app and the UMANG app.

7. As on **31st December, 2025**, the total number of User IDs is **518083** out of which **481978** are Individual User IDs and **36105** are Trade Union User IDs. As on 31st December 2025, a total number of **49131** Industrial Disputes have been raised, with **44424** being disposed of, and **31477** general complaints received, with **27403** being disposed of.

8. The Union Budget 2024-25 announced a comprehensive revamp of the Samadhan Portal to enhance efficiency and effectiveness and to make it more user-friendly through advanced technology upgrades, enriched content, and improved features thereby strengthening ease of doing business and ensuring seamless compliance. Moreover, with the New Labour Codes coming into effect from 21.11.2025, the revamping process is being carried out in accordance with the new codes.

3.21 The Industrial Disputes Act, 1947

The Industrial Disputes Act, 1947 provides for investigation and settlement of industrial

disputes. The main objectives of the Act are: promotion of measures for securing and preserving amity and good relations between the employer and workmen; investigation and settlement of industrial disputes between employers and employees, employers and workmen or workmen and workmen; prevention of illegal strikes and lock-outs; relief to workmen in the matter of lay-off and retrenchment; and collective bargaining.

The Industrial Disputes Act, 1947 was lastly amended in 2010 and enforced w.e.f. 15.09.2010 enhancing the wage ceiling of supervisors, providing direct access for the workman to the Labour Court or Tribunal and establishing of Grievance Redressal Machinery.

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

To reduce the time taken in processing of an Industrial dispute, Ministry of Labour & Employment by exercising the power under Section 39 of the Industrial Disputes Act, 1947, delegated the power to the Conciliation Officer under Section 2A of the I.D. Act to directly refer the industrial disputes to Labour Court or Tribunal for adjudication instead of filing a report to the appropriate Government, if no settlement could be arrived at in the course of conciliation proceedings vide Notification No. S.O.1262(E) and S.O.1263(E) dated 17.03.2023. Subsequently, S.O. No. 1936(E), dated 10.06.2019 has been rescinded by S.O. No. 1762(E), dated 17.04.2023.

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

3.22 The Plantations Labour Act, 1951

The Plantations Labour Act, 1951 is a Central Act

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

2. Keeping in view the changing social, economic and industrial relations scenario in the country, the Government amended the Plantations Labour Act, 1951 which was enforced w.e.f. 07.06.2010. The objectives of these amendments are to make the Act more welfare oriented for the workers in the plantations sector.

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

3.23 The Industrial Employment (Standing Orders) Act, 1946

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

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

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

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

3.24 The Sales Promotion Employees (Conditions of Service) Act, 1976:

The Sales Promotion (Employees) (Conditions of Service) Act, 1976 is a Central Act which came into force w.e.f. 06.03.1976. The main purpose of the Act is to regulate certain conditions of service of sales promotion employees in certain establishments. Initially this Act was applicable only to the sales promotion employees engaged in pharmaceutical industry. Thereafter the schedule of the Act has been amended and the Act was made applicable to additional 10 Industries vide Notification No.S.O.217(E) dated 31.01.2011 which are as under:

- (i) Cosmetics, soaps, household cleaners and disinfectants.
- (ii) Readymade garments

- (iii) Soft drink manufacturing industries
- (iv) Biscuits and confectioneries
- (v) Ayurvedic, Unani and Homeopathic Medicines
- (vi) Automobiles including accessories and spare parts
- (vii) Surgical equipments, artificial prosthesis and diagnostics
- (vii) Electronics, computers including accessories and spares
- (ix) Electrical appliances
- (x) Paints and varnishes

2. The Act stipulates that provision of Workmen's Compensation Act, 1923, the Industrial Disputes Act, 1947, the Minimum Wages Act, 1948, the Maternity Benefit Act, 1961, the Payment of Bonus Act, 1965, the

Payment of Gratuity Act, 1972 may apply to the sales promotion employees.

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

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

3.25 The Motor Transport Workers Act, 1961:

The Motor Transport Workers Act, 1961 provides for the welfare of motor transport workers and to regulate the conditions of their work like medical facilities, welfare facilities, hours of work spread over, period of rest, overtime and annual leave with pay etc. This Act has been merged in the Occupational Safety, Health and Working Conditions (OSH) Code 2020.

Chapter-4

ACTIVITIES FOR THE PERSONS WITH DISABILITIES

4.1 The Government of India, Ministry of Labour & Employment, Directorate General of Employment has established 24 National Career Service Centres for Differently Abled (earlier known as Vocational Rehabilitation Centres for Handicapped) at Agartala, Ahmedabad, Bengaluru, Bhubaneswar, Chennai, Delhi, Dehradun, Dimapur, Guwahati, Hyderabad, Jabalpur, Jaipur, Kanpur, Kolkata, Ludhiana, Mumbai, Patna, Puducherry, Ranchi, Shillong, Srinagar, Thiruvananthapuram, Una, and Vadodara. Vocational Rehabilitation Centre for Handicapped at Vadodara is exclusively for the women with disabilities.

4.2. The main objective of National Career Service Centres for Differently Abled is to evaluate the residual capacities and provide the rehabilitation services to persons with disabilities irrespective of their educational backgrounds and as per benchmark disabilities. The Centres provide, vocational guidance and career

counselling, non-formal vocational training, extend referral services. Also conduct outreach activities, and assists PwDs in the process of vocational rehabilitation.

4.3. 10 disabled friendly barrier free buildings for NCSCs-DA at Mumbai, Hyderabad, Kanpur, Delhi, Bhubaneswar, Kolkata, Guwahati, Agartala, Una and Ranchi have been constructed.

4.4. During 2024-25 these centres have registered 47166, evaluated 47142 and rehabilitated 17420 persons with disabilities.

4.5. During 2025 (Jan, 2025 to Dec, 2025) these Centres have registered 49528, evaluated 49505 and rehabilitated 17969 Persons with Disabilities (PwDs).

4.6. The projected physical achievement during January to March 2026 is: registered 13290, evaluated 12923 and rehabilitated 4811.

Introduction

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

The Minimum Wages Act, 1948

5.2 The Minimum Wages Act, 1948, safeguards the interests of the workers as they are vulnerable to exploitation due to illiteracy and lack of bargaining power and binds the employers to pay the minimum wages to the workers as fixed under the statute for the work performed during a given period, which cannot be reduced by collective agreement or an individual contract. The provisions of the Act are gender neutral and thus do not discriminate between male and female workers. Under the Minimum Wages Act, 1948 (the Act) both the Central and the State Governments are

“Appropriate Governments” for fixation/revision of minimum rates of wages for the scheduled employments at an interval not exceeding five years. There are 45 scheduled employments in the Central sphere. The Central Government has notified increase in the basic rate of minimum wages for all sectors in the Central sphere w.e.f. 19.01.2017. For the first time minimum wages for all sectors in the Central sphere, namely agricultural, non-agricultural, construction, etc. have been increased by 42% approximately.

5.3 The minimum rates of wages also include Special Allowance, i.e. Variable Dearness Allowance (VDA) linked to Consumer Price Index Number, which is revised twice a year effective from 1st April and 1st October. The Central Government and twenty-seven States/UTs have adopted VDA as a component of minimum wage. Both the Central and the State Governments have been revising the minimum wages in respect of scheduled employments from time to time. Latest revised rates of minimum wages, including VDA applicable in Central Sphere **w.e.f. 01.10.2025 are at Table 5.1.**

Table 5.1

**Area wise Rates of Minimum Wages for Scheduled Employments in the
Central Sphere (as on 01.10.2025)**

Sr. No.	Scheduled Employment	Category of Workers	Rates of Wages including V.D.A per day (in Rs.)		
			Area A	Area B	Area C
1.	Agriculture	Unskilled	514	470	465
		Semi-skilled/Unskilled Supervisory	562	516	475
		Skilled/Clerical	610	562	515
		Highly-skilled	675	628	562
2.	Sweeping and Cleaning +	Unskilled	805	674	541
3.	Watch and Ward	Without Arms (Upgraded to skilled with training)	981	893	760
		With Arms (Upgraded to highly skilled for supervision)	1065	981	893
4.	Loading & Unloading %	Unskilled	805	674	541
5.	Construction ^	Unskilled	805	674	541
		Semi-skilled/Unskilled Supervisory	893	760	632
		Skilled/Clerical	981	893	760
		Highly-skilled	1065	981	893
6.	Workers engaged in Stone Mines for Stone Breaking and Stone Crushing	1.Excavation & removal of over burden with 50 meters lead/1.5 meters lift: *			
		(a) Soft Soil		545	
		(b) Soft Soil with Rock		818	
		(c) Rock		1083	
		2. Removal and Staking of rejected stones with 50 metres lead/1.5metres lift *		438	
		3. Stone breaking or Stone Crushing for the stone size of category **			
		(a) 1.0 inch to 1.5 inches		3323	
		(b) Above 1.5 Inches to 3.0 Inches		2842	
		(c) Above 3.0 Inches to 5 Inches		1669	
		(d) Above 5.0 Inches		1372	
7.	Non-coal Mines \$	Category of Workers	Above Ground {Rates of Wages including V.D.A per day (in Rs.)}	Below Ground {Rates of Wages including V.D.A per day (in Rs.)}	
		Unskilled	541	674	
		Semi-skilled/Unskilled Supervisory	674	805	
		Skilled/Clerical	805	938	
		Highly-skilled	938	1048	

* Per 2.831 cubic meters or 100 cubic feet

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

+ Employees engaged in the employment of Sweeping and Cleaning excluding Activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993.

% Employees engaged in the employment of Loading and Unloading in (i) Goods Sheds, Parcel Offices of Railways; (ii) Other Goods Sheds, Godowns, Warehouses and other similar employments; (iii) Docks and Ports; and (iv) Passengers Goods and Cargo Carried out at Airports (Both International and Domestic).

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

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

Classification of Area

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

Chandigarh	(UA)	Kota	(M.Corpn)	Tiruchirappalli	(UA)
Coimbatore	(UA)	Kozhikode	(UA)	Tiruppur	(UA)
Cuttack	(UA)	Ludhiana	(M.Corpn)	Ujjain	(M.Corpn)
Dehradun	(UA)	Madurai	(UA)	Vadodara	(UA)
Dhanbad	(UA)	Malappuram	(UA)	Varanasi	(UA)
Durgapur	(UA)	Malegaon	(UA)	Vasai- Virar City	(M.Corpn)
Durg-Bhilai Nagar	(UA)	Mangalore	(UA)	Vijayawada	(UA)
Erode	(UA)	Meerut	(UA)	Vishakhapatnam	(M.Corpn)
Firozabad		Moradabad	(M. Corpn)	Warangal	(UA)
Goa		Mysore	(UA)	Gorakhpur	(UA)
Nanded Waghala	(M. Corpn)	Greater Visakhapatnam	(M.Corpn)	Nasik	(UA)
Gulbarga	(UA)	Nellore	(UA)	Guntur	(UA)
Panchkula	(UA)	Guwahati	(UA)	Patna	(UA)
Area 'C' will comprise all areas not mentioned in this list.					
NB: U.A. stands for Urban Agglomeration.					

The Payment of Wages Act, 1936

5.4 The Payment of Wages Act, 1936 regulates payment of wages to workers employed in industries and to ensure speedy and effective remedy to them against illegal deductions and/or unjustified delay caused in paying wages in current coin, or currency notes or by cheque or by crediting in the bank account of the workers.

5.5 The Payment of Wages (Amendment) Act, 2017- Section 6 of the Payment of Wages Act, 1936 has been amended on 16.02.2017 to enable making payment of wages in current coin or currency notes or by cheque or by crediting in the bank account of the workers. The amendment made also enables that the appropriate Government may, by notification in the Official Gazette, specify the industrial or other establishment, the employer of which shall pay to every person employed in such industrial or other establishment, the wages only by cheque or by crediting the wages in the bank account.

5.6 Provision for making payment only by

cheque or by crediting in the bank account of an employee, in respect of industrial or other establishments; namely Railways, Air transport services, Mines and Oil fields in the Central Sphere has been notified on 26.04.2017.

5.7 The wage ceiling for applicability of the Payment of Wages Act, 1936, was fixed at Rs. 1600/- p.m. in 1982. This wage ceiling has been periodically revised on the basis of the Consumer Expenditure Survey brought out by the National Sample Survey Office, after every five years. The Central Government has enhanced the wage ceiling from Rs.18,000/- to Rs. 24,000/- per month w.e.f. 29.08.2017 for applicability of the Act.

The Payment of Wages (Nomination) Rules, 2009

5.8 In pursuance of the recommendation of the Special Task Force set up by the Ministry of Women and Child Development for providing complete equality to women vis-a-vis men in terms of payment of wages, the Central Government, in exercise of powers conferred in sub-section (3) of section 26 of the Payment of

Wages Act, 1936, has notified the Payment of Wages (Nomination) Rules, 2009, vide notification GSR No. 822 (E) dated 29th June, 2009 defining the procedure for nomination and restricting the nomination by workers to his /her family members as far as applicable.

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

5.9 The Government is committed to enhance the welfare and well-being of workers in the organised and unorganised sector and ensure implementation of the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948. The enforcement of various labour laws including the Payment of Wages Act, 1936 and the Minimum Wages Act, 1948 is ensured at two levels. While in the Central Sphere, the enforcement is secured through the Inspecting officers of the Chief Labour Commissioner (Central) commonly designated as Central Industrial Relations Machinery (CIRM), the compliance in the State Sphere is ensured through the State Enforcement Machinery.

The Code on Wages 2019 & The draft Code on Wages (Central) Rules, 2025

5.10 “The Code on Wages, 2019 was enacted on 08.08.2019 by subsuming the provisions of four labour laws, i.e. (i) **The Minimum Wages Act, 1948**; (ii) **The Payment of Wages Act, 1936**; (iii) **The Payment of Bonus Act, 1965** and (iv) **The Equal Remuneration Act, 1976**.

5.11 The provisions of the Code on Wages, 2019 apply uniformly to all employees, including those belonging to unorganized sector. Following are some of the benefits of the Code on Wages, 2019:-

- i. Universalisation of Applicability of Minimum Wages across employments.
- ii. Timely Payment of Wages to all

employees, irrespective of any wage ceiling and establishment strength.

- iii. Wage protection by virtue of fixation of statutory Floor Wage to be fixed by the Central Government, below which no employee shall be paid wages.
- iv. Fixation of working hours constituting a normal working day and adequate provision for rest day.
- v. Provision of compensation with Overtime rate of wages that shall not be less than twice the normal rate of wages for working beyond normal working hours or on day of rest.
- vi. Capping of allowances at 50% of total remuneration, exceeding which the allowances shall be calculated as wages (excess part), thereby ensuring adequate statutory benefits linked to wages such as PF contribution, gratuity etc.
- vii. Enhancement of limitation period for filing of claims upto 3 years.
- viii. Shifting the burden of proof on employer to prove that all the dues have been paid by him.

5.12 The provisions of the Code on Wages 2019 have been come into effect from 21.11.2025 and subsequently, the draft Code on Wages (Central) Rules, 2025 have been pre-published on 30.12.2025 for inviting comments of stakeholders.

Wage Boards

Working Journalists and Other Newspaper Employees Act, 1955.

5.13 The Act regulates service conditions of working journalists and other newspaper employees. **Sections 9 and 13C** provide for constitution of Wage Boards for fixation and

revision of wages for working journalists and non-journalist newspaper/news agency employees, respectively. Each Wage Board consists of **three employer representatives, three employee representatives, and four independent members**, including a serving or former High Court/Supreme Court Judge as Chairperson.

5.14 The Act does not prescribe periodicity for Wage Board constitution. The last Wage Board, the **Majithia Wage Board**, submitted its report on **31.12.2010**, and its recommendations were notified vide **S.O. No. 2532(E) dated 11.11.2011**. These recommendations are presently in force.

5.15 Implementation of Wage Board awards lies with **State Governments/UTs**. A **Central Level Monitoring Committee (CLMC)**, chaired by Special Secretary/Additional Secretary, Ministry of Labour & Employment, monitors implementation. The latest CLMC meeting was held on **29.05.2024** through VC. **26 States** (excluding one-man establishments) have constituted Tripartite Committees for monitoring implementation.

5.16 The Act has been subsumed under the

Occupational Safety, Health and Working Conditions (OSHWC) Code, 2020, which came into force on **21.11.2025**. Draft OSHWC Rules, 2025 were pre-published on **30.12.2025** for inviting the comments of stakeholders.

Payment of Bonus Act, 1965

5.17 The Act provides for payment of bonus to employees in establishments employing **20 or more persons**, based on profits or productivity. The **minimum bonus** payable is **8.33%**, while the **maximum bonus**, including productivity-linked bonus, is capped at **20%** of wages.

5.18 The Act prescribes two ceilings—**eligibility ceiling** (Section 2(13)) and **calculation ceiling** (Section 12). As per the **Payment of Bonus (Amendment) Act, 2015** (effective from **1.4.2014**), the eligibility ceiling was enhanced from **₹10,000 to ₹21,000 per month**, and the calculation ceiling from **₹3,500 to ₹7,000 per month or applicable minimum wages**, whichever is higher.

5.19 The Payment of Bonus Act, 1965 has been subsumed under the **Code on Wages, 2019**, which came into force on **21.11.2025**. Draft Code on Wages Rules, 2025 were published on **30.12.2025** for inviting the comments of stakeholders.

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

Social Security Laws

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

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

These acts have been subsumed in the Code on Social Security, 2020.

Administration of Social Security Acts

6.3 The provisions of the Employee's Compensation Act, 1923 are being administered exclusively by the State Governments. Cash benefits under the Employees' State Insurance Act, 1948 are administered by the Central Government through the Employees' State Insurance Corporation (ESIC), whereas the State Governments and Union Territory Administrations are administering medical care along with ESIC under the Employees' State Insurance Act, 1948. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 is administered by the Government of India through the Employees' Provident Fund Organisation (EPFO). In mines and circus industry, the provisions of the Maternity Benefit Act, 1961 are being administered by the Central Government through the Chief Labour Commissioner (Central) and by the State Governments in factories, plantations and other establishments. The Payment of Gratuity Act, 1972 is administered by the Central Government in establishments under its control, establishments having branches in more than one State, major ports, mines, oil-fields and railway companies and by the State Governments and Union Territory Administrations in all other cases. This Act applies to factories and other establishments.

The Employees State Insurance Act, 1948

6.4 Coverage

The Employees' State Insurance Act, 1948 applies to factories employing 10 or more persons. The provisions of the Act are being brought into force area-wise in stages. The Act contains an enabling provision under which the

'Appropriate Government is empowered to extend the provisions of the Act to other classes of establishments, industrial, commercial agricultural or otherwise. Under these provisions, the appropriate Governments have extended the provisions of the Act to shops, hotels, restaurants, cinemas including preview theatres, road motor transport undertaking, newspaper establishments, educational & medical institutions, establishments engaged in insurance business, Non-banking Financial Companies, Port Trust, Airport Authorities and warehousing establishments etc. employing 10 or more employees. Employees of Factories and establishments covered under the Act drawing monthly wages up to Rs. 21000/- per month and Rs. 25000/- per month for persons with disabilities are covered under the scheme.

The ESI Scheme is now operated in 36 States/UTs. As on 31.03.2025, 3.84 crore Insured Persons and 14.91 crore beneficiaries are covered under the scheme.

6.5 Administration

The Headquarter of ESI Corporation is housed in New Delhi. The Corporation has 24 Regional Offices, 41 Sub Regional Offices. Besides, there are 612 Branch Offices and 117 Dispensary cum Branch Offices (DCBOs) for administration of cash benefits to Insured Persons.

6.6 Funding and operating of the ESI Scheme

The ESI Scheme is financed by contributions from the employers and employees as per provisions of ESI Act, 1948. The rate of contribution is 4% of the monthly wages out of which the employer's and the employee's share of contribution are 3.25% and 0.75% respectively. The Corporation makes an "on account payment" to the State Govt for providing medical care to ESI Beneficiaries. At present, the prescribed ceiling is Rs 3,000/-per

Insured Persons family unit per Annum. The expenditure on medical care benefit is shared between ESI Corporation and State Government in the ratio of 7:1 within the ceiling. Formation of State ESI Society under section 58(5) of ESI Act has been initiated, where additional incentive of bearing of 100% expenditure, up to the ceiling, is proposed. Further, all capital expenditure on construction of ESI Hospital and other building including their maintenance is borne exclusively by ESIC. The expenditure on Tertiary care is also borne entirely by ESIC.

6.7 Investment

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

As on 30th September, 2025, the total investment of Fund stands at Rs.1,64,916.45 crore including Special Deposit account (SDA).

6.8 Arrears of ESI Dues

A sum of Rs. 6182.70 Crores is due as arrears as on 31.3.2025 on account of default / dues by the employers of covered factories / establishments. An amount of Rs. 3818.38 Crore was found not immediately recoverable due to various reasons, such as factories having gone into liquidation, BIFR/ NCLT cases, whereabouts of employers not known, disputes in courts, etc. The balance amounting to Rs. 2364.32 Crores, represents immediately recoverable arrears.

The ESI Corporation is taking necessary recovery action through recovery mechanism,

legal and penal actions, and prosecution, under the provision of the Employees' State Insurance Act, 1948/ Chapter XI of The Code on Social Security, 2020 for recovery of ESI dues from the defaulting employers.

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

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

An Insured Person and his dependents are entitled to medical benefits from the day of entry into insurable employment. Insured Persons and their families are being provided medical care

which includes outpatient care/inpatient care, specialized medical care and super speciality medical care as per requirement of the patients. Besides, medical facilities under AYUSH i.e. Ayurveda, Yoga, Unani, Siddha and Homeopathy are also provided.

Medical care to beneficiaries is provided through a large infrastructure comprising Hospitals, Dispensaries, Dispensary-cum-Branch Offices (DCBOs), Insurance Medical Practitioners (IMPs) clinics, and Employers' Utilisation Dispensaries (EUD) and tie-up arrangements with other health institutions. The range of medical services provided covers preventive, promotive, curative and rehabilitative services. In-patient services are provided through ESI Hospitals and through empanelment with Private and Govt. hospitals.

List of ESIC/ESIS Hospitals

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

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

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

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

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

*Non-functional hospitals

6.10 Medical Education

MEDICAL EDUCATION: -

ESI Corporation (ESIC) has established medical education institutions, across the country which includes Medical Colleges, Dental Colleges, Nursing Colleges and Paramedical Colleges. To improve the quality

of services, the Employees' State Insurance Act, 1948 was amended in 2010, and Section 59-B inserted, relating to 'Medical and Paramedical education', enabling the Corporation to establish Medical Colleges, Nursing Colleges and Training institutes for its paramedical staff and other employees.

Rationale of Medical Education: Medical Education in ESIC fulfils the objectives of (1) Augmentation of scarce qualified medical manpower to serve beneficiaries (2) Carry out research especially in occupational diseases

and training to medics and para-medics and (3) Promotes inclusivity as specified seats in medical colleges are earmarked for the wards of Insured Persons / workers. Provide in-house advanced medical facilities for quality care thereby enhancing patient satisfaction.

	LIST OF INSTITUTIONS	Year of Establishment nt	Seats
A.	Medical Colleges		
1.	ESIC Medical College & Hospital, Rajajinagar, Bangalore	2012	150
2.	ESIC Medical College & Hospital, KK Nagar, Chennai	2013	150
3.	ESIC Medical College & Hospital, Joka, Kolkata	2013	150
4.	ESIC Medical College & Hospital, Gulbarga, Karnataka	2013	150
5.	ESIC Medical College & Hospital, Faridabad, Haryana	2015	150
6.	ESIC Medical College & Hospital, Sanathnagar, Hyderabad	2016	150
7.	ESIC Medical College & Hospital, Alwar, Rajasthan	2021	100
8.	ESIC Medical College & Hospital, Bihta - Patna, Bihar	2021	100
9	ESIC Medical College & Hospital, Andheri, Maharashtra	2025	50
10	ESIC Medical College & Hospital, Basaidarapur, Delhi	2025	50
11	ESIC Medical College & Hospital, Beltola, Guwahati, Assam	2025	50
12	ESIC Medical College & Hospital, Indore, Madhya Pradesh	2025	50
13	ESIC Medical College & Hospital, Jaipur	2025	50

14	ESIC Medical College & Hospital, Ludhiana	2025	50
15	ESIC Medical College & Hospital, Naroda- Bapunagar, Gujarat	2025	50
16	ESIC Medical College & Hospital, Noida	2025	50
17	ESIC Medical College & Hospital, Varanasi	2025	50
B.	Para-Medical Courses/ Institutes		
1.	ESIC Medical College & Hospital, Gulbarga, Karnataka	2019	130
2.	ESIC Medical College & Hospital, KK Nagar, Chennai	2024	72
3.	ESIC Medical College & Hospital, Sanathnagar, Hyderabad	2024	72

ESIC Nursing Colleges

Sl. No.	ESIC Nursing College	B.Sc. (Nursing) seats	Ward of IP
1.	Indiranagar	60	30
2.	Gulbarga	60	30
Total		120	60

ESIC Paramedical Courses / Institutes

No.	Institute	Paramedical seats	Ward of IP
1.	Gulbarga	130	104
2.	Sanathnagar	72	-
3.	KK Nagar	72	-
Total		274	104

ESIC Dental College

Sl. No.	ESIC Dental College	BDS seats	Ward of IP
1.	Rohini	62	-
2.	Gulbarga	62	28
Total		124	28

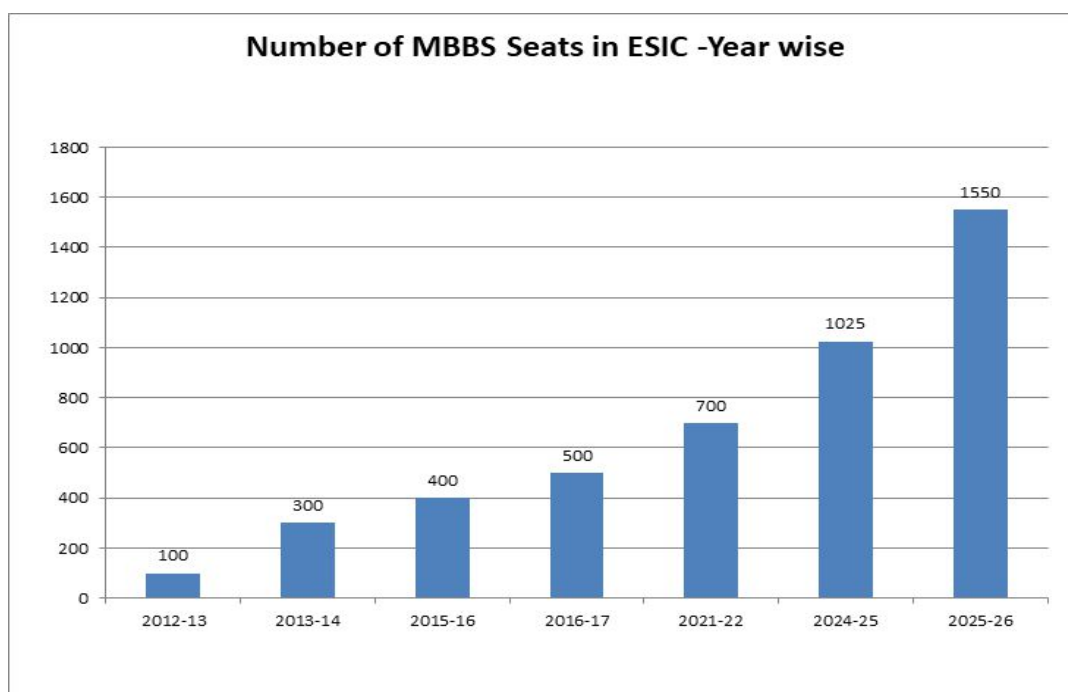
Medical Colleges handed over to the state:

Sl. No.	ESIC Medical College	MBBS seats	Ward of IP
1.	Coimbatore, Tamil Nadu	100	20
2.	Mandi, Himachal Pradesh	120	36
3.	Kollam, Kerala	110	38
	Total	330	94

ESIC Medical Colleges A.Y 2025-26

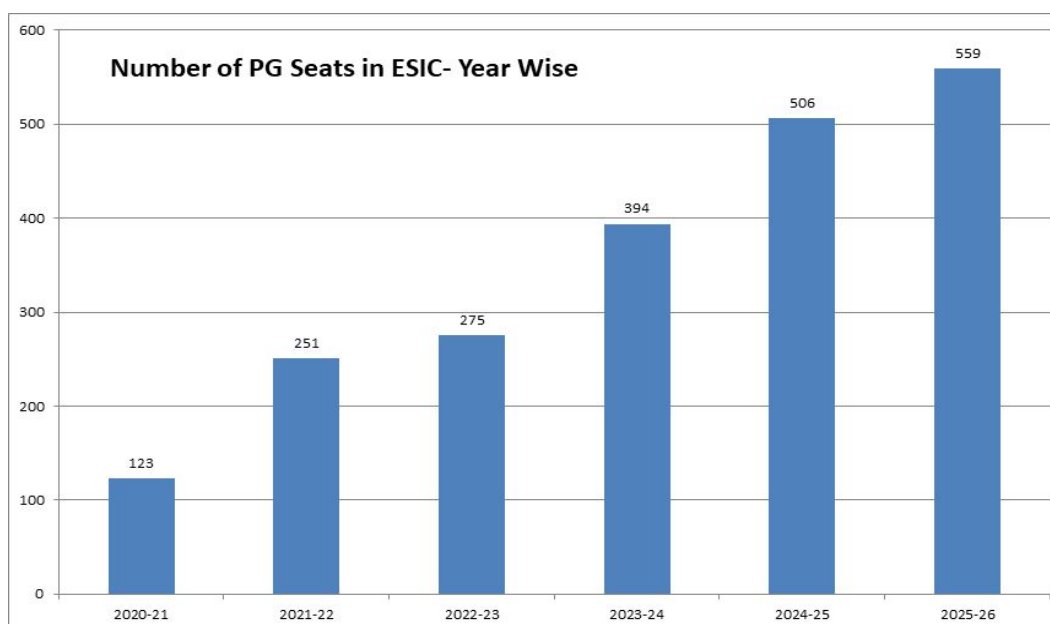
No	ESIC Medical College	MBBS seats	Ward of IP
1.	Rajajinagar, Bangalore	150	67
2.	KK Nagar, Chennai	150	30
3.	Joka, Kolkata	150	78
4.	Gulbarga, Karnataka	150	67
5.	Faridabad, Haryana	150	52
6.	Sanathnagar, Hyderabad	150	52
7.	Alwar, Rajasthan	100	35
8.	Bihta - Patna, Bihar	100	35
9.	Andheri- Maharashtra	50	25
10.	Basaidarapur- Delhi	50	00
11.	Beltola- Assam	50	25
12.	Indore- Madhya Pradesh	50	25
13.	Jaipur- Rajasthan	50	17
14.	Ludhiana- Punjab	50	25
15.	Naroda- Bapunagar, Gujarat	50	25
16.	Noida, Uttar Pradesh	50	25
17.	Varanasi, Uttar Pradesh	50	25
	Total	1550	608

Total Ward of IP seats (MBBS)= 608+ 94= 702



POSTGRADUATE / SUPER-SPECIALITY SEATS AY 2025-26

Sl. No.	Course	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
1.	MD/MS	123	259	275	394	506	559
2.	NBEMS: DNB/Diploma	-	-	81	109	100	182
3.	Super-Speciality: DM/MCh	-	-	04	31	31	31
4.	Super-Speciality:DrNB	-	-	-	16	16	12



Super-Speciality Seats: A.Y 2025-26

A	Super-Speciality:DM/MCh	ESIC Basaidarapur	ESIC MC Faridabad	ESIC MC Sanath Nagar
1.	DM Pulmonology	4	-	-
2.	DM Cardiology	-	2	-
3.	DM Critical Care Medicine	-	3	-
4.	M.Ch. - Paediatric Surgery	-	2	3
5.	M.Ch. - Neuro Surgery	-	2	3
6.	M.Ch. - Cardiothoracic & Vascular Surgery	-	-	3
7.	M.Ch. - Urology	-	-	3
8.	M.Ch. - Plastic Surgery	-	3	3
		4	12	15
TOTAL		31(4+12+15)		

B	Super-Speciality: NBEMS 2024-25	ESIC MC Faridabad	ESIC MC Sanathnagar	ESIC MC Rajaji Nagar
1.	DrNB Medical Oncology	03	02	-
2.	DrNB Rheumatology	-	02	-
3.	DrNB Endocrinology	-	02	-
4.	DrNB Nephrology	-	02	-
5.	DrNB Neurology	-	02	-
6.	DrNB Urology	-		02
7.	DrNB Cardiology	-	02	-
		03	12	02
TOTAL		17(3+12+2)		

Proposed New ESIC Medical Colleges AY 2026-27 onwards

S.No	Name of the Hospital
1.	ESIC Hospital, Bibwevadi, Pune, Maharashtra
2.	ESIC Hospital, Manesar, Haryana
3.	ESIS Hospital, Visakhapatnam, Andhra Pradesh
4.	ESIS Hospital, Asansol, West Bengal
5.	ESIS Hospital, Surat, Gujarat
6.	ESIS Hospital, Margaon, Goa
7.	ESIC Hospital, Kollam, Kerala
8.	ESIS Hospital, Pandunagar, Uttar Pradesh
9.	ESIS Hospital, Chandrasekharapur-Andharua, Bhubaneswar, Odisha
10.	ESIS Hospital, Nagpur, Maharashtra

The establishment of further new ESIC Medical Colleges is currently underway, reaffirming the Government's strong commitment to strengthening the national healthcare system. These institutions will play a pivotal role in building medical manpower, fostering excellence in medical education, promoting inclusivity and clinical competency, and ensuring the availability of a skilled healthcare workforce to meet India's growing healthcare demands.

The ESIC medical institutions are being developed as tertiary care centres with a vision to serve the underserved. They aim to enhance the quality of patient care through modernized, systematic, protocol-based treatment and by providing advanced medical facilities to the insured workforce. In line with this vision, super-speciality services in the fields of Cardiology, CTVS Nephrology, Neurology, Neurosurgery, Oncology and organ transplantation are being developed across ESIC Medical College Hospitals to deliver state-of-the-art healthcare to ESI beneficiaries.

6.11 EMPLOYEES' PROVIDENT FUND ORGANISATION

The Employees' Provident Fund Organisation, an autonomous body under the Ministry of Labour & Employment (MoL&E), Government of India,

administers the Employees' Provident Fund and Miscellaneous Provisions Act, 1952 and the Schemes framed there under. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952 is a welfare legislation enacted for the purpose of instituting Provident Funds, Pension Fund and Deposit Linked Insurance Fund for employees working in factories and other establishments. The Act aims to provide social security and timely monetary assistance to industrial employees and their families when they are in distress and/or unable to meet family and social obligations and to protect them in old age, disablement, early death of bread winner and similar contingencies.

6.12 SCHEMES FRAMED UNDER THE EPF & MPACT, 1952

Following three Schemes have been framed under the Act:-

- i. **The Employees' Provident Funds Scheme, 1952 (EPF)** (w.e.f 1st November 1952) -Provident Fund is based on a defined contribution scheme where both the employees and the employers contribute their mandated share.*
- ii. **The Employees' Pension Scheme, 1995 (EPS)** (w.e.f 16th November 1995) {replacing the Employees' Family Pension*

Scheme, 1971} - A mix of “defined contribution” and “defined benefit” forms the Pension Scheme. The employees do not have to contribute to this scheme.

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

6.13 EMPLOYEES' PENSION SCHEME 1995

The Employees' Pension Scheme, 1995 (EPS) came into effect on 16th November, 1995. With its introduction, the erstwhile Employees' Family Pension Scheme, 1971 (EFPS) ceased to operate and all the assets and liabilities of this scheme were transferred and merged with the Employees' Pension Fund. The Employees' Pension Scheme, 1995 is funded by diversion of an amount equivalent to 8.33% of the monthly wages from the monthly Employer's share of Provident Fund contributions as well as a contribution of 1.16% of the monthly wages (limited to the amount payable on pay of fifteen thousand rupees only) by the Central Government.

BENEFITS UNDER THE PENSION SCHEME:

The Employees' Pension Scheme 1995, provides the following benefits to the members and their families:

- I. Member Pension upon superannuation at 58 years of age.

- ii. Early Member Pension from 50 years of age.
- iii. Disability Pension on permanent and total disablement during service.
- iv. Widow / Widower Pension on death of Member or Pensioner.
- v. Children Pension for 2 children at a time till their age of 25 years on death of the member.
- vi. Orphan Pension to 2 orphans at a time till the age of 25 years on death of member when there is no spouse or on death of spouse.
- vii. Disabled Children/Orphan Pension for entire life of the disabled child/orphan.
- viii. Nominee Pension on death of member and paid for life to a person duly nominated by the member in case there is no family as defined under EPS, 1995.
- ix. Pension to dependent father/mother upon death of member provided there is no family or nominee of the member.
- x. Withdrawal benefit on exit from service or on superannuation, provided the member has not rendered service eligible for pension

The category-wise break up of pension claims (all benefits) settled by the Employees' Provident Fund Organization (EPFO) during the year 2025 is indicated in the following table:

Category of Claims	Number of Claims Settled for period 01.01.2025 to 31.12.2025 (A)	Projections for period Jan –Mar 2026(A/4)
Monthly Pension Benefit	4,21,998	1,05,498
Withdrawal benefit	45,98,036	11,49,507
Total	50,20,034	12,55,005

Pensioners

The EPS has, since its inception, grown in terms of the beneficiaries at a rapid pace. The number of pensioners during the last five years is given in the table and the graph below:

Distribution of Pensioners under the Employees' Pension Scheme, 1995

Year	Member Pensioner	Spouse Pensioner	Children Pensioner	Nominee Pensioner	Parent Pensioner	Orphan Pensioner	Total Pensioners
2020-21	46,27,733	16,57,184	5,55,785	10,402	49,791	18,928	69,19,823
2021-22	48,04,956	18,05,966	5,79,400	10,360	54,675	18,541	72,73,898
2022-23	49,60,922	19,16,647	5,94,256	9,931	59,236	17,921	75,58,913
2023-24	51,32,178	20,21,742	6,04,044	9,644	64,025	17,705	78,49,338
2024-25	53,09,411	21,31,999	6,10,061	9,683	69,817	17,519	81,48,490

6.14 EPS Payments (Rs. in Crores)

Along with the increase in pension and withdrawal benefit payments there has been a continuous increase in the receipts and corpus

given the growth in the membership as well as general increase in wages. The growth in the receipts and corpus in the previous five years is given in the table:

Pension Fund Receipts & Corpus (Rs. crores)					
Year	Contribution (Employer's share)	Contribution (Govt. share of 1.16% and Budgetary Support for minimum pension)	Total Contribution received during the year	Interest	Corpus at the end of financial year
2020-21	44,009.53	6,552.48	50,562.01	41,472.14	6,02,319.81
2021-22	49,719.98	7,806.20	57,526.18	50,613.95	6,89,210.72
2022-23	56,170.84	8,714.76	64,885.60	52,171.00	7,80,494.11
2023-24	62,423.93	9,356.48	71,780.41	58,668.73	8,88,269.01
2024-25*	73,788.40	10,049.70	83,838.10	64,341.77	10,07,460.86

*Unaudited data

6.15 EPS Payments

Year	Pension Disbursed	Withdrawal Benefits	Total
2020-2021	12,172.56	8,206.41	20,378.97
2021-2022	12,933.12	7,989.01	20,922.14
01.01.2023 to 31.12.2023	15,181.77	7,883.03	23,064.80
01.01.2024 to 31.12.2024	16,866.95	8,476.67	25,343.62

6.16 IMPLEMENTATION OF MINIMUM PENSION PROVISION

During the year 2014-15, long-awaited demand for a minimum pension under EPS was implemented. The Central Government issued Gazette Notification No. G.S.R. 593(E) dated 19.08.2014 and G.S.R. 603(E) dated 16.06.2016 providing a minimum pension of Rs.1,000/- per month for member / widow(er) /

disabled/ nominee/ dependent parent pensioners, Rs.750/- per month for orphan pensioners and Rs.250/- per month for children pensioners. The payment of pension with the revised minimum pension applicable commenced from 1stSeptember, 2014. The details of pensioners benefited, and the amount disbursed to them in the last five years are as follows:

Beneficiaries and budgetary support for Minimum Pension of Rs.1000/-

Year	No. of Pensioners benefited	Pension payable as original pension (Rs. Crores) (A)	Pension Paid as per minimum pension notification (Rs. Crores) (B)	Budgetary Support towards minimum pension payable by Central Govt. (Rs. Crores) (B-A)
2020-2021	19,70,670	1,415.03	2,315.70	900.67
2021-2022	20,44,136	1,421.57	2,348.31	926.74
2022-2023	20,55,878	1,463.01	2,432.77	969.76
01.01.203 to 31.12.2023	20,55,521	1,471.30	2,450.38	979.08
01.01.2024 to 31.12.2025	20,59,247	1,480.07	2,472.15	992.09
01.01.2025 to 31.12.2025	20,48,728	1,475.22	2,485.96	1,010.74
Projections for Jan –Mar, 2026	20,52,825#	368.80*	621.49*	252.68*

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

* Calculated by dividing the total amount by 4.

Centralised Pension Payment System (CPPS) for pension disbursement:

EPFO rolled out Centralised Pension Payment System (CPPS) for pan-India pension disbursement through National Payments Corporation of India (NPCI) since Jan 2025. The CPPS is a paradigm shift from the earlier pension disbursement system that was decentralized, with each Zonal/Regional Office

of EPFO maintaining separate agreements with only 3-4 banks. Advantages of CPPS are as follows:

1. This transformative initiative empowers pensioners to access their pension seamlessly from any bank, any branch, anywhere in the country.

2. It ensures disbursement of pension throughout India without any need for transfer of Pension Payment Orders (PPO) even when the Pensioner moves from one location to another or changes his bank or branch. This would be a great relief to pensioners who move to their hometown after retirement.
3. There would be automation of reconciliation of all payments and confirmation regarding credit of pension is received automatically. This enables quick and proactive action for cases where pension payment may have failed due to closed or invalid bank account of the pensioner.
4. A specialized cell named Centralized Pension Payment and Reconciliation Centre (CPPRC) has been setup to manage the operations and to ensure smooth functioning of CPPS.

6.17 E Nomination

EPFO has started a drive to increase the filing of e-nominations as it will give members a new level of freedom for availing EPFO services. It shall reduce the hardship upon the dependent family members of the deceased members/ pensioners as they will no longer have to produce legal heirship certificates or other proofs to get pension or assurance benefits. Members may update their nominees any number of times through e-Nomination in the member portal and only the latest nomination shall be valid. Total e-Nominations filed during year 2025 are **35,35,727**.

6.18 Progress in Pension on Higher Wages (PoHW) Cases:

The EPFO Head Office is regularly monitoring the processing of Applications for Validation of Joint Option/ Joint Options and subsequent

issuance of PPOs by the Field Offices. Regular Video Conferences held with the Zonal Offices and the Zonal Offices are also conducting daily review. The progress is also monitored at the level of CPFC on a regular basis. A weekly report regarding the status of disposal of Pension on Higher Wages applications is being sent to MoLE. Offices were advised to coordinate with employers regarding applications referred back for clarification and ensure final disposal by 31.12.2025.

As on 31.12.2025, out of around 15.24 lakh applications received in EPFO, nearly 99.2% have been disposed of. A total of 4,29,415 Demand Letters have been issued, out of which 42,313 cases have been found ineligible later on mainly due to non-remittance of demand amount. Around 2,39,420 applicants have deposited the demand amount/ consent out of which 98,322 are continuing in service and 1,41,098 have already retired. Out of these already retired applicants, 1,34,658 have submitted pension claim in Form 10D and Pension Payment Orders (PPOs) have already been issued to around 1,31,141 applicants while 3,517 PPOs are under finalization.

6.19 EMPLOYEES' DEPOSIT LINKED INSURANCE SCHEME, 1976.

EDLI Scheme came into force on 1st August, 1976. This Scheme is supported by nominal contribution of 0.5% by the employers. No contribution is payable by the employee for availing the benefits of the scheme.

6.20 APPLICATION AND COVERAGE

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

6.21 BENEFITS UNDER THE SCHEME

The following benefits are provided in case of death of an employee who was a member of the scheme at the time of his/her death:

- i. The family will get an amount equal to the average balance in Provident Fund account during preceding 12 months or during the period of his membership, whichever is less; provided; (a). where the average PF balance is less than Rupees Fifty Thousand (₹. 50,000), a minimum benefit of rupees fifty thousand (₹. 50,000/-) is be payable to dependents legal heirs of members. (b). where the average balance exceeds rupees fifty thousand, the amount payable shall be rupees fifty thousand plus 40% of the amount in excess of rupees fifty thousand subject to a ceiling of rupees one lakh. The benefit will be further increased by twenty percent.

- ii. Where the deceased member was in employment for a continuous period of twelve months, preceding the month in which he died, the quantum of benefits will be the average monthly wages drawn (subject to a maximum of ₹.15,000/-) during the twelve months preceding the month in which employee died, multiplied by thirty five times plus fifty percent of the average balance in the Provident Fund account of the deceased during the preceding twelve months subject to a ceiling of one lakh and seventy five thousand rupees. Further, where the member has rendered continuous service of one year, the assurance benefit shall not be less than two lakh and fifty thousand rupees and shall not exceed seven lakh rupees

6.22 Key figures of EDLI

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

Key Figures for the last 5 Calendar years		
Calendar Year	Claims Settled	Total Amount (in Rs. Crore)
01.01.2020 to 31.12.2020	28831	716.92
01.01.2021 to 31.12.2021	65584	1908.78
01.01.2022 to 31.12.2022	75883	2168.08
01.01.2023 to 31.12.2023	76347	2099.41
01.01.2024 to 31.12.2024	71518	2090.93
01.01.2025 to 31.12.2025	75104	2286.48

6.23 INTERNATIONAL WORKERS DIVISION

India has signed 22 SSAs of which the latest SSA was signed with Poland. However, out of 22SSAs, the two SSAs (with Argentina & Poland) are yet to be implemented. The names of these are asunder:

S. No.	Name of SSAs country	S. No.	Name of SSAs country
1	Belgium	12	Czech Republic
2	Germany	13	Norway

3	Switzerland	14	Austria
4	Denmark	15	Canada
5	Luxembourg	16	Australia
6	France	17	Japan
7	South Korea	18	Quebec
8	Netherlands	19	Portugal
9	Hungary	20	Brazil
10	Finland	21	Argentina (signed on 29.09.2023 but yet to come into force)
11	Sweden	22	Poland (signed on 25.11.2024 but yet to come into force)

- As of now bilateral negotiations for social security agreements are ongoing with 16 foreign countries which are USA, UK, Philippines, Spain, Russia, Thailand, Chile, Uruguay, Peru, Lithuania, Indonesia, Cyprus, Sri Lanka, Italy, China and Albania.
- EPFO is the designated Competent Institution and Liaison body to operate the provisions of the SSAs.
- EPFO was elected as ISSA Bureau Member in World Social Security Forum (WSSF) held from 29.09.2025 to 03.10.2025 at Kuala Lumpur, Malaysia for next triennium 2026–2028. Further, EPFO was awarded Certificate of Merit for participating in the ISSA International Social Security Video Festival 2025 for its four video contributions.
- CPFC participated as a Panelist in WSSF session “Innovative approaches to extending social security coverage to difficult-to-cover groups.

6.24 BANKING SECTION

Signing of MOU with SBI for Centralised Non-Pension Claim Payment System (CCPS).

Under the CITES 2.0 project, EPFO is migrating from a decentralised mode to a centralised mode for all categories of payments, through the Centralised Non-Pension Claim Payment System (CCPS). Accordingly, technical integration on this front from both State Bank of India (SBI) and EPFO is presently at an advanced stage. The integration process is in its final phase, with all stakeholders actively engaged to ensure seamless implementation.

As the integration is expected to be completed shortly, EPFO proposes to execute a MoU with SBI in this quarter for implementation of the Centralised Non-Pension Claim Payment System (CCPS), encompassing pension payments, non-pension payments, and BHIM UPI payments.

Chapter-7

LABOUR WELFARE

Directorate General Labour Welfare (DGLW)

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

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

7.3 Earlier the scheme was managed through Welfare Funds created under Acts of Parliament. There were five Welfare Fund Acts viz The Beedi workers Welfare Fund Act, 1976; the Limestone and Dolomite Mines Labour Welfare Fund Act, 1972; The Mica Mines Labour Welfare Fund Act 1946; The Iron Ore, Manganese Ore and Crome Ore Mines Labour Welfare Fund Act 1976 and the Cine Workers Welfare Fund Act, 1981. The funds used to be financed by collecting Cess under respective Cess Acts / Fund Acts. There were three Cess Acts viz The Beedi workers Welfare Cess Act, 1976; The Iron Ore, Manganese Ore and Crome Ore Mines Labour Welfare Cess Act 1976; The Cine Workers

Welfare Cess Act, 1981. The provisions of cess collection in respect of Limestone and Dolomite Mines Labour and Mica Mines Labour were contained in respective Welfare Fund Act. All the Cess Acts have now been repealed. Now the labour welfare scheme is financed through grant from the government.

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

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

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

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

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

Components of Labour Welfare Scheme (LWS)

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

7.8 Housing Scheme: Revised Integrated Housing Scheme (RIHS), a component of the Labour Welfare Scheme has been instrumental in providing affordable housing to economically weaker sections, including beedi workers, cine and non-coal mine workers.

A revamped housing scheme (RIHS 2016) was

introduced in December, 2016 provisioning a subsidy of Rs.1,50,000/- per beneficiary household. The subsidy is released through DBT mechanism in three instalments of 25:60:15 ratio (i.e. Rs.37,500/-, Rs.90,000/-, and Rs.22,500/-) viz. First installment as advance, second on reaching the lintel level and third after receipt of inspection report that the construction of houses has been completed.

Scheme was later converged with Pradhan Mantri Awaas Yojna (PMAY) in 2018 and sunset date of Housing Scheme (RIHS 2016) was decided as 31st March, 2023 in the SFC meeting held on 27th December, 2021. Thus, the scheme has attained sunset and as such no fresh

application under this scheme is being accepted. However, the pending installments/ payments of already sanctioned cases were to be completed.

Subsequently, Standing Finance Committee (SFC) in its meeting held on 06th July 2023 recommended that as the sunset date for RIHS component of the scheme was 31st March, 2023 as decided in last SFC consequent to convergence of this Scheme with PMAY, no new sanction under RIHS would be given and only the residual second and third installment will be paid and all payment liabilities should be completed by 31st March 2024. Thus deadline was extended for one year. Accordingly, on 31st March 2024, RIHS Scheme achieved its sunset.

Presently, there is proposal under consideration to extend the sunset date to clear the residual payment.

7.9 Health Scheme : Health care facilities are being provided to Beedi, Cine and Non-Coal Mine workers and to their family members through 11 Hospitals and 279 Dispensaries located across the country. Apart from health care facilities, reimbursement of expenditure for specialized medical treatment in case of following critical diseases is also provided :

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

Kidney Transplantation	Reimbursement of expenditure up to Rs. 2,00,000/- to workers.
Hernia, Appendectomy, Ulcer, Gynecological diseases and Prostrate diseases	Reimbursement of expenditure up to Rs. 30,000/- to workers and their dependents.

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

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

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

7.11 Campaign for Unorganized Workers

- **Awareness Programme:** Various camps are organized across the country by the Labour Welfare Organisations in their respective jurisdictions to spread the awareness in respect of various welfare and other schemes like PM-SYM, E-Shram, PMSBY, PMJJBY, PM-JAY (Ayushman Bharat) etc. run by Government of India for the workers of unorganized sector. So far 7274 Aware Camps for PM-SYM, E-Shram, PMSBY, PMJJBY, PM-JAY (Ayushman Bharat)

have been organized by the LWOs across the country.

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

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

Chapter-8

UNORGANIZED WORKERS

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

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

WORKERS IN THE UNORGANIZED SECTOR

8.3 For the first time, provisions have been made to register all the unorganised workers on a National Portal. Accordingly, the eShram portal was launched on 26th August 2021 for creation of a comprehensive National Database of Unorganised Workers, which is seeded with Aadhaar. It has details of workers such as name, occupation, address, educational qualification, skill types etc. for optimum realisation of their employability and facilitate to extend the benefits under the social security schemes to them. It is the first ever national database of unorganised workers including migrant workers, construction workers, gig and platform workers, etc. As on 16th November

2025, more than 31.35 crores unorganised workers have been registered on eShram portal. It is expected that in coming months more workers of unorganised sectors will be registered under this portal. The key objectives of the Portal are as under: -

- Creation of a centralised database of all unorganised workers including Construction Workers, Migrant Workers, Platform workers, Street Vendors, Domestic Workers, Agriculture Workers, etc. authenticated with Aadhaar.
- To improve the implementation efficiency of the social security schemes for the unorganised workers.
- Integration of Social Security Schemes meant for unorganised workers being administered by MoLE and subsequently those run by other ministries as well.
- Sharing of information in respect of registered unorganised workers with stakeholders such as Central Ministries/ Departments/ Boards/ Agencies/ Organisations of the Central & State Governments through APIs for delivery of various social security and welfare schemes being administered by them.
- Portability of the social security and welfare benefits to the migrant and construction workers. Providing a comprehensive database to Central and State Governments for tackling any National Crises such as pandemics like COVID 19 in future.

The eShram “One-Stop-Solution” portal was launched by the Hon'ble Union Minister of Labour & Employment on 21st October 2024. This integrated platform aims to consolidate various social security and welfare schemes under a single digital interface – eShram, to enhance accessibility for unorganised workers. So far, 14 social security and welfare schemes have been successfully integrated or mapped with eShram, along with key portals such as SIDH, NCS, and UMANG. The “One-Stop-Solution” initiative also seeks to raise awareness about government welfare schemes designed for the benefit of unorganised workers.

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

8.4 Pradhan Mantri Shram Yogi Maan-dhan (PM-SYM), a pension scheme for unorganised workers has been introduced by the Government of India to provide old age protection to the Unorganised Workers. As on **31-12-2025 over 51.94 lakh** beneficiaries have been registered under the scheme, including the bulk upload data pertaining to 5.06 Lakh beneficiaries.

8.5 The unorganised workers who are mostly engaged as home based workers, street vendors, mid-day meal workers, head loaders, brick kiln workers, cobblers, rag pickers, domestic workers, washer men, rickshaw pullers, landless labourers, own account workers, agricultural workers, construction workers, beedi workers, handloom workers, leather workers, audio- visual workers and similar other occupations, may join the scheme. It is a voluntary and contributory pension scheme. It is available to all unorganised workers in the age group of 18 years to 40 years with monthly income not exceeding to Rs 15,000. Further he/she should

not be a member of New Pension Scheme (NPS), Employees' State Insurance Corporation (ESIC) scheme or Employees' Provident Fund Organisation (EPFO) and he should not be an income tax payee. The monthly contributions of the beneficiaries range from Rs.55 to Rs.200 per month depending upon their entry age. The equal matching contribution is paid by the Central Government.

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

8.7 The features of the scheme is as given below:

1. Minimum Monthly Assured Pension of Rs. 3000/- shall be provided after attaining the age of 60 years.
2. During the receipt of pension, if the subscriber dies, the spouse of the beneficiary shall be entitled to receive 50% of the pension as family pension.
3. If a beneficiary has given regular contribution and died due to any cause (before age of 60 years), his/her spouse will be entitled to join and continue the scheme subsequently by payment of regular contribution or exit the scheme as per provisions of exit and withdrawal of the money with interest as applicable in the scheme.

Various New Modules introduced in PM-SYM such as Involuntary EXIT Module, Voluntary

EXIT Module, Claim Status, View Account Statement and Revival Module.

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

National Pension Scheme for Traders, Shopkeeper and Self-Employed Persons was launched on 12.09.2019 by the Hon'ble Prime Minister. The eligibility and other features of the scheme are similar to PM-SYM Scheme. It is also a voluntary and contributory pension scheme. In this scheme the annual turnover should not exceed Rs. 1.5 Crore and the subscribers should not be a member of EPFO/ESIC/NPS/ PM-SYM and he should not be an income tax payee. As on 31-12-2025 60,674 beneficiaries have registered under the scheme.

The Building and other Construction workers

8.9 The construction workers constitute one of the largest categories of workers in the unorganized sector. As reported by the States/UTs, about 5.77 crore workers have been employed in construction activities, since constitution of the State BOCW Welfare Boards throughout the country. In order to safeguard the interest of the workers of this sector, Government has enacted the following legislations for the construction workers: -

The Code on Social Security, 2020

The Occupational Safety, Health and Working Conditions Code, 2020

8.10 These legislations regulate the employment and conditions of service, safety, health and welfare measures for the building and other construction workers through State Welfare Boards constituted at the State level. All State Governments and Union Territories is to constitute the State BOCW Welfare Board. Welfare measures are financed by levy of cess

on cost of construction work incurred by an employer (the Government has notified the cess @ 1%).

8.11 The funds so collected are used for providing social security and welfare benefits to the registered workers and their families. An amount of approx. Rs. 1,18,060 Crore has been collected as Cess by the State Governments and Union Territories and an amount of approx. Rs. 68,166 Crore has been spent on the Welfare Scheme for Building and Other Construction workers by the State Governments and the Union Territories, since the constitution of State BOCW Welfare Boards throughout the country and the balance is 71,111 crore as on 30.06.2025.

8.12 With reference to utilization of Cess fund for Welfare Schemes by the State Building and Other Construction Workers' Welfare Boards, a Committee under the Chairmanship of Secretary (Labour and Employment) has been constituted. The Monitoring Committee holds its meeting from time to time with the Principal Secretaries/ Secretaries of Labour departments of the State/ Uts.

8.13 Under close scrutiny of the Hon'ble Court in Writ Petition (Civil) No. 318 of 2006 between M/s National Campaign Committee for Central Legislation on Construction Labour V/s Union of India and others. Pursuant to the judgment dated 19.03.2018 and Order dated 04.10.2018 of the Hon'ble Supreme Court in the matter, Model Scheme for Building and Other Construction Workers and Action Plan (for strengthening Implementation Machinery) were framed and circulated to all States/UTs for implementation. The model scheme is also available on the website of Ministry. Further, as per the directions of the Hon'ble Supreme Court a framework for social audit of implementation of BOCW Act was developed in consultation with the State Governments and other stake

holders and has been circulated to all States/UTs for carrying out social audit as directed by the Hon'ble Supreme Court.

8.14 Subsequently, several meetings have taken place to monitor review the Model Welfare Schemes from time to time. Feedback were also received from the stake holders. An addendum thereon has been issued and also forwarded to all the State/UT Governments in December, 2023 with the following guidelines:

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

8.15 The Mission Mode Project (MMP) was prepared and forwarded to all the States / UTs Governments with the advice to implement the MMP immediately to register all the left out BOC workers who have not been registered with the State Building and Other Construction Workers Welfare Boards which will ensure that all the registered BOC workers get all the benefits of welfare schemes of the State Welfare Boards

and social security schemes of the Central/State Governments like Health Insurance Scheme through PM-JAY (Ayushman Bharat), Life and Disability Cover through PM-Jivan Jyoti Beema Yojana, PM-Suraksha Beema Yojana and Life-long Pension after 60 years through PM-Shram Yogi Mandhan Yojana and subsistence allowance during unemployment, illness, epidemics, natural calamities by using cess fund for the welfare of BOC workers.

8.16. An Order under Section 60 of BOCW Act, 1996 has been issued to the Chief Secretary/Administrators of all States/UTs; All Principal Secretary/Secretary/Commissioner of Labour; and, All Secretary, BOCW State Welfare Boards regarding use of Direct Benefit Transfer (DBT) for cash assistance and restriction on distribution of benefits in-kind to the registered BOCW workers by the State Building and Other Construction Workers' Welfare Board. The said Order, inter-alia, directs the States/UTs that any monetary assistance under the welfare schemes are to be provided through Direct Benefit Transfer (DBT) only in the beneficiary's bank account; and, No benefit is to be provided in-kind except in extraordinary circumstances such as natural calamities, epidemics, fire, accidents caused due to occupational hazard or similar other crisis, and with prior approval of the State Government and intimation to DG Labour Welfare, Govt. of India

8.17 The Hon'ble Minister inaugurated the Digital Labour Chowk app and an online cess collection portal at the National Labour Conference held on 11.11.2025. Through the Labour Chowk, various facilities will be provided to migrant workers in states/union territories, making it easier for them to find work. The online cess portal will ensure transparency in cess collection and significantly increase the amount

collected, resulting in a substantial amount of funds being available for the welfare of construction workers.

8.18 The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and the Building and Other Construction Workers' Welfare Cess, Act, 1996 have been repealed and consequently their provisions relating to Safety and Social Security of the BOC Workers have been subsumed in the Occupational Safety, Health and Working Conditions Code, 2020 (OSH Code, 2020) and the Code on Social Security, 2020 (SS Code, 2020). Both the codes have been notified on 21.11.2025.

Migrant Workers & Inter-State Migrant Workers

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

8.20 The Inter-state Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 has now been subsumed in the Occupational Safety, Health and Working Conditions Code, 2020 and the Code has been notified on 29.09.2020. The above mentioned code commonly known as OSH Code, provides for decent working conditions, minimum wages, grievances redressal mechanism, protection

from abuse and exploitation, enhancement of skills and social security to all category of organised and unorganised workers including migrant workers. The Code is applicable to every establishment in which 10 or more inter-state migrant workers are employed or were employed on any day of the preceding twelve months.

8.21 In the OSH Code, 2020 inter-state migrant worker has been defined as a person who is employed in an establishment who:- (i) has been recruited directly by the employer or indirectly through contractor in one State for employment in such establishment situated in another State or (ii) has come on his own from one State and obtained employment in an establishment of another State or has subsequently changed the establishment within the destination State Under an agreement or other arrangement for such employment and draws wages not exceeding the amount of Rs.18000/- per month.

8.22 An inter-state migrant worker is entitled to all the social security and welfare measures like EPFO, ESIC, insurance, pension and other benefits which is available to the similarly placed workers in any establishment in the State.

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

Section 60 (a) Contractor/ Employer of an establishment employing inter-state migrant worker has to ensure suitable conditions of work having regard to the fact that the migrant worker is required to work in a state other than his own State.

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

worker.

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

Section 61 (d) He is eligible for journey allowance once in a year.

Section 62 (e) He is eligible for benefits of Public Distribution System (PDS) in his native State or the destination State where he is employed, under the initiative named One Nation One Ration Card.

Section 62 (f) He is eligible for the defined benefits from the cess fund if he is working as the Building & Other Construction (BOC) worker.

Section 63 (g) There is a provision of a toll free helpline number.

Section 64 (h) There is also a provision for study of inter-state migrant worker.

Section 65 (i) No suit or other proceeding in Court for recovery of debt of the past liability will lie against the migrant worker after completion of his employment.

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

Gig and Platform Workers

8.25 The Indian workforce is undergoing a profound transformation, with the rise of the gig economy as a pivotal force. Fueled by the rapid expansion of online platforms and the increasing prevalence of flexible work arrangements, this burgeoning sector is

creating a new class of workers who operate outside the traditional employer-employee paradigm.

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

8.27 To address the unique needs of this growing segment, the Code on Social Security 2020 which has come into force on 21.11.2025 for the first time has provided the definition of 'gig workers' and 'platform workers' and provisions related to the same paving the way for a more inclusive and equitable social security system. The Code provides for framing of suitable social security measures for gig workers and platform workers on matters relating to life and disability cover, accident insurance, health and maternity benefits, old age protection, etc. and setting up of a Social Security Fund for funding the welfare schemes for gig & platform workers.

Framework development for social security coverage

8.28 The advent of technology has transformed the world of work with new and flexible types of jobs, business models and working arrangements and has led to new type of employment i.e. gig & platform work. A comprehensive approach has been adopted to develop a robust social security framework for gig and platform workers including detailed research and analysis.

Platform Worker registration and on-boarding

8.29 The Government has launched e-Shram portal on 26.08.2021 for registration and

creation of a comprehensive National Database of Unorganized Workers including platform workers. It allows a person to register himself or herself on the portal on a self-declaration basis using Aadhaar (UAN). Over 31.47 Crore total workers have been registered/updated their profile on e-Shram portal as on date including platform workers

8.30 The e-Shram platform is being leveraged to provide easy access and assimilation of data of platform workers to be received from the aggregators and to channelize the benefits to eligible beneficiaries

8.31 Advisories have been issued to the aggregators on 02.05.25 and 23.07.2025 urging them to onboard themselves and platform workers engaged by them on e-Shram portal. This will facilitate the platform workers to get easy access to the social security benefits. A separate module on e-Shram portal has been launched on 12.12.2024 for aggregators for registering themselves and platform workers engaged by them and in addition, a simplified platform worker registration module has been launched on 12.03.2025

8.32 So far, 12 major platform aggregators have been onboarded on e-Shram portal namely- Zomato, Blinkit, Uncle Delivery, Urban Company, Uber, Amazon, Ola, Swiggy, Ecom Express, Rapido, Zepto and Porter.

8.33 API integration of the e-Shram Portal with data of platform workers as well as onboarding of aggregators and registration of platform workers on the portal has been initiated.

8.34 To ensure maximum registration of platform workers on the e-Shram portal, regular

deliberations are being held with platform aggregators to sensitize platform workers and create awareness among them to register themselves on e-Shram portal. In this connection, three nationwide special campaigns were also conducted during 7-17th April, 2025, 21-30th May, 2025, and 25th August-15th September, 2025, in collaboration with States/UTs, by organizing district/city-level registration camps to enroll platform workers on e-Shram.

Extensive stakeholder consultations

8.35 Multiple rounds of deliberations have been conducted with aggregators, knowledge partners, and platform worker organizations, State Governments/UTs to ensure a comprehensive understanding of the Social Security Code, 2020 and collaborative approaches for developing a social security framework for gig & platform workers. Meetings under the Chairmanship of Honorable Minister of Labour and Employment have been conducted, with the Platform Workers Associations /Unions and Knowledge Partners on 28.10.2025. Meetings under the Chairpersonship of Secretary (L&E) were also held with Aggregators, Knowledge Partners and other stakeholders on 21.05.2025, 07.07.2025, 09.07.2025 and 08.08.2025

8.36 Two meetings on a collaborative study have been conducted on 27.05.2025 and 17.07.2025 with the ILO to comprehensively assess various factors, including the number of platform workers, prevalent business models, potential schemes, financial implications (including aggregator turnover and contribution), and a roadmap for implementation of social security scheme for platform workers.

Chapter-9

BONDED LABOUR

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

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

- On commencement of this Act, the bonded labour system stood abolished and every bonded labourer stood freed and discharged free from any obligation to render bonded labour.
- Any custom, agreement or other instrument by virtue of which a person was required to render any service as bonded labour was rendered void.
- Liability to repay bonded debt was deemed to have been extinguished.
- Property of the bonded labourer was freed from mortgage etc.
- Freed bonded labourer was not to be evicted from homesteads or other residential premises which he was occupying as part of consideration for the bonded labour.
- District Magistrates have been entrusted with certain duties and responsibilities for implementing the provisions of this Act.
- Vigilance committees are required to be

constituted at district and sub-divisional levels.

- Offences for contravention of provisions of the Act are punishable with imprisonment for a term, which may extend to three years and also with fines, which may extend to two thousand rupees.
- Powers of Judicial Magistrates are required to be conferred on Executive Magistrates for trial of offences under this Act. Offences under this Act could be tried summarily.

Central Sector Scheme for Rehabilitation of Bonded Labourer, 2021

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

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

- Financial assistance for rehabilitation of a rescued bonded labourer is Rs. One lakhs per adult male beneficiary, Rs. two lakhs for special category beneficiaries such as children including orphans or those rescued from organized & forced begging rings or other forms of forced child labour, and women and Rs. three lakhs in cases of bonded or forced labour involving extreme cases of deprivation or marginalization such as trans-genders, or women or children rescued from ostensible sexual exploitation such as brothels, massage parlours, placement agencies etc., or trafficking, or in cases of differently abled persons, or in situations where the District Magistrate deems fit.
- The State Governments are not required to pay any matching contribution for the purpose of cash rehabilitation assistance.
- The Scheme provides for financial assistance of Rs. 4.50 lakhs per district for conducting survey of bonded labourers once in every three years for sensitive district, Rs. 1.50 lakhs for evaluatory studies (maximum of five evaluatory studies per year) and Rs. 10 lakhs per annum for awareness generation per State.
- The release of rehabilitation assistance is linked with conviction of the accused. However, immediate cash assistance upto Rs. 30,000/- may be provided to the

rescued bonded labour by the District Administration irrespective of the status of conviction proceedings. Further, in case, where the trial has not been concluded, but the District Administration has arrived at a *prima-facie* finding and proof of bondage, then the proposal for cash assistance shall not be stopped for want of details of conviction. However, final disbursement of cash assistance and non-cash assistance shall be made upon proof of bondage and other legal consequences as per judicial process.

- The Scheme provides for creation of a Bonded Labour Rehabilitation Fund at District level by each State with a permanent corpus of at least Rs. 10 lakhs at the disposal of the District Magistrate which would be renewable for extending immediate help to the released bonded labourers.
- The above benefits are in addition to other cash or non-cash benefits provided by the States.

A total no. of 3,16,377 bonded labourers have been released and Rs. 10,644.40 lakhs have been released /reimbursed to the State / UT Governments under Scheme for rehabilitation of bonded labourers till 31.12.2025. Further, Rs. 1198.28 lakh has been provided to State /UT Govts towards conducting survey, awareness generation and evaluatory studies till 31.12.2025.

Chapter-10

CONTRACT LABOUR

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

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

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

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

10.5 The Central Advisory Contract Labour Board (CACLB) is a tripartite body. The non-official members hold office for a term of three years. The present CACLB has been re-constituted on 05.01.2024 and its term is upto 04.01.2027. Till date, 107 meetings of the Central Advisory Contract Labour Board have been held, including six meetings by the present Board

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

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

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

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

up for such activity, namely:

- (i) sanitation works, including sweeping, cleaning, dusting and collection and disposal of all kinds of waste;
- (ii) watch and ward services including security services;
- (iii) canteen and catering services;
- (iv) loading and unloading operations;
- (v) running of hospitals, educational and training Institutions, guest houses, clubs and the like where they are in the nature of support services of an establishment;
- (vi) courier services which are in nature of

support services of an establishment;

- (vii) civil and other constructional works, including maintenance;
- (viii) gardening and maintenance of lawns and other like activities;
- (ix) housekeeping and laundry services, and other like activities, where these are in nature of support services of an establishment;
- (x) transport services including, ambulance services;
- (xi) any activity of intermittent nature even if that constitutes a core activity of an establishment.

Chapter-11

WOMEN AND WORK

PROFILE OF WOMEN WORKERS

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

Periodic Labour Force Survey (PLFS)

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

PROTECTIVE LEGAL PROVISIONS UNDER THE FOUR LABOUR CODES

11.3 The Government of India has implemented four Labour Codes namely the Code on Wages, 2019, the Industrial Relations Code, 2020, the Code on Social Security, 2020 and the Occupational Safety, Health and Working Conditions Code, 2020 with effect from 21st November 2025, thereby rationalising and subsuming 29 existing labour laws. With a view to encouraging employment of women, several protective provisions have been incorporated in the labour codes for creating congenial work environment for women workers, the details of which are as follows:

(A) The Code on Wages, 2019

The Code on Wages, 2019 subsumes the provisions of four labour laws, namely:

1. The Minimum Wages Act, 1948,
2. The Payment of Wages Act, 1936,
3. The Payment of Bonus Act, 1956 and
4. The Equal Remuneration Act, 1976.

The provisions of the Code on Wages, 2019 are gender-neutral and thus do not discriminate on the grounds of gender. Following are some of the benefits of the Code on Wages, 2019 that apply uniformly to all employees (**including women**):

- i. Universalization of Applicability of Minimum Wages across employments.
- ii. Timely Payment of Wages to all employees, irrespective of any wage ceiling and establishment strength.

- iii. Wage protection by virtue of fixation of statutory Floor Wage to be fixed by the Central Government, below which no employee shall be paid wages.
- iv. Fixation of working hours constitution normal working day and adequate provision for rest day.
- v. Provision of compensation with Overtime rate of wages that shall not be less than twice the normal rate of wages for working beyond normal working hours or on day of rest.
- vi. Capping of allowances at 50% of total remuneration, exceeding which the allowances shall be calculated as wages (excess part/difference), thereby ensuring adequate statutory benefits linked to wages such as PF contribution, gratuity etc.
- vii. Enhancement of limitation period for filing of claims up to three years.
- viii. Shifting the burden of proof on employer to prove that all the dues have been paid by him.

Section 3 of the Code on Wages, 2019, mandates that there shall be no discrimination in an establishment or any unit thereof among employees on the ground of gender in matters relating to wages and recruitment by the employer, in respect of the same work or work of similar nature.

Section 42 of the Code on Wages, 2019, mandates that one-third of the members of the Advisory Board(s) to be constituted by the Central as well as State Governments shall be women and that the Advisory Board shall advise, from time to time, their respective Governments in matters related to increasing employment opportunities for women and the extent to which women may be employed in such

establishments.

(B) The Occupational Safety, Health and Working Conditions Code, 2020

The Occupation Safety, Health and Working Conditions Code, 2020 subsumes the provisions of thirteen labour laws, namely:

- i. The Factories Act, 1948,
- ii. The Plantations Labour Act, 1951,
- iii. The Mines Act, 1952,
- iv. The Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955,
- v. The Working Journalists (Fixation of Rates of Wages) Act, 1958,
- vi. The Motor Transport Workers Act, 1961,
- vii. The Beedi and Cigar Workers (Conditions of Employment) Act, 1966,
- viii. The Contract Labour (Regulation and Abolition) Act, 1970,
- ix. The Sales Promotions Employees (Conditions of Service) Act, 1976,
- x. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979,
- xi. The Cine-Workers and Cinema Theatre Workers (Regulation of Employment) Act, 1981,
- xii. The Dock Workers (Safety, Health and Welfare) Act, 1986, and
- xiii. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.

Following are some of the benefits of the Occupation Safety, Health and Working

Conditions Code, 2020 that apply uniformly to all women employees:

Section 24(3) - Welfare facilities in the establishment, etc.

(3) The Central Government may make rules to provide for the facility of crèche having suitable room or rooms for the use of children under the age of six years of the employees at suitable location and distance either separately or along with common facilities in establishments wherein more than fifty workers are ordinarily employed.

Section 43 - Employment of women.

43. Women shall be entitled to be employed in all establishments for all types of work under this Code and they may also be employed, with their consent before 6 a.m. and beyond 7 p.m. subject to such conditions relating to safety, holidays and working hours or any other condition to be observed by the employer as may be prescribed by the appropriate Government.

Section 44 -Adequate safety of employment of women in dangerous operation.

44. Where the appropriate Government considers that the employment of women is dangerous for their health and safety, in an establishment or class of establishments or in any particular hazardous or dangerous processes in such establishment or class of establishments, due to the operation carried out therein, such Government may in the prescribed manner, require the employer to provide adequate safeguards prior to the employment of women for such operation

Section 82 - Dangerous Operations- The appropriate Government may by rules to make the provisions relating to any operations, factory or class or description of factories in which manufacturing process or operation is carried on which exposes any of the persons employed in it

to a serious risk of bodily injury, poisoning or disease, for—

(b) prohibiting or restricting the employment of pregnant women in the manufacturing process or operations.

Section 93(2)Safety - The State Government may prescribe for special safeguards for employment of women or adolescents in using or handling hazardous chemicals.

Section 135 - Power of State Government to make rules-

(1) The State Government may, subject to the condition of previous publication and by notification, make rules for the carrying out the provisions of this Code.

(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely: —

(u) for prohibiting or, restricting employment of women or adolescents under sub-section (2) of section 93.

Section 18 (2)(f) of the OSH & WC code, 2020

The safeguards and entitlements applicable to women workers, including women beedi workers, are primarily covered under Section 6 (Duties of Employer), Section 23 (Health, Safety and Working Conditions), Section 24 (Welfare Provisions), Section 25 (Hours of Work and Annual Leave with Wages), Part V (Beedi and Cigar Workers), and other relevant provisions of the Code.

(C) The Code on Social Security, 2020

The Code on Social Security, 2020 subsumes the provision of the nine labour laws, namely:

- i. The Employee's Compensation Act, 1923,

- ii. The Employees' State Insurance Act, 1948.
- iii. The Employees' Provident Funds and Miscellaneous Provisions Act, 1952,
- iv. The Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959,
- v. The Maternity Benefit Act, 1961,
- vi. The Payment of Gratuity Act, 1972,
- vii. The Cine-Workers Welfare Fund Act, 1981,
- viii. The Building and Other Construction Workers' Welfare Cess Act, 1996, and
- ix. The Unorganised Workers' Social Security Act, 2008.

Following are some of the benefits of the Code on Social Security, 2020 that apply uniformly to women employees:

Maternity Benefit:

Payment of 26 weeks full leave salary to women employee/worker upto two children and 12 weeks for women with two or more surviving children; prohibition on employment of women during six weeks post-delivery/miscarriage; provisions for adoptive and commissioning mothers; medical bonus; leave for miscarriage, MTP and tubectomy; additional sickness leave for pregnancy-related illness; nursing breaks up to 15 months; employer-provided creche facilities for establishment with ≥ 50 employees, provisions for employers to allow women employee to work from home, wherever possible, after returning from maternity leave with mutually agreed conditions and time period. (As stipulated by Section: 59, 60, 62, 63, 64, 65, 66 & 67).

(D) The Industrial Relations Code, 2020

The Industrial Relation Code, 2020 subsumes

the provisions of three labour laws, namely:

- i. The Trade Unions Act, 1926,
- ii. The Industrial Employment (Standing Orders) Act, 1946, and
- iii. The Industrial Disputes Act, 1947.

Following are some of the benefits of the Industrial Relation Code, 2020 that apply uniformly to women employees:

Section 4 (4) of Grievance Redressal Committee of the Industrial Relations Code, 2020 covers the provisions related to women worker that states "The total number of members of the Grievance Redressal Committee shall not exceed ten: Provided that there shall be adequate representation of women workers in the Grievance Redressal Committee and such representation shall not be less than the proportion of women workers to the total workers employed in the industrial establishment.

Section 66 (Definition of continuous service) of Industrial Relations Code, 2020 provides that for the purpose of calculating continuous service, the number of days on which a woman worker has actually worked under an employer shall include the days on which she has been on maternity leave, however, the total period of such maternity leave does not exceed the period as specified in the Maternity Benefit Act, 1961 (53 of 1961).

CHILD CARE CENTRES

11.4 Statutory provisions have been made in Labour Codes for crèche for child care. These include under the Occupational Safety, Health and Working Conditions Code, 2020 & the Code on Social Security, 2020.

COMPLAINT COMMITTEE

11.5 A complaint Committee to deal with the complaints of sexual harassment of women

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

Training of Women Workers

11.6 In tune with the Government of India's stress on empowering the women workers, special efforts were made by Dattopant Thengadi National Board for Workers Education and Development (erstwhile Central Board of Workers Education) to have more participation of Women Workers in Board's various training programmes. During April 2024 to December 2025, a numbers of special programs focusing women workers especially in the unorganized sector were lunched e.g. POSH and Occupational Health and Safety etc. were conducted. A total of 6,82,598 women workers have participated in Board's various training Program, among these 1,22,321 were from SC category, 44,641 from ST Category and 5,15,636 from other category during the said period.

11.7 The V.V. Giri National Labour Institute (VVGNI), which is the training, research and policy institute of the Ministry of Labour & Employment, conducts various customized training programmes on labour and employment issues for women workers on regular basis. Training for gender parity and women's empowerment is a vital component of VVGNI's Commitment to promote gender equality for creating gender inclusive societies. Considering training as a transformative process aiming to provide knowledge, skills, altitudinal and behavioural change, the Institute conducts training programmes on various dimensions of

gender. Nineteen training programmes conducted exclusively on various issues related to gender and women empowerment in which 439 women participated are as follows:

Training programme on Gender and Women during 2025:

1. Leadership Development Programme for Sustainable Development – January 06-10, 2025
2. International Labour Standards and Promotion of Gender Equality at the Workplace - February 10-28, 2025
3. Gender and Labour Issues- February 12-14-2025
4. Gender, Work and Development – March 24-28, 2025
5. Gender issues in Labour: A Behavioural approach for North Eastern States – May 19-23, 2025
6. Gender, Work and Social Protection for North Eastern States – June 23-27, 2025
7. Social Security and Leadership for Rural Women Workers –July 21-23, 2025
8. Gender and Migration – August 04-08, 2025
9. Leadership Development for Sustainable Development –August 25-29, 2025
10. Facilitating Gender Environment: A Behavioural Approach for Police Personnel –August 18-22, 2025
11. Gender and Transformative Leadership – August 26-29, 2025
12. Gender and Labour Laws: National from International Perspectives – September 01-03, 2025

13. Development Strategies for Women Workers in the Informal Economy – September 08-12, 2025
14. Gender and Entrepreneurship – September 15-17, 2025
15. Laws Relating to Equality and Empowerment of Women – September 22-26, 2025
16. Enhancing Employability and Entrepreneurship among Women – October 13-17, 2025
17. Gender Responsive Budgeting – November 3-7, 2025
18. Women and Work in India- November 10-14, 2025
19. Women in Informal Economy – November 17-19, 2025

11.8 Proposed training programmes to be conducted from December, 2025 to March, 2026:

1. Enhancing Employability and Entrepreneurship among Women of North Eastern States – November 20-28, 2025
2. Research Methods in Gender and Labour Issues – December 01-05, 2025
3. International Training Programme on Gender Issues in the world of work – December 08-26, 2025

4. Gender and Entrepreneurship Together – December 15-16, 2025
5. Leadership development programme for women officials January 12-14, 2026
6. Gender and Labour Issues – February 18-20, 2026
7. Gender, Work and Development – March -09-13, 2026

ASSISTANCE TO WOMEN JOB SEEKERS

NCS Features for Women

11.9 In order to promote women's empowerment, the National Career Service (NCS) offers various features to help women connect with the right opportunities. A specific filter, "Jobs for Women," is available on the NCS Portal Home Page under the "Find Jobs" section to enable easy search and application for relevant jobs. Women candidates are also encouraged to participate in Job Fairs and Recruitment Drives conducted by the 407 Model Career Centers (MCCs) across the country (in States/UTs).

11.10 The Employment Exchanges take special care to cater to the job needs of women registered with them. During the year 2023, total 151.6 and during 2024, total 134.8 thousand women were placed in various employments.

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

Chapter-12

CHILDREN AND WORK

INTRODUCTION

12.1 Our Constitution provides for protection of children from involvement in economic activities and avocations unsuited to their age and this is provided for in the Fundamental Rights (Article-24). Directive Principles of State Policy in the Constitution also strongly reiterate this commitment.

Constitutional Provisions:

Article 21 A

Right to Education

The State shall provide free and compulsory education to all children of the age of 6 to 14 years in such manner as the State, by law, may determine.

Article 24

Prohibition of employment of children in factories, etc.

No child below the age of 14 years shall be employed in work in any factory or mine or engaged in any other hazardous employment.

Article 39

The State shall, in particular, direct its policy towards securing:-The health and strength of workers, men and women, and the tender age of children are not abused and that citizens are not forced by economic necessity to enter avocations unsuited to their age or strength.

12.2 Constitutional and legislative provisions providing protection to children against employment has been elaborated in the National Child Labour Policy announced in

1987. The policy addresses the complex issue of child labour in a comprehensive, holistic and integrated manner. The action plan under this policy is multi-pronged and mainly consists of:

- (i) A legislative action plan;
- (ii) Focuses on general development programmes for the benefit of the families of children; and
- (iii) Project-based action plan in areas of high concentration of child labour.

Legal Protection of Children at Work

12.3 The Child and Adolescent Labour (Prohibition & Regulation) Act, 1986 as amended in 2016 *inter-alia* covers complete prohibition on employment or work of children below 14 years of age in all occupations and processes; linking the age of the prohibition of employment with the age for free and compulsory education under Right to Education Act, 2009; prohibition on employment of adolescents (14 to 18 years of age) in hazardous occupations or processes and making stricter punishment for the employers contravening the provisions of the Act.

12.4 The Child Labour (Prohibition & Regulation) Amendment Rules, 2017, *inter-alia*, cover provision for prevention, rescue and rehabilitation and convergence, definition of “help” in the family enterprises owned by the family of the child and regulation of child artists to ensure their safety and security. The Rules also provides for District Nodal Officer (DNO) and Task Force under the chairmanship of District Magistrate to ensure that the provisions of the Act are properly enforced.

12.5 The Central Government is the “appropriate Government” in relation to establishments under the control of the Central Government or a railway administration or a major port or a mine or oilfield. In all other cases, the State Government is the “appropriate Government”. The State Action Plan issued by the Ministry enumerates the actions arisen on the part of State Governments /UTs after enactment of the Amendment Act.

12.6 The Schedule of hazardous occupations and processes of the Act is divided in two parts namely 'Part A' covering a list of hazardous occupations and processes in which adolescents are prohibited to work and children are prohibited to help in family or family enterprises and 'Part B' covering an additional list of occupations and processes where children are prohibited to help in family or family enterprises (in addition to 'Part A'). The revised schedule of the Act is at **Annexure 12.1**.

12.7 After making suitable amendment in the Child Labour (Prohibition & Regulation) Act 1986 in 2016, India ratified ILO conventions No.138 (minimum age of entry to employment) and 182 (worst form of child labour) on 13.06.2017. By ratifying these two core conventions, India join majority of the countries who have adopted the legislation to prohibit and place severe restrictions on the employment and work of children.

12.8 The Standard Operating Procedure (SOP) framed by the Ministry works as a ready reckoner for trainers, practitioners and monitoring agencies to ensure complete prohibition of child labour and protection of adolescents from hazardous labour ultimately leading to Child Labour Free India. The online portal PENCiL (Platform for Effective Enforcement for No Child Labour) developed by the Ministry of Labour & Employment provide for a mechanism for both

enforcement of the legislative provisions and effective implementation of the National Child Labour Project (NCLP). The Portal has components like Complaint Corner, Child Tracking System, and NCLP data. Complaints of child labour can be registered electronically on the Portal to the concerned District Nodal Officers (DNOs) for taking prompt action.

12.9 Coordination and Convergence among Agencies

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

Provision of Child & Adolescent Labour Rehabilitation Fund:

12.10 In order to give the statutory back up for the rehabilitation Fund, the Government has made a provision in the Child Labour (Prohibition & Regulation) Amendment Act, 2016 for constitution of Child & Adolescent Labour Rehabilitation Fund at district level to ensure that child and adolescent is not only rescued but his future is secured by the amount collected in fund

for his welfare and education. The amount of fine realized from the employer of the child or adolescent shall be credited in the rehabilitation Fund and an amount of fifteen thousand will also be credited by the appropriate Government for each of the child and adolescents rescued from the work.

Annexure 12.1

PART A

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

1. Mines and Collieries (underground and underwater) and related work in,-
 - i. Stone quarries;
 - ii. Brick kilns;
 - iii. Preparatory and incidental processes thereof including extraction, grinding, cutting, splitting, polishing, collection, cobbling of stones or lime or slate or silica or mica or any other such element or mineral extracted from the earth; or
 - iv. Open pit mines.
 2. Inflammable substances and explosives such as -
 - i. Production, storage or sale of fire crackers;
 - ii. For manufacture, storage, sale, loading, unloading or transport of explosives as defined under the Explosives Act, 1884 (4 of 1884);
 - iii. Work relating to manufacturing, handling, grinding, glazing, cutting, polishing, welding, moulding, electro-plating, or any other process involving inflammable substances;
 - iv. Waste management of inflammable substances, explosives and their by-products; or
 - v. Natural gas and other related products.
- Hazardous processes (serial numbers (3) to (31) below are as specified in the First Schedule of the Factories Act, 1948 (63 of 1948))**
3. Ferrous Metallurgical Industries
 - i. Integrated Iron and Steel;
 - ii. Ferro-alloys;
 - iii. Special Steels.
 4. Non-ferrous Metallurgical Industries: Primary Metallurgical Industries, namely zinc, lead, copper, manganese and aluminum.
 5. Foundries (ferrous and non-ferrous): Castings and forgings including cleaning or smoothening or roughening by sand and shot blasting.
 6. Coal (including coke) Industries:
 - i. Coal, Lignite, Coke, similar other substance;
 - ii. Fuel Cases (including Coal Gas, Producer Gas, Water Gas).
 7. Power Generating Industries.
 8. Pulp and paper (including paper products) Industries.
 9. Fertilizer Industries:
 - i. Nitrogenous;
 - ii. Phosphatic;
 - iii. Mixed.
 10. Cement Industries: Portland cement (including slag cement, puzzolona

- cement and their products).
11. Petroleum Industries:
 - i. Oil Refining;
 - ii. Lubricating Oils and Greases.
 12. Petro-chemical Industries.
 13. Drugs and Pharmaceutical Industries: Narcotics, Drugs and Pharmaceuticals.
 14. Fermentation Industries (Distilleries and Breweries).
 15. Rubber (Synthetic Industries).
 16. Paints and Pigment Industries.
 17. Leather Tanning Industries.
 18. Electro-plating Industries.
 19. Chemical Industries:
 - i. Coke Oven By-products and Coaltar Distillation products;
 - ii. Industrial Gases (nitrogen, oxygen, acetylene, argon, carbon dioxide, hydrogen, Sulphur dioxide, nitrous oxide, halogenated hydrocarbon, ozone, similar other gas);
 - iii. Industrial Carbon;
 - iv. Alkalies and Acids;
 - v. Chromates and dichromates;
 - vi. Lead and its compounds;
 - vii. Electro chemicals (metallic sodium, potassium and magnesium, chlorates, per chlorates and peroxides);
 - viii. Electro thermal produces (artificial abrasive, calcium carbide);
 - ix. Nitrogenous compounds (cyanides, cyanamides, and other nitrogenous compounds);
 - x. Phosphorus and its compounds;
 - xi. Halogens and Halogenated compounds (chlorine, fluorine, bromine and iodine);
 - xii. Explosives (including industrial explosives and detonators and fuses).
 20. Insecticides, Fungicides, Herbicides and other pesticides industries.
 21. Synthetic Resin and Plastics.
 22. Man-made Fiber (Cellulosic and non-cellulosic) industry.
 23. Manufacture and repair of electrical accumulators.
 24. Glass and Ceramics.
 25. Grinding or glazing of metals.
 26. Manufacture, handling and processing of asbestos and its products.
 27. Extraction of oils and fats from vegetable and animal sources.
 28. Manufacture, handling and use of benzene and substances containing benzene.
 29. Manufacturing processes and operations involving carbon disulphide.
 30. Dyes and dyestuff including their intermediates.
 31. Highly flammable liquids and gases.
 32. Process involving handling and processing of hazardous and toxic chemicals as specified in Part-II of the Schedule I to the Manufacture, Storage and Import of Hazardous Chemical Rules, 1989.

33. Work in slaughter houses and abattoirs including work with guillotines.

34. Work involving exposure to radioactive substances including electronic waste and incidental processes therein.

35. Ship breaking.

36. Salt Mining or Salt Pan Work.

37. Hazardous processes as specified in Schedule IX to the Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Central Rules, 1998.

38. Work in beedi-making or processing of tobacco including manufacturing, pasting and handling tobacco or any drugs or psychotropic substance or alcohol in any form in food processing and beverage industry and at bars, pubs, parties or other similar occasions that serve alcoholic substances.

PART B

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

Occupations

Any occupation concerned with -

1. Transport of passengers, goods or mails by railways;
2. Cinder picking, clearing of an ash pit or building operation in the railway premises;
3. Work in a catering establishment at a railway station, involving the movement of a vendor or any other employee of the establishment from one platform to another or into or out of a moving train;
4. Work relating to the construction of a

railway station or with any other work where such work is done in close proximity to or between the railway tracks;

5. A port authority within the limits of any port;
6. Automobile workshops and garages;
7. Handloom and powerloom industry;
8. Plastic units and fiberglass workshops;
9. Domestic workers or servants;
10. Dhabas (roadside eateries), restaurants, hotels, motels, resorts;
11. Diving;
12. Circus;
13. Caring of Elephant;
14. Power driven bakery machine;
15. Shoe making.

Processes

1. Carpet-weaving including preparatory and incidental process thereof;
2. Cement manufacture, including bagging of cement;
3. Cloth printing, dyeing and weaving including processes, preparatory and incidental thereto;
4. Shellac manufacture;
5. Soap manufacture;
6. Wool-cleaning;
7. Building and construction industry including processing and polishing of granite stones; hauling and stacking materials; carpentry; masonry;

8. Manufacture of slate pencils (including packing);
9. Manufacture of products from agate;
10. Cashew and cashew nut descaling and processing;
11. Metal cleaning, photo engraving and soldering processes in electronic industries;
12. Aggarbatti manufacturing;
13. Automobile repairs and maintenance including processes incidental thereto namely, welding, lathe work, dent beating and painting;
14. Roof tiles units;
15. Cotton ginning and processing and production of hosiery goods;
16. Detergent manufacturing;
17. Fabrication workshops (ferrous and non-ferrous);
18. Gem cutting and polishing;
19. Handling of chromite and manganese ores;
20. Jute textile manufacture and coir making;
21. Lime kilns and manufacture of lime;
22. Lock making;
23. Manufacturing processes having exposure to lead such as primary and secondary smelting, welding and cutting of lead-painted metal constructions, welding of galvanized or zinc silicate, polyvinyl chloride, mixing (by hand) of crystal glass mass, sanding or scraping of lead paint, burning of lead in enameling workshops, lead mining, plumbing, cable making, wire patenting, lead casting, type founding in printing shops, shot making and lead glass blowing;
24. Manufacture of cement pipes, cement products and other related work;
25. Manufacture of glass, glass ware including bangles, florescent tubes, bulbs and other similar glass products;
26. Manufacturing or handling of pesticides and insecticides;
27. Manufacturing or processing and handling of corrosive and toxic substances;
28. Manufacturing of burning coal and coal briquettes;
29. Manufacturing of sports goods involving exposure to synthetic materials, chemicals and leather;
30. Oil expelling and refinery;
31. Paper making;
32. Potteries and ceramic industry;
33. Polishing, molding, cutting, welding and manufacturing of brass goods in all forms;
34. Processes in agriculture where tractors, threshing and harvesting machines are used and chaff cutting;
35. Saw mill – all processes;
36. Sericulture processing;
37. Skinning, dyeing and processes for manufacturing of leather and leather products;
38. Tyre making, repairing, re-treading and graphite beneficiation;
39. Utensils making, polishing and metal buffing;

40. Zari' making and processes involving the use of *zari* (all processes);
41. Graphite powdering and incidental processing;
42. Grinding or glazing of metals;
43. Diamond cutting and polishing;
44. Rag picking and scavenging;
45. Mechanized fishing;
46. Food processing;
47. Beverage industry;
48. Cultivating, sorting, drying and packaging in spice industry;
49. Timber handling and loading;
50. Mechanical lumbering;
51. Warehousing;
52. Massage parlours, gymnasiums, or other recreational centers, or in medical facilities;
53. Operations involving the following dangerous machines:-
 - (a) Hoists and lifts;
 - (b) Lifting machines, chains, ropes and lifting tackles;
 - (c) Revolving machinery;
 - (d) Power presses;
 - (e) Machine tools used in the metal trades;
54. Composing types for printing, printing by letter press, lithography, photogravure or other similar process or book-binding, as specified in sub-clause (iv) of clause (k) of section 2 of the Factories Act, 1948."

Chapter-13

OCCUPATIONAL SAFETY & HEALTH

Directorate General Factory Advice Service & Labour Institutes (DGFASLI)

13.1 The Directorate General Factory Advice Service & Labour Institutes (DGFASLI), Mumbai is an attached office of the Ministry of Labour & Employment. It functions as a technical arm of the Ministry regarding matters concerned with the safety, health and welfare of workers in factories and ports. It assists Central Government in the formulation / review of policies and legislations on Occupational Safety and Health in factories and ports, maintains liaison with Factory Inspectorates of States and Union Territories in regard to the implementation and enforcement of provisions of the Factories Act, 1948; renders advice on technical matters, enforces the Dock Workers (Safety Health & Welfare) Act, 1986; undertakes research in industrial safety, occupational health, industrial hygiene etc.; and provides training, mainly, in the field of industrial safety and health including one-year Diploma Course in Industrial Safety, three-month Certificate Course in Industrial Health (Associate Fellow of Industrial Health -AFIH), four-week Specialized Certificate Course in Safety and Health for Supervisory Personnel working in Hazardous Process Industries etc.

The DGFASLI organization comprises the Headquarter, five Labour Institutes (at Faridabad, Chennai, Kanpur, Kolkata, and Shillong), and eleven Inspectorates of Dock Safety located at Major Ports. The Headquarter is in Mumbai and it has different divisions / cells, viz. Factory Advice Service Division, Dock Safety Division and Construction Advisory Service Division

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

- **Industrial Safety**
- **Industrial Hygiene**
- **Industrial Medicine**
- **Work Environmental Engineering**
- **Staff Training and Productivity**
- **Major Accident Hazards Control**

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

The Regional Labour Institutes (RLIs) in Chennai, Faridabad, Kanpur, Kolkata, and Shillong serve the respective regions of the country, these are located in. Each of these institutes has the following divisions/ sections:

- **Industrial Safety**
- **Industrial Hygiene**
- **Industrial Medicine**

The Inspectorates of Dock Safety are established at 11 major ports of India viz. Kolkata, Mumbai, Chennai, Visakhapatnam,

Paradip, Kandla, Mormugao, Tuticorin, Cochin, New Mangalore and Jawaharlal Nehru Port.

The total strength of DGFASLI as on 31st December 2025 were as under:

Total strength of DGFASLI organisation (as on 31 December 2025)

Name of the Department	Group A			Group B			Group C			Total		
	S	W	V	S	W	V	S	W	V	S	W	V
Head Quarters	14	11	02	22	06	16	20	04	16	56	22	34
CLI, Mumbai	21	13	08	06	03	03	82	40	42	109	56	53
RLI, Chennai	08	05	03	02	02	00	27	09	18	37	16	21
RLI, Faridabad	07	07	00	02	00	02	10	04	06	19	11	08
RLI, Kanpur	08	07	02	02	00	02	29	08	21	39	14	25
RLI, Kolkata	08	07	01	02	00	02	27	13	14	37	20	17
Inspectorates of Dock Safety	14	05	09	11	04	07	31	11	20	56	20	36
Total	80	55	25	47	15	32	226	89	137	353	159	194

N.B.: S: Sanctioned Strength, W: Working, V: Vacant

B. ACTIVITIES OF THE ORGANISATION

I. SAFETY AND HEALTH IN FACTORIES

The Factories Act, 1948 is the principal legislation for regulating various aspects relating to the Safety, Health and Welfare of workers employed in factories. This Act is a Central Enactment, which aims at protecting workers employed in factories from industrial and occupational hazards. The State Governments

and Union Territory Administration frame their Rules under the Act and enforce provisions of the Act and respective rules through their Factory Inspectorates/Directorates.

II. INSPECTORATE OF DOCK SAFETY

The Dock Workers (Safety, Health and Welfare) Act, 1986 came into force on 14th April, 1987. The Dock Workers (Safety, Health and Welfare) Rules, 1989 and Regulations, 1990, were framed under this Act. The Act and Regulations cover the safety, health & welfare aspects of dock workers engaged in loading, unloading & transportation of cargo, including the work incidental to dock work. In addition, the Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989 framed under the Environment (Protection) Act, 1986 are also enforced by DGFASLI in the major ports of India through the Inspectorates of Dock Safety.

Administration of the Act and the Regulation in major ports is carried out by the Ministry of Labour & Employment, through DGFASLI, Mumbai. The Director General, DGFASLI is the Chief Inspector of Dock Safety appointed under the Act. The Chief Inspector of Dock Safety is also an authority for enforcement of the Manufacture, Storage and Import of Hazardous Chemicals Rules, 1989 framed under the Environment (Protection) Act, 1986 in the major ports.

The above statutes are enforced by the Inspectors posted at Inspectorate of Dock Safety at all the major ports viz. Mumbai, Kolkata, Chennai, Kandla, Mormugao, New Mangalore, Cochin, Tuticorin, Visakhapatnam, Paradip and Jawaharlal Nehru Port.

The main function of the Inspectorates is to ensure the compliance with the provisions under the statutes. The statutory responsibilities of Inspector include inspection of ships, tankers, loose-gears, container-handling equipment, docks, container-yard and terminal, hazardous installations and isolated storages, tanks;

carrying out the investigation of accidents (fatal and serious) and dangerous occurrences; prosecution of employers, attending to complaints, providing advisory services and conducting safety promotional activities like training programmes, workshops, celebration of safety week etc. The Inspectorate also prosecutes the agency responsible for violation of any provision of the Act and Regulations framed there under.

The details of the enforcement activities (various inspections, investigations, prosecutions, promotional activities, etc.) carried out by the Dock Safety Inspectorates at all major ports for the administration and enforcement of the Dock Safety statutes is given in **Annexure - I**.

The Factories Act, 1948 and the Dock Workers (Safety, Health and Welfare) Act, 1986 along with another 11 other Acts have been subsumed in the Occupational Safety Health & Working Conditions (OSH&WC) Code, 2020. The OSH&WC Code, 2020 has come into force on 21.11.2025.

III. TRAINING PROGRAMMES

DGFASLI regularly conducts several training programmes of varying duration for awareness and effective compliance of standards / measures to ensure Safety and Health at the workplace through its Central / Regional Labour Institutes, DGFASLI conducts the following training programmes:

- Advance Diploma in Industrial Safety (ADIS), one-year diploma course wherein candidates from various private and government organisations participate to be eligible for Safety Officers as required under section 40(B) of the Factories Act, 1948 and Rules made there under.
- Associate Fellow of Industrial Health (AFIH), a three-month certificate course to be eligible for Factory Medical Officers in Occupational Health Centres in the Factories.

- 4-week Specialized Certificate Course for Supervisors employed in Hazardous Process industries under section 41C (b) of the Factories Act, 1948.
- 10-day Basic Course for newly recruited Inspectors of factories.
- 5-day Refresher Course for Senior Inspectors of factories.
- Long duration training programme (3 or more days duration)
- Short duration training programme (1 or 2-day duration)
- Seminar/Workshop
- In-plant training programmes for the industries
- Appreciation programme, visit to the OSH exhibition centres, visit to laboratories etc.
- Talks, online programmes etc. for industry personnel

The details of the training programmes conducted during Jan 2025 to Dec 2025 are given in **Annexure - II**.

IV. STUDIES AND SURVEYS

National Studies and Surveys are conducted by DGFASLI, in its efforts towards helping the Central Government to ascertain the status of working conditions, safety and health in factories and docks, and to formulate the appropriate standards for inclusion in statutes. Unit level consultancy studies are carried out at the request of the management and reports are submitted for implementation of the recommendations for further improvements in factories concerned.

V. INDUSTRIAL SAFETY, HEALTH & WELFARE CENTRE

Industrial Safety, Health and Welfare Centre of the Central Labour Institute and Regional Labour Institutes promote hazard

communication through display of panels, models, charts, graphs, write-ups etc. which are visited by workers, executives from industry and delegates from other countries.

VI. TESTING PERSONAL PROTECTIVE EQUIPMENT

The Industrial Hygiene Division at CLI, Mumbai is concerned with the improvement of Industrial Work Environment. The division comprises Industrial Hygiene Laboratory (IHL), Respiratory Equipment Testing Laboratory (RETL) and Non-Respiratory Equipment Testing Laboratory (NRETL). The RETL and NRETL labs carry out testing of indigenous Personal Protective Equipment (PPE) as per the standards set by the Bureau of Indian Standards (BIS).

- **Respiratory Personal Protective Equipment Testing:** The laboratories for respiratory personal protective equipment testing at Central Labour Institute, Mumbai tests the performance and efficiency of indigenous respiratory PPE such as Dust Masks, Canisters / Cartridge Gas Respirators, SCBA Air Quality equipment, etc. as per relevant BIS standards.
- **Non-Respiratory Personal Protective Equipment Testing:** The laboratories for non-respiratory personal protective equipment testing at Central Labour Institute, Mumbai carries out testing of indigenous non- respiratory PPE such as Safety Helmets, Safety Shoes, Safety Goggles, Safety Belts and Welding Glasses etc. as per relevant BIS standards.

VII. REPRESENTATION ON BIS COMMITTEES

Officers of DGFASLI are represented on several BIS Committees/Sub- committees dealing with Safety and Health matters and they offer

comments on draft standards.

VIII. ACTIVITIES AND FUTURE PLANS

a. Activities carried out during January 2025 to December 2025

1. Visit of Hon'ble Minister of Labour & Employment, Dr. Mansukh Mandaviya to DGFASLI, Mumbai

The Hon'ble Minister of Labour and Employment, Dr. Mansukh Mandaviya, visited Directorate General Factory Advice Service and Labour Institutes, Mumbai on 15th February 2025. During the visit, Hon'ble Minister interacted with the officials and held a review meeting with the officers of DGFASLI. The DGFASLI officials provided an overview of the institution's critical role in Occupational Safety and Health (OSH), regulatory frameworks, and ongoing training initiatives. Dr. Mandaviya toured various infrastructure facilities, including training halls, conference rooms, and digital resource centers. He showed a keen interest in the laboratories maintained by DGFASLI, particularly those focused on Industrial Hygiene and personal protective equipment (PPE) testing. He underscored the importance of strengthening OSH frameworks and enhancing technical expertise in the sector. To improve efficiency and transparency, he directed officials to accelerate digitization of processes, including inspections, ensure better upkeep of laboratories, and maintain a strong focus on transparency in regulatory activities.

2. Series of Workshops conducted at 11 major ports under DGFASLI by Dock Safety Division on 'Dock Safety and Handling of Hazardous Chemicals'

The Dock Safety Division of DGFASLI (HQ) has taken a pivotal step in enhancing safety practices across India's major ports by conducting a series of workshops on 'Dock Safety and Handling of Hazardous Chemicals.' These workshops aim to assess safety gaps,

highlight crucial safety protocols and promote interaction between port officials and stakeholders to foster a culture of safety and preparedness in handling hazardous chemicals at docks.

The workshops organized by DGFASLI's Dock Safety Division is an initiative aimed at improving safety protocols, understanding the regulatory landscape, and enhancing the readiness of port authorities to handle hazardous chemical incidents. The workshops were carefully designed to address the ever-growing concerns regarding safety standards and emergency preparedness at ports. The workshops offered in-depth insights into safe handling practices, regulatory frameworks, fire and explosion risk assessments, as well as cutting-edge technologies for hazard mitigation. Additionally, participants were guided on the effective implementation of emergency response strategies, medical interventions, and firefighting procedures in dock emergencies. By fostering an open dialogue with port authorities, terminal operators, district administrations, and academia, these workshops have created a unique platform for collaboration, ensuring that safety practices are continuously improved and updated in alignment with international standards.

Each workshop featured expert-led discussions on vital topics, including fire and explosion risk assessments, safe handling practices, and the latest technologies to mitigate hazardous chemical risks. Furthermore, participants were trained in emergency response protocols, ensuring that all stakeholders are equipped with the knowledge to act swiftly and effectively in case of emergencies. The sessions covered in these workshops also served as an important platform for fostering collaboration among port authorities, terminal operators, local administration, academia, and other stakeholders. The workshops have contributed to raising awareness, closing safety gaps, and

ensuring a more secure environment for dock workers, port officials, and the surrounding communities.

Some of the key focus areas of the Workshops were:

- a. Ensuring safe handling, storage, transfer, and disposal of hazardous chemicals.
- b. Fire and explosion risk assessments to identify and minimize potential hazards.
- c. Establishing and maintaining robust emergency response protocols for chemical spills, leaks, and fires.
- d. Compliance requirements with national and international regulatory frameworks for hazardous chemicals.
- e. Implementing advanced safety technologies, including real-time hazard detection and predictive analytics.
- f. Strengthening medical readiness and firefighting capabilities for HAZMAT and industrial emergencies.
- g. Applying proactive mitigation strategies to prevent and control chemical accidents.
- h. Establishing effective chemical spill management and containment procedures.

The outcome and impact of the Workshops have been, but not limited to:

- a. Improved awareness and understanding of safety standards and best practices among participants.
- b. Strengthen coordination and communication between agencies for effective emergency response.
- c. Enable identification of safety gaps and development of practical solutions.
- d. Enhance overall preparedness for

chemical and dockside emergencies through joint planning and drills.

- e. Promoted a proactive safety culture focused on prevention, compliance, and continuous improvement

Out of the 11 workshops conducted, four (04) workshops were conducted in the year 2024 and the remaining seven (07) workshops were conducted in the year 2025. The details of the workshops conducted in the year 2025 are given in the table below:

Work-shop No.	Date	Venue	No. of Participants	Eminent Institutions provided Key Experts
1	30 Jan 2025	Deendayal Port Kandla	214 officials	Sardar Vallabhbhai National Institute of Technology , Surat
2	14 Feb 2025	Kolkata Port	145 officials	Indian Institute of Technology , Kharagpur National Institute of Technology , Surathkal
3	26 Mar 2025	Cochin Port	100 officials	National Institute of Technology , Calicut
4	11 Apr 2025	VOC Port Community Hall, Tuticorin	150 officials	National Institute of Technology , Trichy

5	13 Jun 2025	Visakhapatnam port, Visakhapatnam	136 officials	National Institute of Technology , Surathkal
6	25 July 2025	Mumbai Port Authority, Mumbai	100 officials	Homi Bhabha National Institute, Mumbai Bhabha Atomic Research Centre, Mumbai
7	28 Nov 2025	Jawaharlal Nehru Port Authority (JNPA), Navi Mumbai	172 officials	Indian Institute of Technology Bombay, Mumbai Atomic Energy Regulation Board, Mumbai

3. RLI, Shillong organized the Regional CIF Conference for the Northeastern States

The Regional Labour Institute, Shillong organized the Regional Conference of the Chief Inspector of Factories (CIF) and the Directorate of Industrial Safety and Health (DISH) for the Northeastern Region (NER) States on 5 February 2025. Representatives from the CIBF, Tripura and Meghalaya, along with the Senior Inspector of CIF Assam, the Additional Chief Inspector, one Inspector, and officers from RLI Shillong, actively participated in the conference. The discussions focused on the administration of the Factories Act, 1948 and the associated rules, addressing constraints within specific provisions of the Act and Rules, exploring opportunities for improvement considering

recent social and technological advancements, and strategizing methods to promote Occupational Safety and Health (OSH) across the NER States.

4. RLI, Kanpur organized 16th Convergence Meeting

The Regional Labour Institute, Kanpur organized the 16th Convergence Meeting of various departments under the Ministry of Labour & Employment on 21 February 2025. Senior officers of various verticals viz. Welfare & Cess Commissioner, Deputy CLC office, Labour Bureau, EPFO, NCSC for DA, NCSC for SC/ST, Dattopant Thengadi National Board for Workers Education attended this Convergence Meeting. All senior officers discussed various issues related to safety, health and welfare of workers during the meeting.

5. Conducting Consultancy / Study/ Survey/Audit

Studies and Surveys are conducted by DGFASLI, in its efforts towards helping the Central Government to ascertain the status of working conditions, safety and health in factories and docks, and to formulate the appropriate standards for inclusion in statutes. Unit level consultancy studies are carried out at the request of the management and reports are submitted for implementation of the recommendations for further improvements in factories concerned. During the year 2025, a total of 49 Consultancy/Study/Audit were conducted by DGFASLI. The details of these activities conducted by DGFASLI are given in **Annexure-III**.

6. Maintaining Occupational Safety and Health Statistics

DGFASLI also maintains statistics related to administration of the Factories Act, 1948 and Rules framed thereunder; and administration of Dock Workers (Safety, Health & Welfare) Act,

1986 and the Regulations, 1990 framed thereunder. This information is collected by DGFASLI from all the States/UT having factories registered under the Factories Act, 1948. This information base is used in planning and implementation of national policies concerning Occupational Safety and Health as well as preparing replies to various parliament questions related to administration of the aforesaid Acts and Regulations. This information along with other information pertaining to DGFASLI and all the Labour Institutes has been published in the annual report of DGFASLI known as the Standard Reference Note and the same is published on the website of DGFASLI.

7. Training programmes on Occupational Safety and Health

DGFASLI regularly conducts training programmes on Occupational Safety and Health of varying duration for awareness and effective compliance of standards/ measures to ensure Safety and Health at the workplace. The training programmes include Seminars, Workshops, 3 or more days duration programmes, 1- or 2 days duration programmes, Appreciation programmes, In- plant training programmes etc. on various OSH aspects. DGFASLI also organizes awareness programmes at workplaces, factories, construction sites, etc. The details of these training programmes conducted during the year 2025 are mentioned in **Annexure-II**.

8. Enforcement activities by the Dock Safety Inspectorates

Enforcement activities like Inspections, Investigations, and Prosecutions are carried out by the DGFASLI through its Dock Safety Division in the Major Ports viz., Mumbai, Kandla, JNPT, Mormugao, Chennai, New Mangalore, Tuticorin, Cochin, Kolkata, Visakhapatnam, and Paradip under the Dock Workers (Safety, Health and Welfare) Act, 1986 and Regulations 1990. The

details of the enforcement activities carried out by the Dock Safety Division are given in Annexure - I.

9. Collaboration through Memorandums of Understanding (MoU) with DGUV, Germany:

DGFASLI has successfully operationalized its international partnership with DGUV, Germany, through a renewal of the Memorandum of Understanding (MoU) ensuring the continuation of bilateral cooperation in the field of Occupational Safety and Health. DGUV (stands for Deutsche Gesetzliche Unfallversicherung, which translates to German Statutory Accident Insurance) serves as the umbrella organization for Germany's mandatory occupational accident insurers, coordinating prevention, research, and rehabilitation for insured people across industrial and public sectors. After extensive technical consultations and coordination with the Ministry and other stakeholders, the formal agreement between DGFASLI and DGUV is now fully functional, ensuring continued global cooperation in the advancement of Occupational Safety and Health standards.

10. Testing of Personal Protective Equipment

The Industrial Hygiene Laboratory (IHL), Respiratory Equipment Testing Laboratory (RETL) and Non-Respiratory Equipment Testing Laboratory (NRETL) at CLI, Mumbai carried out testing of indigenous Personal Protective Equipment (PPE) as per the standards set by the Bureau of Indian Standards (BIS). During the year, a total of 247 nos. Personal Protective Equipment (PPE) were tested.

11. Organizing Hindi Pakhwada

Hindi Pakhwada was celebrated at DGFASLI (HQ), Mumbai and across Regional Labour Institutes at Chennai, Faridabad, Kanpur, Kolkata, Shillong and Central Labour Institute,

Mumbai and IDS offices in the month of September 2025. During this period, various events like Nibandh Lekhan, Kavita Path, Saamanya Gyan Pratiyogita etc. were organized in Hindi language all through the pakhwada.

12. Organizing Swachhata Abhiyaan

Ek Din Ek Ghanta Ek Saath - A Nation Wide Shramdaan & Simultaneous Cleanness Drive was organised at DGFASLI HQ and Central Labour Institute Mumbai. The Swachhta programmes was also held at other RLIs. On this occasion, officers, officials, and students at the Institute actively participated in the cleanliness drive.

b. Future plans Proposed activities for January 2026 to March 2026

1. Framing of Rules Standards under the OSH&WC Code, 2020

Rules and standards are being framed under the OSH & WC Code, 2020 to enhance workplace safety across industries. These will provide guidelines for safety practices, risk management, inspections, and compliance, aligning with global best practices.

2. MoU between DGFASLI, Mumbai and DGUV, Germany

The Memorandum of Understanding between DGFASLI and DGUV shall continue to facilitate collaboration in the field of Occupational Safety and Health (OSH). This partnership supports knowledge exchange, joint research, and training to improve safety standards and practices in India.

3. Organizing 'Conference of Chief Inspectors of Factories' at DGFASLI, Mumbai

The Conference of Chief Inspectors of Factories will be organized to discuss trends, regulatory updates, and strategies for improving factory safety across India, fostering collaboration and knowledge sharing among key stakeholders.

4. Organizing 'Conference of Dock Safety Inspectors' at DGFASLI, Mumbai

The Conference of Dock Safety Inspectors focuses on enhancing safety in port operations, with inspectors discussing regulations, accident prevention, and best practices to ensure the safety of dock workers.

5. Organizing 'National Workshop for Competent Persons' at DGFASLI, Mumbai

The National Workshop for Competent Persons provides advanced training to professionals responsible for ensuring workplace safety, equipping them with the knowledge to improve OSH compliance and performance across industries.

Mining Sector, Labour Safety and Occupational Health

DIRECTORATE GENERAL OF MINES SAFETY (DGMS)

13.2 Directorate General of Mines Safety (DGMS) is the Indian Government regulatory body and is a sub-ordinate office to the Union Ministry of Labour & Employment. The headquarters of DGMS is located at Dhanbad, Jharkhand.

It administers Safety, Welfare and Health of workers employed in mines in India and functions as a technical supplement to the Ministry in this area. Safety, Welfare and Health of workers employed in mines are the concern of Central Government (Entry 55 – Union List – Article 246) under the Constitution of India. These are regulated by the Mines Act, 1952 (subsumed in the Occupational Safety Health and Working Conditions (OSH&WC) Code, 2020) and the Rules and Regulations framed thereunder. Apart from administering the Mines Act and Subordinate Legislation thereunder, DGMS also administers some other allied legislation in the mining sector. DGMS is headed

by the Chief Inspector of Mines (also designated as Director General of Mines Safety).

13.3 To take care of the enhanced targets, mechanization of mining activities has taken place. Large-scale mechanization led to higher risk to health and safety of the persons deployed in mines. Accordingly, the role of the **Directorate-General of Mines Safety (DGMS)** has also broadened.

13.4 The Mines Act, 1952, Subordinate Legislation made thereunder and other allied legislations administered by the Directorate are as follows:

The Mines Act, 1952 (subsumed in the OSH&WC CODE, 2020)

- The Coal Mines Regulations, 2017
- The Metalliferous Mines Regulations, 1961.
- The Oil Mines Regulations, 2017.
- The Mines Rules, 1955.
- The Mines Vocational Training Rules, 1966.
- The Mines Rescue Rules, 1985.
- The Mines Crèche Rules, 1966.
- The Coal Mines Pit Head Bath Rules, 1959.

The Electricity Act, 2003

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

Allied Legislation

- The Factories Act, 1948: Chapters III & IV
- The Manufacture, Storage & Import of Hazardous Chemicals Rules. 1989 under

The Environmental Protection Act, 1986

- The Coal Mines (Conservation & Development) Act, 1974

ROLE AND FUNCTION OF DGMS

Vision of DGMS

13.5 To attain risk and hazard free conditions of work and welfare of persons employed in mines.

Mission of DGMS

13.6 To identify and reduce risk of accidents and occupational diseases in and around the mine by:

- Development of suitable legislation, Rules, Regulations, standards and guidelines
- Adequate measures to ensure compliance and
- Awareness initiatives to inculcate safety and health culture amongst work-persons and stakeholders

The main functions of DGMS include:

1. Inspection of mines.
2. Investigation into –
 - a. Accidents
 - b. dangerous occurrences - emergency response
 - c. complaints & other matters.
3. Grant of:
 - a. statutory permission, exemptions & relaxations
 - b. approval of mine safety equipment, material & appliances.
4. Maintaining information/ reports regarding accidents, enquiries related to accidents (as per rules/ regulation) etc. for future planning.
5. Based on the above, reports are submitted to various Parliament Committees as per requirements.
6. Interactions for development of safety equipment, material and safe work practices through workshop etc.
7. To compile, process and maintain the data related to accidents statistics pertaining to Mines (Coal & Non-Coal)
8. Publication: To bring out the following publications periodically:
 - a. Statistics of Mines in India, Volume – I (Coal) - (Yearly)
 - b. Statistics of Mines in India, Volume – II (Non-Coal) - (Yearly)
 - c. Monthly Review of Accident (on the DGMS web-site) (Monthly)
 - d. DGMS Standard Note – Yearly
 - e. DGMS Bulletin - Quarterly
9. Dissemination of mines accident and safety related data to other organisations viz. CSO, IBM, Labour Bureau, State Governments, Ministry of Coal etc.
10. Assistance towards development of Safety Legislation & Standards
11. Safety Information Dissemination.
12. Conducting examinations for grant of competency certificates to ensure that only competent persons are appointed as mine Managers, Surveyors, Overman, Foreman, etc. (under the Coal Mines Regulation, 2017 and the Metalliferous Mines Regulation, 1961).
13. Safety promotional initiatives including:
 - a. Organisation of –
 - National Conference on Safety in

Mines

- National Safety Awards to the mines practicing best safety standard
- Safety Weeks & Campaigns

b. Promoting –

- safety education and awareness programmes
- workers' participation in safety management through
 - workmen's inspector
 - safety committee
 - tripartite reviews

ORGANISATION SET-UP

13.7 This is a subordinate office under the Ministry of Labour and Employment with its Headquarters at Dhanbad (Jharkhand). It is headed by the Director General of Mines Safety. At Head Quarters, Director General is assisted by specialist officers of Mining, Electrical and Mechanical Engineering, Statistics, Occupational Health, Law, Survey, Administration and Accounts disciplines. The Head Quarter also has a Technical Library and S&T Laboratory as a back-up support to the Organization. Field Organization has a two-tier network. DGMS has eight zonal offices across the country; each zone is under the charge of Deputy Director-General. There are three to four Regional offices under each Zonal office. Each Region is under the charge of Director of Mines safety. There are in all 38 such Regional Offices. Besides having inspecting officers of Mining cadre in each zone, there are officers of Electrical and Mechanical Engineering and Occupational Health disciplines

CIRCULARS

13.8 The DGMS issues circulars to the mining industry on occupational safety and health

matters, which may have wide implications. Technical Circulars, Approval Circulars, General Circulars, General Instruction, Technical Instructions, Legislative Circular and Legislative instructions are issued as per requirement.

In the year 2025, the Directorate General of Mines Safety (DGMS) issued one Technical Instruction — DGMS/(Tech)/Instruction/01 dated 12.09.2025 — regarding the Appointment of Managers in Small Opencast Mines; and two General Instructions — DGMS/(GenI)/Instruction/01 dated 28.05.2025 on the Standard Operating Procedures (SOP) for Generation of Labour Identification Number (LIN) of Mines, and DGMS/(GenI)/Instruction/02 dated 16.10.2025 on Guidance for DGMS Officers Attending Tripartite/Bipartite Meetings.

During the year 2025, the Directorate General of Mines Safety (DGMS) issued seven Technical Circulars as detailed below:

1. DGMS(Tech)/Circular No.01/2025 dated 08.04.2025 – Quality and Conditions of Explosives Provided for Use in Mines.
2. DGMS(Tech)/Circular No.02/2025 dated 11.04.2025 – Guidance on Minimum Air Quantity Required at Continuous Miner and Longwall Panels.
3. DGMS(Tech)/Circular No.03/2025 dated 25.04.2025 – Precautions Against Accidents/Incidents Due to Exposure to High Temperatures During Heat Waves in Summer.
4. DGMS(Tech)/Circular No.04/2025 dated 19.06.2025 – Emergency Response and Evacuation Plans in Case of Fire, Disaster, or Other Exigencies Affecting Life and Safety in Mines.
5. DGMS(Tech)/Circular No.05/2025 dated 22.07.2025 – Rescue Preparedness in Case of Emergencies in Underground Mines.

6. DGMS(Tech)/Circular No.06/2025 dated 20.11.2025 – Prevention of Accidents Due to Fall of Persons from Height or into Depth in Mines.
7. DGMS(Tech)/Circular No.07/2025 dated 20.11.2025 – Ensuring Safety Features in Heavy Earth Moving Machinery (HEMM) and Auxiliary Equipment Used in Opencast Coal and Metal Mines to Prevent Accidents and Dangerous Occurrences.

STANDARD SETTING

13.9 Based on past experiences/experience of countries abroad, following developmental initiatives are undertaken by DGMS,

- Amendment of Safety Laws,
- Issue of guidelines for safer operations in identified thrust areas through circulars and
- Issue of technical instructions to DGMS officers for their guidance.

COMPETENCY TEST

13.10 To ensure that only competent persons are appointed as mine Managers, Surveyors, Overman, Foreman, etc. the DGMS on behalf of the Board of Mining Examinations constituted under the Coal Mines Regulation, 2017 and the Metalliferous Mines Regulation, 1961, conducts examinations and issues certificates of competency.

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

13.12 The Details of applications received and competency certificates issued during the

period from 01.01.2025 to 31.12.2025 (Tentatively) have been given in Table 13.7. Further the projection or estimate for the period January, 2026 to March, 2026 shall be tentatively 3500 nos of applications shall be received through online mode and subsequently tentatively 3500 nos of certificates shall be issued through online mode.

APPROVAL OF MINES SAFETY EQUIPMENTS

13.13 Approval is granted by Chief Inspector of Mines (Also designated as Director General of Mines Safety) to various equipment for use in mines to fulfil the statutory obligation enshrined under different provisions of Coal Mines Regulation, 2017, Metalliferous Mines Regulations, 1961, Oil Mines Regulations, 2017, Central Electricity Authority Regulations, 2010 and Mines Rescue Rules, 1985. The procedure of approval includes scrutiny of the applications mainly to find out the quality control system adopted by the manufacturers and their capacity to manufacture equipment/material etc., which will be capable of working safely under the hostile environment of the mines and remain operative during prolong use under adverse condition. The equipment also needs to conform to the relevant Indian Standards and in case, there is no Indian Standard, the standards of the country of origin (ISO/EN/DIN, etc.). The application should also include test certificates from approved laboratory as per the relevant standard. After the documents are scrutinized and found in order, field trial approval is granted to check the pit worthiness of the equipment in various mines. After the equipment are successfully tried in the field, the performance report from the concerned mine management is obtained. If the above reports are found satisfactory regular approval is granted for a specific period.

13.14 Mining is a hazardous occupation. Therefore, equipment, machinery, apparatus,

appliances and other materials used in mines are required to be safe, robust, reliable and capable of working safely under hostile environment. The equipment need to remain safe for prolonged usage even in adverse condition.

13.15 The objective of granting approval to various equipment for use in mines is to primarily fulfil the statutory obligation enshrined under different provisions of Coal Mines Regulations, 2017, Metalliferous Mines Regulations, 1961, Oil Mines Regulations, 2017, Central Electricity Authority (Measure relating to Safety and Electric Supply) Regulation, 2010 and Mines Rescue Rules, 1985 besides statutory notification under these regulations issued by the Competent Authority from time to time.

13.16 The equipment/machinery/appliances and materials requiring approval can be categorized into:-

- Personal protective equipment.
- Environmental monitoring instruments and devices.
- Machinery and other equipment for carrying out mining operations and
- Safety materials for use in underground mines.

13.17 The table below shows particulars of items approved during 01.01.2025 to 31.12.2025.

Items	Number of regular approval/ approval extension granted	Number of field trail approvals / Field trail approvals extension granted	Total No of approvals granted
Self-Rescuer	04	02	06
Exploder	03	00	03

e-Exploder	07	08	15
Breathing Apparatus	00	00	00
Cap Lamp	03	00	03
Gas Detector	03	01	04
Detonators	12	08	20
Explosives	02	00	02
Total	34	19	53

13.18 The details of field study and scientific study performed by DGMS are given below:

1. Scientific Study Performed: [CY-01.01.2025 TO 31.12.2025]

S.No	Activity	2025	CY-2025 (upto Dec-2025)
1	Airborne Dust Survey	01	2(02Mine)
2	Noise Survey	00	00
3	Illumination Survey	00	02 (02Mines)
4	Blast Induced Ground Vibrations Monitoring (PPV)	01	01(01 Mine)
5	AMP Digitalization of Plans	00	490 Nos (reviewed)
5(a)	AMP review (Document)-Metal	900	900 (Reviewed)
	AMP review (Plan) -Metal	450	450(reviewed)
5(b)	AMP review (Document)-Coal	35000	35000(reviewed)
	AMP review (Plan) -Coal	3000	3000(reviewed)

6	Library Digitalization CIM Report	00	12Nos
7	Approval/Renewal/ Field Trial of Equipment Report.	00	05 03 Recorded. 02 Approvals.
8	Mine Field Survey Work	00	02 (EZ, CZ)
9	AMP/ Discontinuance/ Closed Received from Mines	01	03
10	No. of AMP plan issued to Mine management	00	00
11	Total Amount deposited for issuing of AMP Plans	00	Rs. 1,10,000.00

Status of Disposal of Approvals till 31.10.2025 (S&T)

Sl. No.	Type of approval	No. of approvals granted
1.	Field trial approval/ extension	01 (S&T)
2.	Regular approval/ renewal	01 (S&T)
Total no. of approval granted		02

13.19 The details of approval for use of Mechanical Equipment etc. in mines were granted during 01.01.2025 to 31.12.2025 are given below:

Sl. No.	Type of approval	No. of approvals granted
1.	Field trial approval/ extension	17

2.	Regular approval/ renewal	17
Total no. of approval granted		34

13.20 The details of approvals for use of Electrical Equipment etc. in mines were granted during 01.01.2025 to 31.12.2025 which is given below:

Sl. No.	Type of approval	No. of approvals granted
1.	Field trial approval/ extension	38
2.	Regular approval/ renewal	139
Total no. of approval granted		177

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

STATISTICS DIVISION, DGMS

13.21 DGMS has a computerized management information management system which is maintained by Statistics Division. It also compiles publication related to accidents and Employment and Output.

VISION: To complement and supplement in the direction of ensuring nationally acceptable and internationally competitive standards of health, safety and welfare for employees of the mines of India.

13.22 The Statistics Division maintains various computerized data base of information and statistics regarding the various activities of mines safety. The database maintenance and the processing of data are done on the software platform developed by the Division.

MAJOR ACHIEVEMENTS

13.23 ONLINE SYSTEMS

- Online inspection of mines through Shram-Suvidha portal. Risk based generation of random inspections.
- Online receipt, dealing and grant of Permission/Exemption/ Relaxation through web application module.
- Online receipt, dealing and grant of Approvals of safety equipment through web application module.
- Online statistical module for filing of online Annual returns by mine managements and computation of statistical data.
- Online Accident & Statistical module for submission of intimation of accidents and dangerous occurrences by mine managements and computation of statistical data.
- Computer-based examination system has now been implemented for all Certificate of Competency examination.

13.24 LEGISLATIVE REFORMS

- The enactment of the Occupational Safety, Health and Working Conditions Code, 2020 subsumed the Mines Act, 1952 along with the other 12 Acts related to labour health, safety and welfare.
- The Central Government has notified that the provisions of the Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020) came into force with effect from 21st November, 2025.
- the Draft Mines Worker Rules, 202... under Section-23 & 24 of the Occupational Safety, Health, And Working Conditions Code, 2020 is notified for the stakeholder comments.

- The Coal Mines Regulations, 1957 is comprehensively amended as Coal Mines Regulations 2017. Similarly, the Oil Mines Regulations, 1984 is amended as the Oil Mines Regulations, 2017 to incorporate the changes in Occupational Safety and health of mine workers in line with the technological advancements in mining industry.
- The restriction on the employment of women in mines was relaxed with the enforcement of the Occupational Safety, Health and Working Conditions Code, 2020.
- Draft regulations on Occupational Safety and Health for Coal, Metalliferous mines & Oil Mines, under Section 136 of the OSH & WC Code, 2020 have been framed and is under review.
- Draft standards under Section 18 of the OSH&WC Code-2020 have been framed.
- Draft Rules under Sections 23 & 24 of the OSH&WC Code-2020 have been framed.

13.25 TRANSFORMATION TO CBT BASED STATUTORY EXAMINATIONS

- The Bye laws for conduct of examination under the Coal Mines Regulations 2017 & the Metalliferous Mines Regulations, 1961 have been comprehensively amended and notified in the Gazette of India vide Notification Nos. G.S.R. 555(E), G.S.R. 556(E), G.S.R. 557(E), G.S.R. 558(E) and G.S.R. 559(E) Dhanbad, dated the 11th August, 2021 & vide Notification Nos. G.S.R. 560(E), G.S.R. 561(E), G.S.R. 562(E), G.S.R. 563(E), G.S.R. 564(E), G.S.R. 565(E) and G.S.R. 566(E) Dhanbad, dated the 11th August, 2021, respectively.
- The examination for grant of Manager's Certificate of Competency under the Coal

Mines Regulations, 2017 & the Metalliferous Mines Regulations 1961 is now Computer Based Test (CBT) only and no oral examination for these certificates.

- The examinations for grant of Overman's, Foreman's, Surveyor's, Sirdar's, Mining Mate's, Blaster's and Gas Testing competency certificates shall also be Computer Based Test (CBT) only and no oral examination for these certificates.
- For persons holding degree or diploma in mining engineering, the requirement for gas testing examination has been removed and the certificate shall be granted on exemption basis only.
- The statutory certificates for the candidates on examination basis under the MMR 1961 and the CMR 2017 and Mines Act 1952 are being issued online which is directly sent to the candidates through secured email. The candidates can get the status of their application on real time basis.
- Verification of original documents have now been eased for candidates through online verification at 24 DGMS Verification centres across India for certificates issued under the CMR, 2017, the MMR, 1961 and the OSH&WC Code-2020 on examination and on exemption basis. Digitally signed online certificate are sent through secured mail to the candidates declared successful by the Board of Mining Examinations from CBT -2023 onwards and to all eligible candidates on exemption basis. Thus receiving of offline documents has been removed. Further the candidate may track their status of application on real time basis. This facilitates transparency, ease and comfort for the candidates.

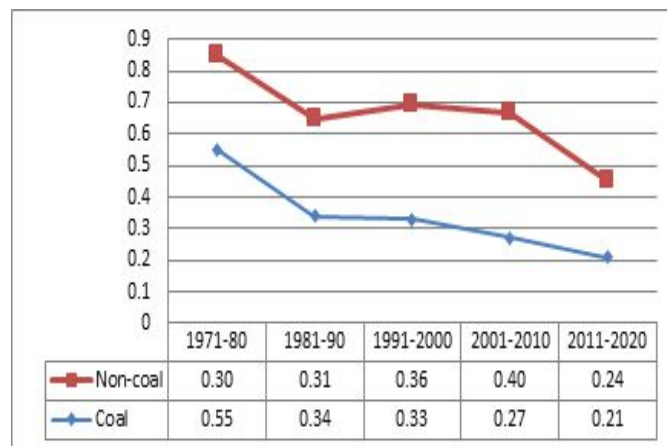
- Certificates on exemption basis is being already issued online from November, 2023
- Legislative Circulars- DGMS (Legis)(Exam) Circular No. 01 of 2021, in this regard have been issued for wider dissemination of information about the reforms made.
- FIRST-AID: DGMS (Tech) (OH) Circular No. 01 of 2021, Dhanbad dated 06.08.2021 regarding "Standards for conduct of First-Aid Training and issue of First-Aid Certificates" have been issued for wider dissemination of information about the reforms made.

13.26 DGMS conducts technical inspections and enquiries of the mines pertaining to safety as per established standards. The database related to all these is also maintained and the figures for various years are reflected in Table 13.6.

13.27 Table 13.7 reflects the number of applications received for various managers and other employees of mines and accordingly certificates of competency are issued.

ACCIDENT TRENDS

13.28 The accident trends in terms of fatal accidents and fatality rates per thousand persons employed at 10 yearly averages since 1971-80 to 2011-20 are indicated below:



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

13.30 Table 13.2 shows the trend of accidents in mines from 2001 to 2025. Accidents have been classified into coal and non-coal mines. Accidents are further classified into fatal and serious accidents.

Table 13.2						
Year	Trend of Accidents in Mines					
	Number of Accidents in Coal Mines			Number of Accidents in Non-Coal Mines		
	Fatal	Serious	Total	Fatal	Serious	Total
2001	105	667	772	71	199	270
2002	81	629	710	52	205	257
2003	83	563	646	52	168	220
2004	87	962	1049	57	188	245
2005	96	1106	1202	48	108	156
2006	78	861	939	58	78	136
2007	76	923	999	56	79	135
2008	80	686	766	54	83	137
2009	83	636	719	36	94	130
2010	97	480	577	54	61	115
2011	65	533	598	44	82	126
2012	79	536	615	36	45	81
2013	77	456	533	58	52	110
2014	59	379	438	39	44	83
2015	54	302	356	45	35	80
2016	67	269	336	39	37	76
2017	56	266	322	42	22	64
2018	49	265	314	45	26	70
2019	51	193	244	45	58	103
2020	48	117	165	40	24	64
2021	43	186	229	33	45	78
2022	24	181	205	40	48	88
2023	38	117	155	28	35	63
2024	38	119	157	33	31	64
2025*	42	112	154	41	27	68

*Data for 2025 is provisional

13.31 Table 13.5A shows the trend of accidents and resultant casualties in mines from 2001 to 2025. The mines are classified into coal and non-

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

Table 13.5A										
Accidents and resultant casualties in mines										
Year	Coal					Non-Coal				
	Fatal Accident			Serious Accident		Fatal Accident			Serious Accident	
	Acc	Killed	Inj	Acc	Inj	Acc	Killed	Inj	Acc	Inj
2001	105	141	14	667	706	71	81	8	199	200
2002	81	97	15	629	650	52	64	3	205	206
2003	83	113	12	563	578	52	62	16	168	169
2004	87	96	14	962	977	57	64	9	188	194
2005	96	117	19	1106	1119	48	52	4	108	109
2006	78	137	15	861	876	58	71	9	78	79
2007	76	78	77	923	940	56	64	13	79	92
2008	80	93	16	686	693	54	73	35	83	85
2009	83	93	14	636	646	36	44	3	94	101
2010	97	118	23	480	488	54	91	5	61	63
2011	65	67	10	533	546	44	50	9	82	84
2012	79	83	6	536	542	36	38	5	45	45
2013	77	82	11	456	457	58	74	15	52	53
2014	59	62	3	379	391	39	45	10	44	50
2015	54	55	9	302	307	45	48	13	35	38
2016	67	94	7	269	272	39	50	10	37	38
2017	56	61	0	266	272	42	63	11	22	28
2018	49	62	11	265	268	45	51	12	26	26
2019	51	56	6	193	198	45	54	10	58	60
2020	48	53	18	117	120	40	50	8	24	25
2021	43	51	2	186	191	33	50	6	45	46
2022	24	28	3	181	187	40	54	13	48	52
2023	38	41	6	117	124	28	33	7	35	36
2024	38	49	6	119	120	33	40	23	31	36
2025	42	51	4	112	115	41	57	26	27	27

* Data of 2025 is provisional.

13.32 Table 13.5B shows the trend in fatal accidents and fatality rates per 1000 persons employed (ten yearly average). The table shows

the average accident, accident rate, average killed and death rate

Table No. 13.5B								
Trend in Fatal Accidents and Fatality Rates per 1000 Persons Employed (Ten Yearly Average)								
Year	Coal Mines				Non coal Mines			
	Avg. Acc	Acc. Rate	Avg. Killed	Death Rate	Avg. Acc	Acc. Rate	Avg. Killed	Death Rate
1951-60	222	0.61	295	0.82	64	0.27	81	0.34
1961-70	202	0.48	260	0.62	72	0.28	85	0.33
1971-80	187	0.4	264	0.55	66	0.27	74	0.3
1981-90	162	0.3	185	0.34	65	0.27	73	0.31
1991-2000	140	0.27	170	0.33	65	0.31	77	0.36
2001-2010	87	0.22	108	0.27	54	0.32	67	0.4
2011-2020	61	0.19	68	0.21	44	0.2	53	0.24

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

permissions dealt and approvals dealt in mines from 2021 to 2025.

Table 13.6						
Sr.No.	Parameter	2021	2022	2023	2024	2025*
1.	No. of Inspections	3460	8310	9008	7886	7433
2.	No. of Enquiries	1083	1400	1284	1445	1620
3.	No. of Notices Issued	111	127	233	241	122
4.	No. of Prohibitory orders issued	76	216	330	338	158
5.	No. of prosecutions launched	34	24	36	34	22
6.	No. of circulars issued	2	2	2	7	7
7.	No. of permissions dealt	4222	5309	6855	8067	7786
8.	No. of approvals dealt	322	313	278	328	445

* Data pertaining to the year 2025 is provisional.

Table No.13.7					
Applications received & Certificates of Competency issued during 1st January, 2025 to 31st December, 2025 (Tentatively)					
Sl.No	Category of Certificates of Competency	Coal Mines Regulations, 2017		Metalliferous Mines Regulations, 1961	
		Application Received	Certificates issued	Application Received	Certificates issued
1	Manager	39	95	12	49
2	Online Manager	1640	1800*	1195	1400*
3	Surveyor	0	0	0	1
4	Online Surveyor	185	130	112	71
5	Overman/Foreman	0	4	0	5
6	Online Overman/Foreman	1965	2750*	1327	1400*
7	Sirdar/ Mate	1	2	84	66
8	Online Sirdar/ Mate	89	60*	130	50*
9	Blaster	NA	NA	50	39
10	Online Blaster	NA	NA	194	105*
10	Winding Engine Driver	14	11	88	85
11	Gas Testing	9	6	Remarks: GT is being issued both under the CMR, 2017 & MMR, 1961	
12	Online Gas Testing	2830	2580*		

Note-* (Tentative figure)

E-Governance in DGMS

13.34 E-Governance is understood as the use of Information and Communication Technology (ICT) at all the level of the Government in order to provide services to the citizens, interaction with business enterprises and communication and exchange of information between different agencies of the Government in a speedy, convenient efficient and transparent manner.

13.35 DGMS has started e-governance, utilizing IT in accordance with the recommendations of the Central Cabinet. In order to achieve this goal, an e-Governance Road map has been made,

which has suggested implementing it in a phased manner giving importance on the establishment of formal organizational structure and project management structure.

DGMS has taken many IT initiatives during the year 2025 which including the following:

a. The website of DGMS has been redesigned and customized for providing better user interface and transparency for different stakeholders. DGMS website was undergone Security audit successfully on 27.05.2025 and STQC website quality certification was issued on 13.07.2023 which is valid upto 12.07.2026. The web application of the DGMS website

Permission Portal (<https://approval-permission-dgms.gov.in/>) successfully underwent a security audit on 27.06.2025.

b. The web application of the DGMS website **Accident Portal** (<https://accident-statistics.dgms.gov.in/>) successfully underwent a security audit on 13.06.2025. In addition to the above, for security purposes, OTP-based login to the Permission Portal has been made mandatory from September, 2025. As per the directives of the IT Cell, MoL&E, a Cyber Security Management Plan for DGMS has been framed and submitted to the Ministry, and a Chief Information Security Officer has also been appointed for the Department.

c. 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. From the inception of Module 17.12.2025 total of 40596 applications for Permission/Exemption/ Relaxation has been received online and 39324 has been dealt accordingly. During the calendar year (From 01.01.2025 to 17.12.2025) total of 7770 applications for Permission/Exemption/ Relaxation has been received online and 7448 has been dealt accordingly.

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 inquiry officers of DGMS, follow up of the accident reports, finalization of action. Dissemination of relevant information and safety alerts on the occurrence of accidents, along with preventive measures to avoid the recurrence of such accidents, to the mining industry for improving safety standards. Additionally, the system provides platform for online filing of statistical details by the mine users. From 01-08-2020 to

17-12-2025 total of 584 fatal accidents, 970 serious accidents and 209 dangerous occurrences have been reported on the web portal. From 01-01-2025 to 17-12-2025 total of 132 fatal accidents, 154 serious accidents and 33 dangerous occurrences have been reported on the web portal.

e. A module for online logging of daily activities by officers has been developed to generate details of inspections, inquiries, follow-up actions, promotional initiatives undertaken, and proactive programmes conducted to create awareness on safety and occupational health among persons employed in mines on a 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 and Non coal mines have been developed and incorporated in the Shram Suvidha portal. All Inspecting Officers of DGMS have been onboarded to the SSP for carrying out inspections generated and assigned through the SSP Portal.

g. All statutory examinations under the Coal Mines Regulations, 2017 and the 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 twice in the Year 2025 all over India, with its Phase I CBT exam in June 2025 from 3rd June, 2025 to 7th June, 2025 in which 12,837 candidates applied and the Phase II CBT Exam in December, 2025 from 8th December, 2025 to 12th December, 2025 in which 12,156 candidates applied. Thus, 24,993

candidates applied in the aforesaid examinations in the calendar year 2025. Further, out of total 11,000 likely certificates to be issued in the calendar year 2025; 10,500 certificates are the likely digital statutory certificates issued to the eligible candidates in the calendar year 2025.

h. DGMS has taken an initiative to issue Digital Certificates of Competency to candidates to enhance transparency, accuracy, and the timely issuance of the same. In addition to the Computer-Based Test (CBT) system, the Directorate General of Mines Safety (DGMS) has also made the process for issuance of Second-Class Manager's Certificate of Competency, Surveyor's Certificate of Competency, and Overman's Certificate of Competency under the exemption provisions fully online. Under this system, applications are submitted online and the verification of candidates' documents and credentials is carried out at the nearest Regional or Zonal Office of DGMS. A time-slot-based appointment system has been implemented for verification to ensure transparency, efficiency, and accountability, while also minimizing delays and congestion. This online and time-bound process enhances ease of access for candidates and ensures uniformity and integrity in the issuance of certificates.

i. For dissemination of information and awareness to the stakeholders on the DGMS pro-active OHS measures, the social media platforms like Twitter (now "X") handle <https://twitter.com/DGMS1902>, YouTube channel <https://www.youtube.com/@DGMSINDIA> and Instagram <https://www.instagram.com/dgms1902/> are being actively used. The DGMS website has a dashboard to display the parameters achieved, which is updated periodically. In addition, a quarterly bulletin is being published digitally on the website.

RECENT INITIATIVES IN DGMS:

13.36 Strengthening the e-Governance drives in DGMS:

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

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

13.37 Reforms in Statutory Examination for issuing Competency Certificate:

- i. Oral Examination was completely eliminated from all forms of statutory examinations under CMR, 2017 and MMR, 1961 from the year 2021.
- ii. The Computer Based Test (CBT) -2024 for Overman, Foreman, Sirdar's, Mate's, Blaster's and Gas Testing Certificate of Competency Examinations were conducted in English, Hindi, Bengali, Oriya, Tamil and Telugu Languages to ease the candidates appearing from different mining areas.
- iii. Computer-based examination system (CBT) has now been implemented for all Certificate of Competency examination

and exemption cases are also being dealt through web application module.

Statutory Certificates issued; 13609 certificates in the year 2023, 12174 certificates in the year 2024 and 9418 Statutory Certificates in the year 2025 (till October) have been issued.

13.38 Online portal for Annual General Transfer of Group A officers has been made functional since September 2022 and all Group A officers' transfers were carried out through the portal in the year 2025.

13.39 Implementation of e-Office– On-boarding of all officers and staff of DGMS had been completed in e-Office. An On-line training of 180 officers and 50 staff on functioning of e-Office is completed on 11.09.2025 and further training is going on. All officers and staff members were directed vide O.M. No. 8656, dated 24.09.2025 to implement the e-office from 01.10.2025. e-office has already been implemented in this Directorate w.e.f. 01.10.2025.

13.40 Implementation of SPARROW - On-boarding of all officers and staff of DGMS had been completed in SPARROW. APAR of 2025-26 will be submitted online on SPARROW portal. An On-line training of officers and staff on functioning of SPARROW is completed on 19.09.2025 and further training is going on. APAR of Group A Officer for the period of 2024-25 have already been uploaded in SPARROW Portal. APAR of all Group A, B & C Officer for period of 2025-26 will be uploaded in SPARROW Portal.

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

13.42 Capacity Building of DGMS Officer : 368

officers have been trained in different training modules of Softskills, Behaviour and functional as per the CBTP of CY-2025. Details has been attached as Annexure—A.

S.No.	Training Place	CY-2025
1	VVGNLI, Noida	138
2	IIT(ISM), Dhanbad	78
3	IN HOUSE (HO & ZONAL OFFICES OF DGMS), Dhanbad	84
4	In House Induction Training-Staff	7
5	M/s OIL, Duliajan, Assam	20
6	M/s NSSO Bhawan, Lucknow	2
7	ISTM, Delhi	2
8	M/s ONGC, IPSHEM, GOA	22
9	iGotKarmayogi-Lead Trainer	2
10	Handling social media and Information Retrieval	1
11	NIDM	5
12	C-DAC Mohali	7
	TOTAL	368

13.43 Special Campaign 2.0: This program was carried out at different offices of DGMS from 2nd October 2025 to 31st October 2025. Under this program a total space of about 4500 Sq. ft. was freed up by disposal of scrap material. Also, in the program a total of 1875 number of files were reviewed and 335 files were weed out.

13.44 Swachhata Hi Seva (SHS) campaign was celebrated from 17th September to 2nd

October 2025. DGMS Headquarters, Zonal and Regionals offices organised the campaign in a holistic way.

OCCUPATIONAL HEALTH CONDITIONS

13.45 Mine workings and its environment are considered to be the sources of certain health hazards leading to airborne dust diseases like asbestosis, coal worker's pneumoconiosis, silicosis etc. These diseases are preventable but once contracted; they are not curable.

It is therefore, essential to prevent such diseases by controlling dust at the working places and conducting airborne dust surveys in mines at regular interval.

The other precautions that are being taken include medical examinations and re-examination of mine workers to diagnose and detect the airborne dust diseases in its initial stages so that preventive, rehabilitative measures and medical cares are taken.

NOTIFIED DISEASES [Section 25 & 26]

13.46 Under section 25 of the Mines Act, 1952, Pneumoconiosis, Asbestosis, Silicosis, Manganese Poisoning of nervous type and Cancer of lung or stomach or the pleura and peritoneum i.e. mesothelioma were already notified as disease connected with mining operations.

13.47 In addition to the aforesaid diseases the three more additional diseases i.e. Noise Induced Hearing Loss, Contact Dermatitis caused by direct contact with chemical and Pathological manifestations due to radium or radioactive substances have been notified as diseases related to mining vide Gazette Notification No.S.O.399 E dated 21st February, 2011.

13.48 Airborne dust concentration i.e. threshold permissible limit for asbestos fibre has been reduced from 2 fibre per millilitre to 1 fibre per millilitre. Cases of CWP, Silicosis & NIHL

reported by Mine Management to DGMS are given below:

Year	Coal Workers' Pneumoc oniosis	Silico sis	Noise Induced Hearing Loss
2008	1	3	-
2009	0	0	-
2010	1	0	-
2011	5	1	0
2012	5	0	2
2013	0	4	0
2014	1	1	0
2015	0	0	8
2016	2	0	0
2017	3	0	1
2018	2	5	2
2019	0	0	0
2020	0	0	0
2021	3	0	0
2022	2	0	0
2023	1	0	0
2024	2	0	19
2025	0	0	4

13.49 Occupational Health Survey in the stone mines have been conducted by National Institute of Miners' Health (NIMH), Nagpur in collaboration with DGMS under the project 'Multi Centric Study of Dust Related Disease in Stone Mines and Development of Sustainable Preventive Programme' in the Financial 2015-2016, 2016-2017 & 2017- 2018 to detect cases of silicosis. During the project 2537 persons have been examined, 136 cases of silicosis have been detected and notified to DGMS by NIMH which are as given below:

Year of Notification	No. of Silicosis cases
2017	105
2018	31

13.50 Occupational health surveys have been carried out in various states in the year 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024 and 2025 by DGMS with the help of State Government Authorities & other mine management in the stone mines & other metal mines to detect cases of silicosis. During the survey, 14710 persons have been examined and 290 cases of silicosis have been detected which are as given below:

Year of Detection	No. of Silicosis cases
2017	157
2018	54
2019	51
2020	0
2021	6
2022	16
2023	0
2024	2
2025 (upto 31.10.25)	4

PROMOTIONAL INITIATIVES

13.51 National Conference on Safety in Mines

The National Conference on Safety in Mines is a tripartite forum at the national level in which the employers' representatives, the trade unions' representatives, the Government represented by Ministry of Labour & Employment, DGMS, various administrative ministries/ departments and State Governments and associated institutions, professional bodies, service associations, etc. take part. They review the status of safety in mines and the adequacy of existing measures in a spirit of mutual cooperation. The conference also suggests measures for further improvement in safety, welfare and health of mine workers. A number of

recommendations of these conferences have been given statutory backing and most of the others have been absorbed in management practices and policies. The conclusions and recommendations drawn during the conference have already been circulated to the mining industries for compliance.

The first Conference was held in the year 1958 and the twelfth (12th) conference was held on 28th & 29th January 2020 at Scope Complex, New Delhi, during which five major issues (i) Electrical safety – Recent trends, Strategy for improvement, (ii) Role of information technology in mining sector, (iii) Prevalence of pneumoconiosis/silicosis amongst workers, present status of dust control measures and strategy for improvement, (iv) Strategies for disaster prevention in coal mines & (v) Occupational safety and health issues of contractual workers- Strategy to improve safety and health status, were deliberated.

Women Empowerment/ Naari Shakti

13.52 The employment of women, in underground and between 7:00 pm and 6:00 am in above-ground and opencast mines, was restricted under Section 46(1) of the Mines Act, 1952, which was revoked after the enactment and implementation of the occupational safety, health and working conditions code, 2020.

special provision relating to employment of women has been provided under section 43 & 44, in chapter X of the occupational safety, health and working conditions code, 2020.

Women can work in any establishment and do any type of work under this Code with their consent before 6 a.m. or after 7 p.m., and if the employer follows all safety, holiday, working hour, and other conditions may be prescribed by the appropriate Government.

Employing women in certain establishments (mines) or hazardous processes could be

dangerous for their health or safety, it requires the employer to provide adequate safe guards and proper safety measures prior to the employment of women in such operation.

The relaxation granted by the Central Government has yielded positive outcomes, with a notable increase in women joining the mining industry. Employers have demonstrated increased motivation to hire a greater number of women employees.

The employment of women in the mining industry has consistently risen as presented below:

Year	Number of women employed above ground and opencast workings between 7 PM & 6 AM	Number of women employed in belowground workings
2020	64	20
2021	71	25
2022	143	57
2023	237	102
2024	442	103
2025*	465	112
* Data is provisional		

Women in mining now hold diverse roles, like Mine Managers, Mining Engineers, Geologists, Maintenance Engineers, and Heavy Earth Moving Machinery operators, among others.

Women miners are now actively taking part in mines rescue which is one of the toughest.

2024 (International) - India's first all-women underground mine rescue team participated in the prestigious XIII International Mine Rescue Competition held in Colombia Organized by the National Mining Agency of Colombia under the

guidance of the International Mines Rescue Body (IMRB), the event featured over 26 teams globally.

India's seven-member all-women rescue team from Hindustan Zinc achieved a historic milestone by competing on the international stage.

2025(National)- the participation of Seven all-women rescue teams at the 54th All India Mines Rescue competition is a testament to the growing recognition of women's capabilities. These achievements reflect the positive shift in societal attitudes towards women's roles in such critical sectors, and it is an encouraging sign of increased inclusivity and equal opportunity in the rescue and safety sectors.

The “conclave for women in mining” focused on women empowerment after the implementation of the OSH&WC Code, highlighting how code is improving workplace safety and opportunities for women in mining.

13.53 Modernization of DGMS: In order to ensure that the DGMS is capable to take on the future challenges of the mining Industry and its Occupational Safety and Health status due to the increasing use of information technology and induction of state of art technology in the mines DGMS, “Modernization of DGMS” is taken up for:

- improving the delivery of public services to citizens, and
- e-Governance to create simple, accountable, responsive and transparent governance.

13.54 Ministry of Labour & Employment, Government of India, vide order No. S-65025/02/2021-ISH-II (e-125816) dated 24th September, 2021, constituted three expert committees under Section 136 of the Occupational Safety, Health and Working

Conditions (OSH&WC) Code, 2020 for framing draft regulations on occupational safety and health for coal, metalliferous and oil mines.

Subsequently, to carry forward and complete further deliberations under the OSH&WC Code - 2020, including the framing and implementation of the new rules and regulations thereunder, four separate committees were constituted. The deliberations of the committees are on-going.

13.55 Quality Policy: QMS ISO 9001:2015 Certification: DGMS achieved ISO 9001:2015 certification in May 2024 and same undergone

1st level auditing in June, 2025, reflecting its commitment to quality, regulatory compliance, and stakeholder satisfaction.

13.56 Online risk based inspection system implementation for metalliferous mines and oil mines through the Shram Suvidha Portal is under progress.

13.57 DGMS actively uses social media platforms like X (3874 followers), YouTube (152 videos, 128882 views) and Instagram (174 post and 854 followers). Safety alerts and updated information are shared regularly, enhancing transparency and awareness.

Annexure -I**Activities carried out by Inspectorate of Dock Safety (Jan 2025 – Nov 2025)**

1. Inspections by Inspectorates of Dock Safety	
Title	Achievement
i. Ship Inspection	211
ii. Dock Inspection	317
iii. Gear Inspection	394
iv. Hazardous installations	27
v. Inland Container Depot	0
vi. Other Visits	435
Total	1384

2. Investigations	
Initiated	21
Concluded	20

3. Prosecutions	
Initiated	10
Concluded	17

Annexure -II

Training programmes conducted by DGFLSI (Jan 2025 - Dec 2025)

Training programmes		Nos.
1. Advance Diploma in Industrial Safety (ADIS)	Programmes	5
	Participants	226
2. Associate Fellow of Industrial Health (AFIH)	Programmes	9
	Participants	340
3. Certificate Course for Supervisors employed in Hazardous Process Industries	Programmes	3
	Participants	30
4. Basic Course for Inspector of Factories	Programmes	1
	Participants	42
5. Refresher course for Senior Inspector of Factories	Programmes	1
	Participants	9
6. Short Duration (1 day) Training Programme	Programmes	6
	Participants	86
7. Long Duration (3 or more days) Training Programme	Programmes	96
	Participants	1610
8. Seminar/Workshop	Programmes	21
	Participants	1919
9. In-plant Training Programme	Programmes	65
	Participants	2287
10. Appreciation Programme	Programmes	38
	Participants	3132
11. Talks delivered	Programmes	26
	Participants	2257

Annexure -III**Consultancy/Studies/Survey/Audit conducted by DGFASLI (Jan 2025 - Dec 2025)**

Sl.	Title
1	Work Environment Air Monitoring Study at Avery Dennison (India) Pvt. Ltd., Shirur, Maharashtra
2	Work Environment Physical Hazards Monitoring Study at Avery Dennison (India) Pvt. Ltd., Shirur, Maharashtra
3	Safety Audit at M/s. Bank Note Paper Mill India Pvt. Ltd., Mysuru, Karnataka
4	Safety Audit at Aravali Power Company Private Limited Jhajjar, Haryana
5	Safety Audit at M/s NIF Ltd., Modinagar, U.P.
6	Safety Audit at M/s NFL, Naya Nangal, Rupnagar, Punjab
7	Work Environment Monitoring Study at RSPL Ltd., Jhansi Unit, Jhansi, Uttar Pradesh
8	Ventilation study in M/s. Godrej Industries Ltd, Valia, Bharuch, Gujarat
9	Safety Audit at M/s Jamna Auto Industries Limited
10	Work Environment Monitoring Study at RSPL, Unit Rania, Kanpur, UP
11	Work Environment Monitoring Study at RSPL, Unit Bhognipur, Kanpur, UP
12	Work Environment Monitoring Study at RSPL, Unit Raipur, Chhattisgarh
13	Work Environment Monitoring / Industrial Hygiene Study at RSPL, Bidar, Karnataka
14	Safety Audit at Aravali Power Co. Private Limited Jhajjar, Haryana
15	Work Environment Monitoring study for Physical Hazards at M/S- RSPL, Dwarka, Gujrat

16	Work Environment Monitoring study for Chemical Hazards at M/S-RSPL,Dwarka, Gujrat
17	Ventilation study at M/s. Godrej Industries Ltd, Valia site, Ankaleshwar,Bharuch, Gujarat
18	Safety Audit at Bandel thermal power Station, Tribeni, West Bengal
19	Safety Audit at Kolaghat thermal power Station, Kolaghat, West Bengal
20	Safety Audit at Bakreswar thermal power Station, Sadaipur, West Bengal
21	Safety Audit at M/s. Balmer Lawrie & Co Ltd, CFS Dronagiri, (Navi Mumbai)
22	Safety Audit at Balmer Lawrie — Southern Region Chemical Plant, Manali,Chennai
23	Safety Audit at Balmer Lawrie — Southern Region Chemical Plant, Manali,Chennai
24	Safety Audit at Sagardighi Thermal Power Station
25	Safety Audit at Kade Global Infrastructure LLP, Udharbond, Assam
26	Safety Audit at Balmer Lawrie & Co. Ltd, IP Industrial Plant, Taloja, Raigarh, Maharashtra
27	Safety Audit at Balmer Lawrie, Southern Region “Industrial Packaging (IP) Unit, Manali”
28	Safety Audit at Santaldih Thermal Power Station
29	Safety Audit at Balmer Lawrie & Co. Ltd, Kolkata
30	Safety Audit at Uflex Limited - Unit 1 & 2, Jammu
31	Safety Audit at Balmer Lawrie & Co. Ltd, IP Industrial Plant, Patalganga, Navi Mumbai
32	Safety Audit at Balmer Lawrie’s Southern Region “Container Freight Station (CFS) Unit, Manali”
33	Safety Audit at Dr. Narla Tata Rao Thermal Power Station (NTTPS), Vijaywada, Andhra Pradesh

34	OSH Audit as per IS 14489:2018 at M/s Bank Press Note Dewas, MP
35	Work Environment Air Monitoring Study at Godrej Astec Life Science Pvt. Ltd., Mahad, Maharashtra.
36	Work Environment Monitoring of Physical Hazard at Godrej Astec Life Science Pvt. Ltd., Mahad, Maharashtra.
37	Testing of Breathing Air Quality of Compressor Air at Solas Marine Services Pvt Ltd, Andheri Mumbai
38	Safety Audit at Balmer Lawrie Cold Chain Unit, Hyderabad, Telangana
39	Safety Audit at Balmer Lawrie Industrial Packaging (IP) Unit, Chittoor, Andhra Pradesh
40	OSH Audit as per IS 14489:2018 at Ordnance Parachute Factory, Kanpur
41	Safety Audit at Balmerol, Kolkata, Greases and Lubricants, Manufacturing unit., Balmer Lawrie & Co. Ltd.
42	Safety Audit at M/s Andhra Petro Chemicals Ltd., Visakhapatnam, Andhra Pradesh
43	Safety Audit at M/s Balmer Lawrie Cold Chain Unit, Vijayawada, Andhra Pradesh
44	Safety Audit at M/s Balmer Lawrie Logcold, Bhubaneswar
45	Safety Audit in accordance with IS 14489:2018 at Salem Steel Plant, SAIL
46	Industrial Hygiene & Work Environment Monitoring Study' at M/s Fiat India Automotive Pvt. Ltd., Ranjangaon MIDC, Pune
47	Ventilation Study at NTPC Unchahar, Uttar Pradesh
48	Industrial Hygiene Study at M/s Asian Paints Ltd., Visakhapatnam
49	Work Environment Monitoring Study at M/s Asian Paints Ltd., Visakhapatnam

Chapter-14

DATTOPANT THENGADI NATIONAL BOARD FOR WORKERS EDUCATION AND DEVELOPMENT

14.1 The Dattopant Thengadi National Board for Workers Education and Development established in 1958, is a tripartite body which implement the Workers Education scheme at National, Regional and unit/village level. The Board undertakes training programmes, which cover workers from organized, unorganized, rural and informal sectors.

14.2 Further during the year the Board is accredited as an Awarding Body (Standard) by the National Council for Vocational Education and Training (NCVET), Ministry of Skill Development and Entrepreneurship Govt. of India. As an Awarding Body the Board is authorised to create body of knowledge and disseminate the same for skilling, re-skilling and up-skilling of workers for improving their employability and wage.

14.3 The main objective of the Board's training programmes is to create awareness among all sections of the working population. Supervisory and Managerial cadres are also being covered in organized sector.

Workers Education

14.4 Dattopant Thengadi National Board for Workers Education and Development (erstwhile, Central Board for workers Education), Ministry of Labour & Employment, Government of India, was established in 1958 to implement Workers Education Scheme at National, Regional, and Village Levels.

- The Board is tripartite in character and consists of representatives from Central Organisations of Workers/Employers, Central/State Governments and Educational Institutions.

- Creating awareness among the working class about their rights and obligations for their effective participation in socio-economic development of the country.
- Board organizes different types of training programmes for the workers in organised, unorganised and informal sectors as indicated in (**Annexure -1**).
- Board's programmes reflect the new orientation, direction and dimensions for meeting the wider educational needs of the worker, trade unions and managements, keeping in view the changed scenario.

STRUCTURE

14.5 The Board is headed by the President, Hon'ble Minister, Labour & Employment, is the President of the Board, Minister of State, Labour and Employment is the Senior Vice President, and Hon'ble Secretary, Ministry of Labour and Employment is the one of the Vice President along with Chairperson of Governing Body as second vice President. The Board comprises representatives of Central Govt. Central Organizations of Workers, Central Organizations of Employers, representatives of State Governments and Educational Bodies. The affairs of the Board are managed by Governing Body elected from amongst the members of the Board. The Governing Body is headed by Chairperson, nominated by the Government of India. Shri Virjesh Upadhyay is the Chairperson of the Governing Body. The Director General is Administrative Head of the Board appointed by ACC. Col. Neeraj Sharma is the Director General of DTNBWED.

14.6 At the Regional Directorate level, Regional Advisory Committees, with tripartite plus representation, are constituted at each Regional Directorate level to review progress of scheme implementation, to recommend measures for proper implementation of the programmes and to guide the work of Regional Directorates.

14.7 The Board has an apex training institute – Indian Institute of Workers Education, Mumbai, established in 1970 to conduct national level training programmes for providing training programme to Central Trade Union Organisations/Federations, Voluntary Organisations besides this IIWE also conducting training programmes for Board's Officials.

14.8 Training Programmes on Organized Sector -

In Organized Sector, Board conducts training programmes at two levels. i.e. National Level and Regional Level.

Organized Sector programmes are conducted for the workers working in Govt Sector/Offices, Public Sector (PSU), and Private Sectors. Also includes the members of various Trade unions and workers from different establishments, sponsored by the trade unions.

Details of training programmes conducted by the Regional Directorates during the period January, 2025 to December 2025, which includes organized sector and unorganized sector programmes as indicated in the (**Annexure-2**).

14.9 Programmes for Unorganized workers:

Initially the Board concentrated its activities in the organized sector. The Board shifted its emphasis to unorganized/rural sector since 1977–1978 on the recommendations of Workers Education Review Committee. Initially started with 7 pilot projects, the unorganized/rural

workers education programmes. Since January 2025 onward Board has taken new initiative to outcome based programme.

These programmes are conducted with a view to :

- To promote critical awareness of problems, privileges and obligations as workers and citizens;
- To enhance self confidence and build up scientific attitude;
- To educate them to develop their organizations through which they can fulfil socio-economic functions and responsibilities in rural economy and strengthen democratic, secular and socialist fibre of rural society;
- To educate them in protecting and promoting their individual and social interest;
- To motivate for family welfare planning and to combat social evils.
- To register workers under various Govt. Schemes.
- Improve Employability and Job Role based skill for improved earning and better standard of living.

Performance

During the period from January, 2025 to December 2025 the Board has conducted **9915** programmes and trained **569350** workers from various sectors. Details are at (**Annexure 1**).

14.10 MAJOR ACHIEVEMENTS

Awareness Generation and Registration Camp (ACRC)

The objective of the programme to make the workers in un-organised sector aware about various welfare schemes of the Government.

The aim of the programme is to derive maximum benefit from the schemes and also advised to register workers on e-Shram Portal, PMSYM, BOCW, and other State Govt and Central Govt. Welfare Schemes. From January 2025 to December 2025, 2921 number of ACRC programmes were conducted in which 207558 participants has been participated.

Shramik Choupal Programmes

The aim of the programme is to derive maximum benefit from the schemes and also advised to register workers on e-Shram Portal, PMSYM, BOCW, Sambal Yojana and other State Govt and Central Govt. Schemes.

During the year from January 2025 to December 2025, total 5399 number of Shramik Chaupal Programmes been conducted and 312557 participants were trained in Boards training programmes.

GRANTS-IN-AID SCHEME

The Grants-in-Aid Scheme of the Board was introduced in the year 1960. The Rules and Procedure of the Grants-in-Aid Scheme have been simplified accordingly to needs of the Trade Union.

Dattopant Thengadi National Board for Workers Education & Development through its Grants-in-Aid Scheme extends financial assistance to Trade Union Organizations and Educational Institutions etc. to conduct Workers Education Programmes for their own workers.

USE OF HINDI

Hindi Diwas was celebrated on 14th September, 2025. Hindi fortnight was celebrated from 15.09.2025 to 29.09.2025 in the head office, New Delhi and 50 Regional Directorates of the Board had also celebrated Hindi Diwas. All the officers and staff members had participated enthusiastically in these programmes

OBSERVANCE/CELEBRATION OF VARIOUS DAYS

- The Head Office, New Delhi, Regional Offices of Dattopant Thengadi National Board for Workers Education and Development (erstwhile CBWE), and IIWE, Mumbai, observed the following days to mark the occasions :-
- Anti-Terrorism Day on 21st May
- Independence Day on 15th August
- Sadbhavana Day on 20th August
- Constitutional Day on 26th November
- Vigilance Awareness Week from 28th Oct 2025 to 3rd Nov 2025
- Swachh Bharat Abhiyaan, Special Campaign 5.0
- Yoga Day on 21st June

14.11 NEW INITIATIVES

- During the year Board has also collaborated with the following Ministries and departments for conducting skill based training programs for workers.
1. Uttar Pradesh Building and other Construction Workers Welfare Board for Training of One Lac Construction Workers who are beneficiaries of UPBoCWWB
 2. PMKVY-4.0 of Ministry of Skill Development and Entrepreneurship Govt. of India for RPL Training of 13500 Construction Workers in the unorganised sector.
 3. PM-VIKAS of Ministry of Minority Affairs Govt. of India for Job Role Based Skill Training of 2000 Construction Workers with special focus on workers belonging to Minority Communities.

- The Board is working on re-orientation of its programmes and objectives and to come up with new initiatives with tangible benefits to the targeted group.
- The Board is planning to design customized training programmes on the basis of occupations available in E-Shram and in consultation with NSDC.
- The Board is striving to make linkages with EPFO, ESIC, e-Shram, PYSYM, NCS, etc to design the training programmes/activities accordingly to address the needs of the target group.
- Employability and Proficiency Enhancement Programme (EPEP), is up skill based 12 hours training program with both theoretical and practical exposure. The program is designed and implemented with an objective to meet the critical skill deficiencies among the workers especially in the sectors in mass employment like Construction, Agriculture, Health Care, small enterprises.
- Inspired by the success of the initiative during 2024 – 25, the program is extended to about 80000 workers during 2025 – 26 and organisations with paramount domain expertise were mobilised to implement the programs on Job Roles pertaining to their core competence. MoU based partnership forged during the year with ten organisations, being Govt. departments, large Public Sector undertakings, Sector Skill Councils and Awarding Bodies functioning under MSDE, Govt. of India. Major participants for implementation of EPEP for 2025 – 26 are Kendriya Bhandar, KELTRON, ITI Ltd, Logistics Sector Skill Council, AFC India Ltd, Indian Iron & Steel Sector Skill Council etc.
- MoU with Tata Steel Technical Service Limited (TSTSL) and Tata Steel support Service Ltd (TSSSL) with DTNBWED to train 1000 employees of different units of Tata Steel located at six different locations in India on the topic “Behaviour Based Safety under MTP (SGF) programme in the financial year 2025-26.

Annexure-1

COURSES ORGANISED UNDER WORKERS EDUCATION FROM 01.01.2025 TO 31.12.2025.

Sr. No.	Name of Program	No. of Programs	Total Male	Total Female	Grand Total
	Organized Sector				
1.	Capacity Building Programme for Office Bearers of TUs (02 Modules)	162	2603	1141	3744
2.	Modular Training Programme (MTP) 01 Module	24	244	396	640
3.	Modular Training Programme (MTP) 02 Modules	71	1382	124	1506
4.	SGF Modular Training Programme 01 Module	91	1484	206	1690
5.	SGF Modular Training Programme 02 Modules	301	6260	522	6782
6.	SGF Modular Training Programme 04 Modules	02	29	0	29
7.	Prevention of Sexual Harassment at Work Place	34	235	207	442
8.	Programme on OSH (Organised Sector)	12	238	30	268
9.	Training of Trainers Program	110	1683	1116	2799
Total		807	14158	3742	17900
	Unorganized Sector				
1.	Awareness Generation and Registration Camp (ACRC)	2921	96832	110726	207558
2.	Employability and Proficiency Enhancement Programme (EPEP)	658	-	-	27334
3.	Programme on OSH (Unorganised Sector)	75	863	1207	2070
4.	Shramik Chaupal	5399	157171	155386	312557
5.	Career Guidance Program	30	577	689	1266
6.	Sectoral Based program	16	325	242	567
7.	RuTAG	09	53	45	98
Total		9108	255821	268295	551450
Grand Total		9915	269979	272037	569350

TRAINING PROGRAMMES OF THE BOARD

Sr. No.	COURSE TITLE	TARGET GROUP	BROAD OUTLINE OF SUBJECTS COVERED
A	ORGANISED SECTOR		
1	Capacity Building Programme-4 Modules	Office bearers of Trade Unions	To Organize a series of programs as per theme based structured Module for- (i) Trade union consciousness; (ii) The purposes, functions and administration of trade unions; (iii) The conduct of Industrial relations and knowledge of the industry; (iv) The development of a mature individual and his role as a citizen
2	Board provides assistance for conducting trainings in tune with objectives of Workers Education through Trade Unions for Capacity Building of Trade Unions-6 Modules Grants-in-Aid	For office bearer of Trade Unions	The management of attitudes, habits, ways of thinking, The trends indicating the way our society appears
3	Modular Training Programme for Self-Generation of Funds 2 Modules/4 Modules/6 Modules	Workers and employees of the industry/establishment/offices	At Industry Premises or in-house training based on Pre structured Modules (on the basis of Training Need Identification or various inputs) Contents: Labour Codes, topics related on Applied Industrial Psychology / HR / Organizational Development / Industrial Domain and Trade Union Management & Administration - MTP-SGF programmes are conducted to earn revenue for strengthening of Workers Education Framework in the country under Organized Sector.
4	Occupational Health & Safety	Organised Sector Workers	Enable the workers to understand the concept of modern Safety Management Standards and collectively perform their responsibilities for engaging in modern production centres
5	Training of Trainers (TOT) Programmes: 03 Days	Perspective Trainers engaged in different industries, trade or profession, trade union activist, individual with acumen to become a peer trainer	To develop a pool of trainers who can train and equip their peer workers with required information, knowledge and competency through imparting need based training programs of appropriate duration.

Sr. No.	COURSE TITLE	TARGET GROUP	BROAD OUTLINE OF SUBJECTS COVERED
B	UNORGANISED SECTOR		
1	Training of Trainers (TOT) Programmes: 03 Days	Perspective RV / Facilitators / Representatives of Collaborating Agency	To develop a pool of trainers / Rural Volunteers and Facilitators which will be helpful for the Board for conducting programs effectively in unorganized and rural sectors.
2	Awareness cum Registration camp (ACRC)	➤ Unorganized & Rural workers, Self Employed, Unemployed Youth	Conducted with an objective to make the workers in un-organised sector aware about various welfare schemes of the Government. Participants are also motivated to register themselves under various such schemes. ➤ Programmes were conducted in 65 Aspirational Blocks in 23 States. ➤ Workers were mostly, registered under the schemes namely e-Shram, PMSYM, ABHA, NCS, Adhar Card, Voter Card etc. ➤ Programme are conducted at village, block, panchayat, colonies etc. with the help of NGOs, Trade Unions etc.
3	Shramik Chaupal	These programmes are organized at labour chowks, worker clusters and construction sites for U/O Workers.	Awareness about and linkage with Govt. Welfare Schemes related labour and other initiatives of Government.
4	Employability and Proficiency Enhancement Programme (EPEP)	construction workers as a mandated welfare activity	Programmes are of 05 days duration conducted at construction sites. Last days is engaged for assesment of the participants. Job Roles covered are Shuttering Carpenters, Bar Benders, Assistant Masons etc
5	Occupational Health & Safety	Unorganised Sector Workers	Occupational Homogenous Groups of Workers are reached for 1 day intervention on OHS identification of Hazards associated with their Job, and Risk Assessment Techniques are discussed. Finally collectives risk management strategy is implemented during the work.

6	Sectoral Based Project	Unorganised Sector Workers	Special programs are designed in collaboration with the satke holders of workers education to address peculiar needs of the particular segment of workers and implemented at Regional Directorate level.
7	Career Guidance	Final Year Students of ITI, Colleges and Job Seekers	One day seminar is conducted for the senior students of different skill and academic institutions with an objective to provide them primary information about employment market and conditions of service. Further the sessions focus on equipping the participants with employability skills like communication. IPR, Attitude & Behaviour etc.
8	RuTAG Smart Village Centre Collaborative Project	Unorganised Sector Workers	It is a collaborative program to compliment the initiative of the Principal Scientific Advisor to Govt. of India on Rural Technology Adoption Group for Smart Village Centre Project by generating awareness and building specific capacities among the beneficiaries through different training programs.

15.1 The Ministry is implementing many schemes for improving life and dignity of labour force both in Organized and Unorganized Sectors during the FY 2025-26. Main emphasis of programmes / schemes is on e-Shram portal [National Database of Unorganized Workers (NDUW)], abolition and rehabilitation of Bonded Labourers, Labour Welfare, Occupational Safety & Health (OSH) and Employment Generation. The important schemes under Social Security for workers are: Employees' Pension Scheme (EPS), 1995, Social Security for Tea Plantation Workers in Assam, Pradhan Mantri Shram Yogi Maandhan (PMSYM) for Unorganized Workers and National Pension Scheme (NPS) for Traders and Self Employed Persons. During FY 2025-26, the Ministry has also launched a new scheme, namely, Pradhan Mantri Viksit Bharat Rojgar Yojana (PMVBRY) for employment generation. The PMBBRY was approved by the Cabinet on 01.07.2025 with effective date of implementation as 01.08.2025. In addition, e-Shram, National Career Service (NCS), National Career Service Centres (NCSC for SC / ST and Labour Welfare Scheme (LWS) for Beedi, Cine and Non-Coal Mine workers are also other major schemes.

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

15.3 The Ministry of Finance provided an financial outlay of Rs. 31820.80 Crore for Central Sector (CS) schemes of Ministry of Labour & Employment (MoLE) during the Financial Year 2025-26. The schemes-wise financial outlays are given in Table 15.1.

15.4 In compliance with the Government directives, this Ministry has earmarked Rs. 5284.13 Crore (16.60% of total allocation) for DAPSC and Rs. 2740.11 Crore (8.60% of total allocation) for DAPST under CS schemes during the FY 2025-26 as per details given in **Table 15.1**.

Table: 15.1**Ministry of Labour & Employment: Financial Outlay of Schemes for FY 2025-26****(Rs. in Crore)**

Sl. No	Name of Schemes	Total Financial Outlay 2025-26	Allocation for DAPSC 2025-26	Allocation for DAPST 2025-26
1	Labour and Employment Statistical System (LESS)	72.7	11.00	5.98
2	Labour Welfare Scheme (LWS)	50.68	8.42	4.35
3	Employee's Pension Scheme (EPS), 1995	11250.00	1867.50	967.50
4	Social Security for Tea Plantation Workers in Assam	66.87	1.24	0.30
5	Pradhan Mantri Shram Yogi Maandhan (PMSYM) Yojana	244.02	25.00	21.00
6	National Pension Scheme (NPS) for Traders and Self Employed Persons	5.10	0.00	0.00
7	e-Shram Portal - National Database of Unorganized Workers (NDUW)	27.80	4.61	2.39
8	Rehabilitation of Bonded Labour	6.00	1.00	0.52
9	Coaching and Guidance for SC, ST and OBCs	20.61	16.73	2.07
10	National Career Services (NCS)	77.00	8.63	6.00
11	Pradhan Mantri Viksit Bharat Rojgar Yojana (PMVBRY)	20000.00	3340.00	1730.00
Total		31820.80	5284.1	2740.11

15.5 Further, 10% of allocation (Rs. 3208.67 Crore) has been earmarked specifically for North-Eastern Region (NER) during the FY 2025-26 under 10% Gross Budgetary Support (GBS) for NER.

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

15.6 Ministry of Labour & Employment implements 11 Central Sector Schemes. Ministry

also gives Grant-in-aid to Autonomous Bodies viz., V.V.Giri National Labour Institute & Dattopant Thengadi National Board for Workers Education and Development. List of the

schemes along with budget estimates, revised estimates and expenditure are given in **Table No 15.2 and 15.3.**

Table 15.2

MINISTRY OF LABOUR & EMPLOYMENT							
(Rs. in crores)							
BUDGET PROVISION AND EXPENDITURE							
Sl. No.	Name of the Scheme	BE 2024-25	RE 2024-25	Actual 2024-25	BE 2025-26	RE 2025-26	Exp. Upto 31st Dec, 2025
I. Establishment Expenditure of the Centre							
1	Secretariat	104.46	98.05	94.32	106.54	122.50	84.55
2	Labour Bureau	30.07	26.09	25.07	27.67	26.13	20.66
3	Other Expenditures related to CLC(C), CGIT & IT	124.52	111.18	108.58	122.70	118.05	94.26
4	Directorate General of Factory Advice Services (DGFASLI)	39.34	34.08	33.83	39.01	34.00	26.12
5	Directorate General of Mines Safety (DGMS)	119.00	116.36	117.73	126.53	120.91	98.91
6	International Cooperation	43.14	41.87	38.52	41.99	52.05	4.34
7	Directorate General of Employment (DGE)	76.86	79.48	75.20	73.03	69.50	55.18
8	Directorate General of Labour Welfare (DGLW)	156.36	152.17	149.74	161.42	157.63	124.06
Total-Establishment Expenditure of the Centre		693.75	659.28	643.00	698.89	700.77	508.09
II. Social Security Schemes/Projects for Workers							
1	Labour and Employment Statistical System (LESS)	50.00	26.58	12.72	72.72	25.00	13.77

2^	Labour Welfare Scheme	50.68	50.68	40.27	50.68	78.09	14.08
3	Employees' Pension Scheme, 1995	10950.00	10235.00	10235.00	11250.00	10500.00	7857.35
4	Social Security for Plantation Workers in Assam	66.20	63.39	63.39	66.87	61.37	46.84
5	Pradhan Mantri Shram Yogi Mandhan Yojana	177.24	242.73	231.50	244.02	244.02	165.39
6	National Pension Scheme for Traders and Self Employed Persons erstwhile Pradhan Mantri Karam Yogi Maan - Dhan Yojana	0.01	0.01	0.00	5.10	2.80	1.90
7*	Aatmanirbhar Bharat Rojgar Yojana	150.00	0.00	0.00	0.00	0.00	0.00
8^^	National Data Base for Unorganised Workers	176.84	26.93	24.49	27.80	25.00	15.84
9*	National Child Labour Project	0.00	0.68	0.68	0.00	0.00	0.00
10	Rehabilitation of Bonded Labour	6.00	6.00	1.31	6.00	3.00	1.06
11	Coaching and Guidance for SC, ST and Other Backward Classes	20.60	20.60	18.87	20.61	20.61	14.65
12	National Career Services	58.00	58.00	47.44	77.00	60.00	39.13
13**	New Employment Generation Scheme	10000.00	6799.43	0.16	20000.00	848.16	1.28
Total-Central Sector Schemes/ Projects		21705.57	17530.03	10675.82	31820.80	11868.05	8171.28

III. Autonomous Bodies							
1	Dattopant Thengadi National Board for Workers Education	117.00	103.26	103.26	110.85	105.50	84.56
2	National Labour Institute	15.15	14.65	14.42	15.65	13.73	11.62
Total-Autonomous Bodies		132.15	117.91	117.67	126.50	119.23	96.17
Grand Total		22531.47	18307.22	11436.49	32646.19	12688.05	8775.54

^ The Housing component under the labour Welfare Scheme reached its sunset on 31st March, 2024.

*** Aatmanirbhar Bharat Rojgar Yojana (ABRY) scheme has been closed after 31.03.2024. National Child Labour Project scheme has been subsumed under the Samagra Siksha Abhiyan (SSA) with effect from 01.04.2021.**

^^ National Data Base for Unorganised Workers (NDUW), this scheme has been merged with revamping of portal under SRISTI scheme.

**** New Employment Generation Scheme has been renamed as Pradhan Mantri Viksit Bharat Rozgar Yojana (PMVBRY).**

Table 15.3

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

(Rs. In crore)

Year	BE	RE	Expenditure
2020-2021	12065.49	13719.56	12920.37
2021-2022	13306.50	14248.72	24036.34
2022-2023	16893.68	16117.65	14797.95
2023-2024	13221.73	12521.06	11539.62
2024-2025	22531.47	18307.22	11436.49

Chapter-16

WELFARE OF SCHEDULE CASTES AND SCHEDULE TRIBES

16.1 National Career Service Centres (NCSCs) for Scheduled Castes and Scheduled Tribes (erstwhile Coaching-cum- Guidance Centres for SC/ST) were established by Directorate General of Employment & Training (now Directorate General of Employment), Ministry of Labour & Employment, Govt. of India. These Centres provide services to educated SC/ST job seekers registered with Employment Exchanges for enhancing their employability through coaching, counseling and related training programmes. Some of the programmes organized by these Centres cover confidence building, individual guidance, mock interviews, training and practice in typing, shorthand and computer, etc.

The applicants are provided guidance at the time of their registration with the Employment Exchange and also when they are sponsored against notified vacancies. The Centre also follows up with the employers for placement against vacancies reserved for the Scheduled Caste and Scheduled Tribe candidates. For further details on NCSC-SC/STs refer chapter-24.

Representation of SCs and STs the Ministry of Labour and Employment

16.2 Data on the representation of Schedule Caste (SC) and Scheduled Tribe (ST) employees in the Ministry of Labour and Employment is as under:

REPRESENTATION OF SCs/STs IN THE MINISTRY OF LABOUR & EMPLOYMET INCLUDING ITS ATTACHED / SUBORDINATE OFFICES / AUTONOMOUS BODIES							
Group	Total No. of Employees	Due as per reservation norms		In position		Surplus(+) Shortfall(-)	
		SC (15%)	ST (7.5%)	SC	ST	SC	ST
Group 'A'	5210	781	390	782	344	+1	-46
Group 'B'	9814	1472	736	1581	682	+109	-54
Group 'C' (including erstwhile Group 'D' also)	31947	4792	2396	5779	2363	+987	-33
Total	46971	7045	3522	8142	3389	+1097	-133

16.3 As per the requirement of the Rights of Persons with Benchmark Disabilities Act, 2016, 4% posts are to be reserved for Person with Benchmark Disabilities. The data and number of

posts held by Persons with Benchmark Disabilities (PWbDs) in the Ministry of Labour and Employment as under:

REPRESENTATION OF PERSONS WITH DISABILITIES (DIFFERENTLY ABLED) IN THE MINISTRY OF LABOUR & EMPLOYMENT INCLUDING ITS ATTACHED / SUBORDINATE OFFICES / AUTONOMOUS BODIES		
Category of Employees	Total Number of Employees	Number of posts held by differently abled person
Group 'A'	5210	62
Group 'B'	9814	143
Group 'C' (including erstwhile Group 'D' also)	31947	988
Total	46971	1193

Data on the representation of Other Backward Classes (OBC) employees in the Ministry of Labour and Employment including its attached / subordinate / autonomous organizations are as under:

Category of Employee	Total No. of employees (as on 31.12.2025)	Due as per Reservation norms	in Position	Surplus(+) / Shortfall (-)
		<u>OBC (27%)</u>	OBC	OBC
Group 'A'	5210	1388	1229	-159
Group 'B'	9814	2686	2314	-372
Group 'C' (including erstwhile Group 'D' also)	31947	8647	7882	-765
Total	46971	12721	11425	-1296

Chapter-17

LABOUR STATISTICS

17.1 The Labour Bureau is responsible for collection, compilation and publication of price, employment and labour statistics encompassing information on wages, earnings, absenteeism, labour turnover, industrial relations, etc. The various key parameters released regularly by the Bureau include the Consumer Price Index Numbers for Industrial Workers (CPI-IW), Consumer Price Index Numbers for Agricultural and Rural Labourers (CPI-AL/RL), Wage Rate Index (WRI), etc. The Bureau also collects and compiles Administrative Statistics under 11 Labour Acts.

17.2 Major Activities and Achievements of Labour Bureau

Consumer Price Indices : The Consumer Price Indices compiled & maintained by Labour Bureau on a regular monthly basis are as under:-

(a). Consumer Price Index Numbers for Industrial Workers (CPI-IW) on Base 2016=100

Consumer Price Index Numbers for Industrial Workers (CPI-IW) measure the rate of change in prices of a fixed basket of goods and services consumed by the working class population. It is being compiled and maintained by Labour Bureau since 1946.

1. The index with Base year (2016=100) has been released up to the month of November, 2025.
2. The weighting diagram for the series has been derived on the basis of the Working Class Family Income and Expenditure Survey conducted during the year 2016.

The weights for broad groups are presented in Box 17.1.

3. The index numbers are released on last working day of every succeeding month through Press Release and Monthly Index Letter. These are also published in the Bureau's monthly publication "Indian Labour Journal" besides putting them on the Bureau's website www.labourbureau.gov.in
4. Three statements on CPI (IW) showing Annual Percentage Variations, Monthly Percentage Variations and Y-o-Y Inflation are presented in Table 17.1, 17.2 and 17.3 respectively.
5. These Index Numbers are utilized for revision of wages, determination of variable dearness allowance, measuring inflationary trends and policy formulation.
6. Exercise for revision of base year of CPI (IW) to recent year has started.

(b). Retail Price Index for 31 Essential Commodities

17.3 Retail Price Index of 31 Essential Commodities are also compiled every month and supplied to the Ministry of Consumer Affairs, Food and Public Distribution to facilitate monitoring of movement in prices of these selected commodities. These indices are compiled on the basis of Weighting Diagram derived from the weights determined under Consumer Price Index Numbers for Industrial Workers and Price data collected under the series. Indices upto the month of September,

2025 were compiled and disseminated to concerned agencies.

(c) Housing Index

17.4 As a corollary to the main Working Class Family Income and Expenditure Survey, Repeat House Rent Survey has been conducted at 88 centres and Housing Indices have been compiled for all 88 centres. This survey is conducted twice in a year on an interval of six months to compile housing indices @ 2 indices per centre per year. These indices are used in compilation of CPI (IW).

17.5 The Family Income and Expenditure Survey is conducted under the guidance of the Technical Advisory Committee on Statistics of Prices. Labour Bureau has conducted a fresh Working Class Family Income & Expenditure Survey in the year 2016 with a view to updating the series of CPI-IW to a new base. The new series of index with base 2016=100 has been released w.e.f. September, 2020.

(d). Consumer Price Index Numbers for Rural Labourers and for Agricultural Labourers [CPI (RL and AL)] (Base: 1986-87=100 & 2019=100)

17.6 Based on the retail price data collected from 600 sample villages, CPI Numbers for Rural labourers and its subset Agricultural Labourers were being compiled for 20 States and All-India on base 1986-87=100 on a monthly basis till May, 2025.

17.7 The Labour Bureau, Ministry of Labour & Employment, released the newly constructed Consumer Price Index Numbers for Agricultural Labourers and Rural Labourers (CPI – AL & RL) with the base year 2019=100 w.e.f. June 2025. These indices are based on data collected from a new set of 787 sample villages across 34 States/UTs. The base year has been revised from 1986-87.

17.8 The Annual Report on CPI Numbers for Agricultural and Rural Labourers (Base: 1986-87=100) for the year 2023-24 has been released.

17.9 The monthly indices and annual rate of inflation are presented respectively in Tables 17.4(i), 17.4(ii) & 17.5(I), 17.5(ii).

17.10 These index numbers are, inter-alia, used for revision and fixation of minimum wages in respect of the employments in agriculture under the Minimum Wages Act, 1948, subsumed in the Code on Wages, 2019, revision of wages under MGNREGA, fixation of procurement/ support prices of agricultural crops by CACP and updation of material cost under PM-POSHAN scheme.

(e) Wage Rate Data:

17.11 The coverage of sample village and states/UTs has been expanded from 600 villages in 20 states to 787 villages & 34 states/UTs. This expansion was taken after the revision of the base year (2019) of CPI-AL/RL. The sample size for wage rate data collection for 25 agricultural and non-agricultural occupations is the same set of villages where retail price data is collected for CPI-AL/RL. Wage rate statistics up to the month of August, 2025 have been compiled and published. The booklet titled “Wage Rates in Rural India” for the year 2023-24 has been released.

(f) Wage Rate Index (WRI):

17.12 Wage Rate Index (WRI) is one of the prominent economic indicators which measures the relative changes in wages of manual worker in selected occupations of selected industries over a period of time. Labour Bureau has been compiling WRI since 1969. Recently, the base year of WRI has been revised from 1963=100 to 2016=100 by Labour Bureau. Under the New WRI Series, half-yearly wise (point-to-point) WRI data for selected 37 industries in three sectors viz. Manufacturing, Plantation and Mining, from

July 2016 (New base) are compiled. All-India Wage rate index has been released up to pay period 1st July 2023.

(g) Occupational Wage Survey (OWS):

17.13 Different rounds of Occupational Wage Surveys (OWS) are being conducted with the objective of providing data/information required to obtain Occupation-wise data on employment, wage rates and dearness allowance for building up Wage Rate Index Numbers.

So far now, seven rounds of OWS have been conducted by Labour Bureau. Under the 7th Round of OWS, total ten reports consisting of 56 industries have been prepared and all the reports viz. Five Textile Industries, One Textile Garment Industry, Three Plantation Industries, One Tea Processing Industry, Four Mining Industries, Ten Manufacturing Industries, Ten Engineering Industries, Nine Engineering

Industries, Nine Manufacturing Industries and Four Service Sector Industries, have been released.

(h) Training in Labour Statistics.

17.14 Training programme for 30 probationers, 47th batch of Indian Statistical Service (ISS) was organised during 16th to 18th June, 2025 at Labour Bureau Chandigarh.

(i) Labour Codes and Publications

17.15 The 4 Labour Codes , viz The Occupational Safety, Health and Working Conditions Code, 2020, The Code on Social Security, 2020, The Code on Wages, 2019 and The Industrial Relations Code, 2020, have been enforced from 21.11.2025. In Codes, 29 central labour laws have been subsumed and the reports on these subsumed Acts will be published under the respective codes:

Labour Codes	Acts Subsumed
The Occupational Safety, Health and Working Conditions Code, 2020	1) The Factories Act, 1948 2) The Motor Transport Workers Act, 1961 3) The Plantations Labour Act, 1951
The Code on Social Security, 2020	1) The Maternity Benefit Act, 1961 2) The Employees' Compensation Act, 1923
The Code on Wages, 2019	1) The Minimum Wages Act, 1948 2) The Payment of Wages Act, 1936
The Industrial Relations Code, 2020	1) The Trade Unions Act, 1926 2) The Industrial Employment (Standing Orders) Act, 1946 3) The Industrial Disputes Act, 1947

Box 17.1	
WEIGHTS FOR BROAD GROUPS UNDER CPI-IW ON BASE: 2016=100	
Group(s)	Weight(s)
Food & Beverages	39.20
Pan, Supari, Tobacco & Intoxicants	1.80
Clothing & Footwear	5.95
Housing	17.75
Fuel & Light	5.49
Miscellaneous	29.81
Total	100.00

Table 17.1

Comparative Statement of variations in Consumer Price Index for Industrial Workers (CPI-IW) on Base: 2001=100 and 2016=100.

Base	Financial Year	Index	Percentage variation (annual)
I. 2001=100	2006-07	125	6.83
	2007-08	133	6.40
	2008-09	145	9.02
	2009-10	163	12.41
	2010-11	180	10.43
	2011-12	195	8.33
	2012-13	215	10.26
	2013-14	236	9.77
	2014-15	251	6.36
	2015-16	265	5.58
	2016-17	276	4.15
	2017-18	284	2.90
	2018-19	300	5.63
	2019-20	322	7.33
	2020(Apr, 20 - Aug, 20)	333	} 5.19
II. 2016=100	2020-21(Sep,20 – Mar,21)	119.0	
	2021-22	123.6	5.14
	2022-23	131.1	6.07
	2023-24	137.9	5.19
	2024-25	142.6	3.41

Note: i) Index values are annual average of respective financial year.

ii) The percentage variation for the year 2020-21 w.e.f. September, 2020 have been derived from the figures of base 2016=100 by using conversion factor of 2.88. The converted figure for 2020-21 (September, 2020 to March, 2021) is 342.7.

Table 17.2

Monthly variation in CPI-IW (Base: 2001=100 & 2016=100)

FY	2019-20		2020-21		2021-22		2022-23		2023-24		2024-25		2025-26	
	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation	Index	Percentage variation
Month														
April	312	0.97	329	0.92	120.1	0.42	127.7	1.35	134.2	0.68	139.4	0.36	143.5	0.35
May	314	0.64	330	0.30	120.6	0.42	129.0	1.02	134.7	0.37	139.9	0.36	144.0	0.35
June	316	0.64	332	0.61	121.7	0.91	129.2	0.16	136.4	1.26	141.4	1.07	145.0	0.69
July	319	0.95	336	1.20	122.8	0.90	129.9	0.54	139.7	2.42	142.7	0.92	146.5	1.03
August	320	0.31	338	0.60	123.0	0.16	130.2	0.23	139.2	-0.36	142.6	-0.07	147.1	0.41
September	322	0.63	118.1	0.62	123.3	0.24	131.3	0.84	137.5	-1.22	143.3	0.49	147.3	0.14
October	325	0.93	119.5	1.19	124.9	1.30	132.5	0.91	138.4	0.65	144.5	0.84	147.7	0.27
November	328	0.92	119.9	0.33	125.7	0.64	132.5	0.00	139.1	0.51	144.5	0.00		
December	330	0.61	118.8	-0.92	125.4	-0.24	132.3	-0.15	138.8	-0.22	143.7	-0.55		
January	330	0.00	118.2	-0.51	125.1	-0.24	132.8	0.38	138.9	0.07	143.2	-0.35		
February	328	-0.61	119.0	0.68	125.0	-0.08	132.7	-0.08	139.2	0.22	142.8	-0.28		
March	326	-0.61	119.6	0.50	126.0	0.80	133.3	0.45	138.9	-0.22	143.0	0.14		

Note: (i) Index from September, 2020 is on New Base 2016=100.

(ii) The percentage variation for September, 2020 has been derived by converting the figure of 2016=100 by using linking factor of **2.88**.

Table 17.3
ANNUAL RATE OF INFLATION BASED ON ALL INDIA CONSUMER PRICE INDEX NUMBERS FOR INDUSTRIAL WORKERS
(Base: 2001=100 & 2016=100)

Year/ Month	2019			2020			2021			2022			2023			2024			2025		
	Index	Rate of Inflation		Index	Rate of Inflation		Index	Rate of Inflation		Index	Rate of Inflation		Index	Rate of Inflation		Index	Rate of Inflation		Index	Rate of Inflation	
January	307	6.6		330	7.49		118.2	3.15		125.1	5.84		132.8	6.16		138.9	4.59		143.2	3.10	
February	307	6.97		328	6.84		119.0	4.48		125.0	5.04		132.7	6.16		139.2	4.90		142.8	2.59	
March	309	7.67		326	5.50		119.6	5.64		126.0	5.35		133.3	5.79		138.9	4.20		143	2.95	
April	312	8.33		329	5.45		120.1	5.13		127.7	6.33		134.2	5.09		139.4	3.87		143.5	2.94	
May	314	8.65		330	5.10		120.6	5.25		129	6.97		134.7	4.42		139.9	3.86		144	2.93	
June	316	8.59		332	5.06		121.7	5.57		129.2	6.16		136.4	5.57		141.4	3.67		145	2.55	
July	319	5.98		336	5.33		122.8	5.26		129.9	5.78		139.7	7.54		142.7	2.15		146.5	2.66	
August	320	6.31		338	5.62		123.0	4.80		130.2	5.85		139.2	6.91		142.6	2.44		147.1	3.16	
September	322	6.98		118.1	5.62		123.3	4.40		131.3	6.49		137.5	4.72		143.3	4.22		147.3	2.79	
October	325	7.62		119.5	5.91		124.9	4.52		132.5	6.08		138.4	4.45		144.5	4.41		147.7	1.52	
November	328	8.61		119.9	5.27		125.7	4.84		132.5	5.41		139.1	4.98		144.5	3.88				
December	330	9.63		118.8	3.67		125.4	5.56		132.3	5.50		138.8	4.91		143.7	3.53				

Note: (i) Rate of inflation has been calculated as percentage increase over the figure of the corresponding month of the previous year.
(ii) Index from September, 2020 is on New Base 2016=100.
(iii) Inflation from September, 2020 has been derived by converting the figure of 2016=100 by using linking factor of 2.88.

Box 17.2: Comparative Statement of variation in Consumer Price Indices for Agricultural Labourers (CPI-AL) and Rural Labourers (CPI-RL) on base 1986-87=100

Year	CPI-AL	CPI-RL	Annual percentage variation	
			CPI-AL	CPI-RL
1995-1996	237	238	-	-
1996-1997	256	256	8.02	7.56
1997-1998	264	266	3.13	3.91
1998-1999	293	294	10.98	10.53
1999-2000	306	307	4.44	4.42
2000-2001	305	307	-0.33	0.00
2001-2002	309	311	1.31	1.30
2002-2003	318	321	2.91	3.22
2003-2004	331	333	4.09	3.74
2004-2005	340	342	2.72	2.70
2005-2006	353	355	3.82	3.80
2006-2007	380	382	7.65	7.61
2007-2008	409	409	7.63	7.07
2008-2009	450	451	10.02	10.27
2009-2010	513	513	14.00	13.75
2010-2011	564	564	9.94	9.94
2011-2012	611	611	8.33	8.33
2012-2013	672	673	9.98	10.15
2013-2014	750	751	11.61	11.59
2014-2015	800	802	6.67	6.79
2015-2016	835	839	4.38	4.61
2016-2017	870	875	4.19	4.29
2017-2018	889	895	2.18	2.29
2018-2019	907	915	2.02	2.23
2019-2020	980	986	8.05	7.76
2020-2021	1034	1040	5.51	5.48
2021-2022	1075	1084	3.97	4.23
2022-2023	1148	1160	6.79	7.01
2023-2024	1229	1240	7.05	6.90
2024-2025	1299	1311	5.70	5.73
2025-2026	1306*	1320*	-	-

Note: - (i) The average for the year 1995-96 is based on five months i.e. November, 1995 to March, 1996.

(ii) Index values are annual averages of the respective financial year.

(iii) The series of CPI-AL/RL on base 1986-87=100 were released w.e.f. the index for the month of November, 1995. In the case of CPI-AL, the linking factor between old (1966-67) and new (1986-87) series is 5.89 while the series of CPI-RL was introduced for the first time w.e.f. November, 1995 index.

*Data is for April & May 2025.

Table: 17.4(i): Monthly Variation in CPI (AL) (Base 1986-87=100)

Month	2019-2020		2020-2021		2021-2022		2022-2023		2023-2024		2024-2025		2025-26	
	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
April	932	0.87	1014	0.70	1041	0.58	1108	0.91	1180	0.43	1263	.032	1307	0.08
May	940	0.86	1019	0.49	1049	0.77	1119	0.99	1186	0.51	1269	.048	1305	-0.15
June**	950	1.06	1018	-0.10	1057	0.76	1125	0.54	1196	0.84	1280	0.87	134.08**	0.74
July	958	0.84	1021	0.29	1061	0.38	1131	0.53	1215	1.59	1290	0.78	135.31	0.92
August	965	0.73	1026	0.49	1066	0.47	1140	0.80	1224	0.74	1297	0.54	136.34	0.76
September	976	1.14	1037	1.07	1067	0.09	1149	0.79	1226	0.16	1304	0.54	136.23	-0.08
October	987	1.13	1052	1.45	1081	1.31	1159	0.87	1241	1.22	1315	0.84	136.40	0.12
November	1000	1.32	1060	0.76	1092	1.02	1167	0.69	1253	0.97	1320	0.38		
December	1014	1.40	1047	-1.23	1097	0.46	1167	0.00	1257	0.32	1320	0.00		
January	1016	0.20	1038	-0.86	1095	-0.18	1170	0.26	1258	0.08	1316	-0.30		
February	1010	-0.59	1037	-0.10	1095	0.00	1171	0.09	1258	0.00	1309	-0.53		
March	1007	-0.30	1035	-0.19	1098	0.27	1175	0.34	1259	0.08	1306	-0.23		

Source: Labour Bureau, Chandigarh

**The series of CPI-AL/RL on base 2019=100 were released w.e.f. the index for the month of June, 2025. The linking factor between old (1986-87) and new 2019 series for AL is 9.69 & RL is 9.78.

Table: 17.5(i): Annual Rate of Inflation based on all-India Consumer Price Index for Agricultural Labourers (Base: 1986-87=100)

Month	2019-2020			2020-2021			2021-2022			2022-2023			2023-2024			2024-2025			2025-26		
	Index	Rate of inflation@		Index	Rate of inflation@		Index	Rate of inflation@		Index	Rate of inflation@		Index	Rate of inflation@		Index	Rate of inflation@		Index	Rate of inflation@	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15							
April	932	4.95	1014	8.80	1041	2.66	1108	6.44	1180	6.50	1263	7.03	1307	3.48							
May	940	5.50	1019	8.40	1049	2.94	1119	6.67	1186	5.99	1269	7.00	1305	2.84							
June**	950	6.26	1018	7.16	1057	3.83	1125	6.43	1196	6.31	1280	7.02	134.08**	1.42							
July	958	6.21	1021	6.58	1061	3.92	1131	6.60	1215	7.43	1290	6.17	135.31	0.77							
August	965	6.39	1026	6.32	1066	3.90	1140	6.94	1224	7.37	1297	5.96	136.34	1.07							
September	976	7.25	1037	6.25	1067	2.89	1149	7.69	1226	6.70	1304	6.36	136.23	-0.07							
October	987	8.11	1052	6.59	1081	2.76	1159	7.22	1241	7.08	1315	5.96	136.40	-1.36							
November	1000	9.41	1060	6.00	1092	3.02	1167	6.87	1253	7.37	1320	5.35									
December	1014	11.06	1047	3.25	1097	4.78	1167	6.38	1257	7.71	1320	5.01									
January	1016	11.04	1038	2.17	1095	5.49	1170	6.85	1258	7.52	1316	4.61									
February	1010	10.14	1037	2.67	1095	5.59	1171	6.94	1258	7.43	1309	4.05									
March	1007	8.98	1035	2.78	1098	6.09	1175	7.01	1259	7.15	1306	3.73									

@Percentage increase over the figures of the corresponding month of the previous year.

**The series of CPI-AL/RL on base 2019=100 were released w.e.f. the index for the month of June, 2025. The linking factor between old (1986-87) and new 2019 series for AL is 9.69 & RL is 9.78.

Source: Labour Bureau, Chandigarh

Table: 17.4(ii): Monthly Variation in CPI (RL) (Base 1986-87=100)

Month	2019-2020		2020-2021		2021-2022		2022-2023		2023-2024		2024-2025	
	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month	Index	Percentage variation over previous month
1	2	3	4	5	6	7	8	9	10	11	12	13
April	939	0.75	1019	0.59	1049	0.58	1119	0.90	1192	0.51	1275	0.39
May	948	0.96	1025	0.59	1057	0.76	1131	1.07	1197	0.42	1281	0.47
June**	957	0.95	1024	-0.10	1065	0.76	1137	0.53	1207	0.84	1292	0.86
July	965	0.84	1028	0.39	1070	0.47	1143	0.53	1226	1.57	1302	0.77
August	972	0.73	1033	0.49	1074	0.37	1152	0.79	1234	0.65	1309	0.54
September	983	1.13	1043	0.97	1076	0.19	1161	0.78	1237	0.24	1316	0.54
October	993	1.02	1057	1.34	1090	1.30	1170	0.78	1251	1.32	1326	0.76
November	1006	1.31	1065	0.76	1101	1.01	1178	0.68	1262	0.88	1331	0.38
December	1019	1.29	1053	-1.13	1106	0.45	1179	0.08	1267	0.40	1331	0.00
January	1021	0.20	1045	-0.76	1105	-0.09	1181	0.17	1268	0.08	1328	-0.23
February	1016	-0.49	1044	-0.10	1106	0.09	1182	0.08	1269	0.08	1321	-0.53
March	1013	-0.30	1043	-0.10	1109	0.27	1186	0.34	1270	0.08	1319	-0.15

**The series of CPI-AL/RL on base 2019=100 were released w.e.f. the index for the month of June, 2025. The linking factor between old (1986-87) and new 2019 series for AL is 9.69 & RL is 9.78.

Source: Labour Bureau Chandigarh

Table: 17.5 (ii) : Annual Rate of Inflation based on all-India Consumer Price Index for Rural Labourers (Base: 1986-87=100)

Month	2019-2020			2020-2021			2021-2022			2022-2023			2023-2024			2024-2025			2025-26		
	Index	Rate of inflation@		Index	Rate of inflation@		Index	Rate of inflation@		Index	Rate of inflation@		Index	Rate of inflation@		Index	Rate of inflation@		Index	Rate of inflation@	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15							
April	939	4.80	1019	8.52	1049	2.94	1119	6.67	1192	6.52	1275	6.96	1320	3.53							
May	948	5.45	1025	8.12	1057	3.12	1131	7.00	1197	5.84	1281	7.02	1319	2.97							
June**	957	6.10	1024	7.00	1065	4.00	1137	6.76	1207	6.16	1292	7.04	134.37**	1.73							
July	965	6.04	1028	6.53	1070	4.09	1143	6.82	1226	7.26	1302	6.20	135.66	1.01							
August	972	6.23	1033	6.28	1074	3.97	1152	7.26	1234	7.12	1309	6.08	136.60	1.26							
September	983	7.20	1043	6.10	1076	3.16	1161	7.90	1237	6.55	1316	6.39	136.42	0.31							
October	993	7.93	1057	6.45	1090	3.12	1170	7.34	1251	6.92	1326	6.00	136.50	-1.06							
November	1006	9.23	1065	5.86	1101	3.38	1178	6.99	1262	7.13	1331	5.47									
December	1019	10.64	1053	3.34	1106	5.03	1179	6.60	1267	7.46	1331	5.05									
January	1021	10.62	1045	2.35	1105	5.74	1181	6.88	1268	7.37	1328	4.73									
February	1016	9.84	1044	2.76	1106	5.94	1182	6.87	1269	7.36	1321	4.10									
March	1013	8.69	1043	2.96	1109	6.33	1186	6.94	1270	7.08	1319	3.86									

@Percentage increase over the figures of the corresponding month of the previous year.

**The series of CPI-AL/RL on base 2019=100 were released w.e.f. the index for the month of June, 2025. The linking factor between old (1986-87) and new 2019 series for AL is 9.69 & RL is 9.78.

Source: Labour Bureau, Chandigarh.

Chapter-18

LABOUR RESEARCH & TRAINING

LABOUR RESEARCH AND TRAINING

18.1 V. V. Giri National Labour Institute (VVGNI), an autonomous body of the Ministry of Labour and Employment, Government of India was set up in July 1974 and has grown into a premier Institute of labour research and training. Since its inception, the Institute has endeavoured through its research, training, education and publications to reach out to diverse groups concerned with various aspects of labour in the organised and unorganised sectors. The focus of such endeavours is the concern to transfer academic insights and understanding for application to policy formulation and action, so as to ensure a just place for labour in an egalitarian and democratic society.

18.2 Vision

A globally reputed institution and centre of excellence in labour research and training committed to enhancing the quality of work and work relations

18.3 Mission

- Bring Labour and Labour Relations as the Central Feature in Development Agenda through:
- Addressing issues of transformations in the world of work;
- Disseminating knowledge, skills and attitudes to major social partners and stakeholders concerned with labour and employment;
- Undertaking research studies and training interventions of world class

standards, and

- Building understanding and partnerships with globally respected institutions involved with labour.

Objectives and Mandate

18.4 The Memorandum of Association spells out clearly a wide range of activities that are essential to fulfill the objective of the Institute. It mandates the Institute:

- (i) to undertake, aid, promote and coordinate research on its own or in collaboration with other agencies, both national and international;
- (ii) to undertake and assist in organising training and education programmes, seminars and workshops;
- (iii) to establish wings for :
 - (a) education, training and orientation;
 - (b) research, including action research;
 - (c) consultancy; and
 - (d) publication and other such activities as may be necessary for achieving the objectives of the society;
- (iv) to analyze specific problems encountered in the planning and implementation of labour and allied programmes and to suggest remedial measures;
- (v) to prepare, print and publish papers, periodicals and books;

- (vi) to establish and maintain library and information services;
- (vii) to collaborate with other institutions and agencies in India and abroad which have similar objectives; and
- (viii) to offer fellowships, prizes and stipends.

Structure

18.5 The General Council, the apex governing body of the Institute, with Union Labour and Employment Minister as its President, lays down the broad policy parameters for the functioning of the Institute. The Executive Council with Secretary (Labour & Employment) as Chairperson monitors and guides the activities of the Institute. Both the General Council and the Executive Council are tripartite in nature and consist of members representing the government, trade union federations, employers' associations and also eminent scholars and practitioners in the field of labour. Director General of the Institute is the Principal Executive Officer and manages and administers the activities of the Institute. Director General is aided in the day-to-day functioning by a team of faculty members consisting of professionals from different disciplines and a team of administrative officials and staff.

MAJOR ACTIVITIES

Research

18.6 Research on labour and related issues constitutes one of the core mandates of the Institute. The Institute has been actively engaged in undertaking policy research and action research, covering a wide range of labour related issues viz. new forms of employment, future of work, structural transformation and its implications, skill development, labour laws, industrial relations, informal economy, social security, child labour, labour migration, decent work and agrarian relations. The Institute also

provides research and technical support to the Ministry of Labour and Employment and other policy making bodies of the Government. The research activities of the Institute are carried out under the aegis of specialized research centres. Each research centre has a Research Advisory Group comprising eminent scholars and practitioners to provide relevant advice and direction.

18.7 Research Projects/Papers/Case Studies completed and ongoing during January 2025 to December 2025 under different research centers of the Institute are listed below:

Centre for Employment Relations and Regulations

Completed Research Project/Case Study

- ✓ Analytical Assessment of the Draft Rules under various Labour Codes

Ongoing Research Project

- ✓ Startups Ecosystem and Employment in India: Analysing Quantity, Quality, and Socio-Spatial Distribution

Centre for Social Protection and Health Studies

Completed Research Projects

- ✓ Integrated Development and Labour Welfare: Evaluating Outcomes of Housing, Sanitation, and Water Programmes
- ✓ Evaluation Study of Central Sector Scheme for Rehabilitation of Bonded Labourers 2021

Ongoing Research Projects

- ✓ Developing a Training Module on Fundamental Principles and rights at Work (FPRW) for Trainers to Create Awareness on FPRW in Cotton Industry

- ✓ Mapping of Social Security Schemes in India

Centre for Agrarian Relations, Rural and Behavioural Studies

Completed Research Project/Case Study

- ✓ Sugarcane Farming in Uttar Pradesh with special reference to conditions of workers and pattern Employment in District Muzaffarnagar: At Farming Level.
- ✓ Sugarcane Farming in Uttar Pradesh with special reference to conditions of workers and pattern Employment in District Muzaffarnagar: At Manufacturing Level.

Centre for Gender and Labour Studies

Completed Research Projects

- ✓ Mapping of Social Welfare Schemes for Domestic Workers in the State of Bihar and Study on Accessibility Assessment of the Schemes (sponsored by ILO)
- ✓ Designing Flexible Working Hours Policy: A Case of NCR Government Sector
- ✓ Designing Flexible Work Arrangements – A Case of NCR – IT Sector
- ✓ Impact Assessment of Flagship Schemes on the Lives of Labour i.e.
 - ⇒ Saksham Anganwadi and Poshan 2.0,
 - ⇒ Deendayal Antyodaya Yojana - National Rural Livelihood Mission: Ajeevika
 - ⇒ Pradhan Mantri Ujjawala Yojana
- ✓ Performance of Central Labour Institute and Regional Labour Institutes (Chennai, Faridabad, Kanpur, Kolkata) under Directorate General of Faculty Advice

Service and Labour Institutes (DGFASLI), Ministry of Labour & Employment, Government of India and proposed key performance indicator (KPI) Framework for the Officers (Developing the Framework For KPI)

Ongoing Research Projects

- ✓ *Women and Future of Work: Challenges and Opportunities*

Centre for North East India

Completed research Projects

- ✓ Impact Assessment of Flagship Schemes on the Lives of Labour i.e.
 - ⇒ Atal Beemit Vyakti Kalyan Yojana (ABVKY)
 - ⇒ Pradhan Mantri Jan Arogya Yojana (PM-JAY)
 - ⇒ Pradhan Mantri Suraksha Bima Yojana (PMSBY)
 - ⇒ Pradhan Mantri Jeevan Jyoti Bima Yojana (PMJJBY)

Ongoing Research Project

- ✓ Evaluation of Aatmanirbhar Bharat Rojgar Yojana (ABRY) (commissioned/ sponsored by EPFO) – Dr. OK

Centre for Labour Market Studies

Completed Research Project

- ✓ Navigating Sustainable Sources of Funding for Social Security of Gig & Platform Workers in India

Centre for Climate Change

Completed Case Study

- ✓ *Work and Skill Impacts : Analysis of Cases Pertaining to Women Workers – A Case Study*

Networking (National and International)

18.8 VVG NLI is mandated to forge professional collaborations with major international and national institutions involved with labour and related issues. The Institute over the years has been working in collaboration with international institutions like International Labour Organisation (ILO), United Nations International Children's Emergency Fund (UNICEF), United National Development Programme (UNDP) and National institutions like Indian Institute of Management, Lucknow (IIM-L), National Institute of Rural Development & Panchayati Raj, Hyderabad (NIRD&PR-H); Tata Institute of Social Sciences, Guwahati (TISS-G), Late Narayan Megha ji Lokhande Maharashtra Institute of Labour Studies Mumbai (LNML MILS-M), Mahatma Gandhi Labour Institute, Ahmadabad (MGLI-A), Dashrath Manjhi Institute of Labour and Employment Studies, Patna (DMIL&ES-P), Gujarat Institute of Development Research, Ahmedabad, National Institute of Agricultural Extension Management (MANAGE), Hyderabad, Indian Institute of Forest Management, National Law University and State Labour Institutes. The Institute signed the following MoUs with various Organisations during the period to facilitate collaborative training, research and academic activities related to labour and employment issues:

- (i) Dr. B.R. Ambedkar National Law University, Sonapat- 02.04.2025
- (ii) Gujarat National Law University, Gandhinagar-02.04.2025
- (iii) Indian Institute of Management, Rohtak – 02.04.2025
- (v) Dashrath Manjhi Institute of Labour & Employment Studies -03.10.25
- (iv) Indian Institute of Management, Jodhpur- 17.11.2025

18.9 V. V. Giri National Labour Institute has been recognized by the Government of India as the Nodal Labour Institute of the country to network with other Labour Institutions of four BRICS countries. One of the major objectives of this Network is to undertake research studies on contemporary concerns related to the world of work. The following research studies have been undertaken under the aegis of BRICS Network of Labour Research Institutes:

Completed Research Project

- ✓ Platform Employment: Role in the Labour Market and Problems of Platform Workers Labour Regulation (BRICS Network of Labour Research Institutes 2024)

Ongoing Research Project

- ✓ Artificial Intelligence and its Impact on the World of Work (BRICS Network of Research Institutes 2025)

18.10 V.V.Giri National Labour Institute and International Training Centre of International Labour Organisation, Turin, Italy had signed a Memorandum of Understanding (MoU) during 2018-2023 with the objective to facilitate collaboration between two institutions in training and education that result in upgrading of the technical capacities as well as field level country-specific understanding of the labour and employment profile.

- The proposal for the renewal of MoU after incorporation of the suggestions pertaining to use of innovative technologies; simulation-based training on policy making; evidence-based policy making in training etc. and dissemination of best practices in social security from India to other developing nations is being deliberated.

- Meanwhile, the VVGNNLI had conducted a Training of Trainers (ToT) on Evidence-based Policymaking for Decent Work during April 07-11, 2025 in collaboration with ILO, Geneva and ITC-ILO, Turin at the V.V. Giri National Labour Institute. The second phase of the training programme is proposed to be held in the first week of January 2026.
- The programme Training of Trainers on Evidence-Based Policy Making for Decent Work and Social Justice (April 07-11, 2025) was conducted in collaboration with ILO, Geneva. It aimed at providing the elements of evidence based policymaking for decent work and social justice, and focused on how to design, deliver and facilitate effective evidence- based policymaking trainings (both online and in- class). The programme was attended by 23 participants representing trainers from VVGNNLI



and other training institutes and verticals under the Ministry of Labour and Employment, particularly from Employees' Provident Fund Organisation; Dattopant Thengadi National Board for Workers Education and Development; office of Central Labour Commissioner (C). and National Institute for Career Service. The programme was facilitated by Mr. Naren Prasad, Head of Education & Training,

Research Department, ILO Geneva; Ms. Delphine Dall'Agata, Associate Programme Officer, ITC-ILO Learning Innovation Programme and Ms. Bhavika Kohli, Consultant, ILO's Research Department. Dr. Ellina Samantroy, Fellow from VVGNNLI and Mr. Naren Prasad from ILO, Geneva coordinated the programme

Training and Education (2025-26)

18.11 V.V. Giri National Labour Institute is committed to promote a better under-standing of labour problems and to find the avenues and means to tackle them. To achieve this, the Institute, through its varied activities attempts to provide education with regard to labour issues in an integrated manner. While research activities, among other things explore the basic needs of different groups, such data as are generated in research activities are used for designing new and modifying existing training programmes. Constant feedback from the trainees participants is used for updating the training curriculum as well as redesigning training modules and as taken as inputs for further research activities.

18.12 Educational and training programmes of the Institute may be viewed as potential vehicles of structural change in labour relations. They can help to generate a more positive attitude for the promotion of harmonious industrial relations. In the rural areas, the programmes are attempted to develop leadership at the grassroots level that can build and support independent organisations to look after the interests of the rural labour. Training programmes equally emphasize attitudinal change, skill development and enhancement of knowledge.

18.13 The training programmes use an appropriate mix of audio-visual presentation, lectures, group discussions, case studies, field visits and behavioural science techniques. Apart from the Institute's faculty, renowned guest

faculty are also invited to strengthen the training programmes.

18.14 The Institute offers education and training to the following groups:

- Labour Administrators and officials of the Central and State Governments,
- Managers and Officers of the Public and Private Sector Industries,
- Trade Union Leaders, Industrial Relations

Managers, Social Activists and different stakeholders of organised and unorganised sectors, and

- Researchers, Trainers, field workers and others concerned with labour issues.

18.15 During the year from January – November, 2025, the Institute conducted 128 training programmes including 03 international programmes and 25 workshops attended by 2873 participants and 1201 participants respectively.

TRAINING PROGRAMMES CONDUCTED from 01.01.2025 to 30.11.2025

S. No	Name of the Programme	No. of Progs.	Days	No. of Participants	Mandays
1.	LABOUR ADMINISTRATION PROGRAMMES	09	38	188	745
2.	INDUSTRIAL RELATIONS PROGRAMMES	9	36	124	495
3.	CAPACITY BUILDING PROGRAMMES	57	211	1304	4769
4.	RESEARCH METHODS PROGRAMMES	5	23	103	501
5.	INTERNATIONAL PROGRAMMES	3	57	82	1558
6.	CHILD LABOUR PROGRAMMES	5	15	134	418
7.	NORTH EAST PROGRAMMES	8	40	147	735
8.	COLLABORATIVE PROGRAMMES	9	26	267	836
9.	INHOUSE PROGRAMME	21	208	498	5458
10.	THEMATIC TRAINING PROGRAMME	2	6	41	123
	TOTAL	128	660	2888	15638
	WORKSHOP	28	3	1366	

TRAINING PROGRAMMES TO BE CONDUCTED (01.12.2025 to 31.03.2026)

S.No	Name of the Programme	No. of Progs.
1.	LABOUR ADMINISTRATION PROGRAMMES	6
2.	INDUSTRIAL RELATIONS PROGRAMMES	7
3.	CAPACITY BUILDING PROGRAMMES	14
4.	RESEARCH METHODS PROGRAMMES	2
5.	INTERNATIONAL PROGRAMMES	5

6.	CHILD LABOUR PROGRAMMES	5
7.	NORTH EAST PROGRAMMES	3
8.	COLLABORATIVE PROGRAMMES	5
9.	INHOUSE PROGRAMME	7
10.	THEMATIC TRAINING PROGRAMME	4
	TOTAL	58

Workshops/Webinars/Study Visits

18.16 Apart from training programmes, the Institute has also conducted Workshops/Webinars/ Special Events/ Study Visits on different topics. The details are as given below:

SL NO.	NAME OF THE WORKSHOP	NO. OF PARTICIPANTS	WORKSHOP COORDINATOR
1.	Workshop on Awareness and Sensitization on prevention of Sexual harassment at workplace at School of Law, Bennett University - January 28, 2025	81	Shashi Bala
2.	Workshop on Change Management: A System for Restoring Work -life Balance through Flexible Working Arrangements and Boosting Care Economy- February 04, 2025	28	Shashi Bala
3.	A one -day awareness -generating workshop for the employees of the VVGNI on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 - February 06, 2025	70	Shashi Bala
4.	Orientation Workshop on Skill, Technology and Employability of the Youth for Students of Moti Lal Nehru college (Even) - February 14, 2025	48	Amitav Khuntia
5.	Workshop on Vision 2047: Strategic Road Map for India's workforce - February 25, 2025	14	Dr. Dhanya M. B.
6.	International Conference on Contemporary Developments in Labour and Industrial Laws (Bennett University)- February 27-28, 2025	50	Ellina Samantroy
7.	Trends of Employment in Sugarcane Industry for Inclusive Sustainable Development - March 05 2025	40	Shashi Bala

8.	International Workshop on Future of work and automation: Emerging Jobs and Skills in a Changing World' - March 18, 2025	65	Dhanya M. B.
9.	Brainstorming Workshop on Occupational Safety, Health and Mental Wellness of Workers - March 21, 2025	10	Ruma Ghosh
10.	Workshop on " Green Job: Towards a Future of Work" - April 03, 2025	49	Shashi Bala
11.	Workshop on Mapping of Social Welfare Schemes for Domestic Workers in the State of Bihar and Study on Accessibility Assessment of Schemes - April 26, 2025	32	Ellina Samantroy
12.	Workshop on Emerging Employment opportunities in the future of work : A Gender Perspective - May 16, 2025	22	Shashi Bala
13.	Validation Workshop on Making Social Protection Accessible and Effective for Domestic Workers: Evidence from Bihar - May 26, 2025	35	Ellina Samantroy
14.	Workshop on Women in Leadership role in the future of Work - June 10, 2025	21	Shashi Bala
15.	Brainstorming Workshop On Utilization of Cess - June 25, 2025	60	Ruma Ghosh
16.	Brainstorming Workshop on Achievements, Challenges & Innovations in Ensuring Social Protection to Construction Workers - July 09 2025	45	Otojit kshetrimayum
17	Workshop on Rehabilitation of Bonded Labourers: Provisions, Challenges and Prospects - August 21-22, 2025	21	Manoj Jatav
18.	Orientation Workshop on Labour Laws and Labour Codes (School of Law, Forensic Justice, and Policy Studies, National Forensic Sciences University, Delhi) - September 19, 2025	22	Sanjay Upadhyaya
19.	One Day Workshop on Labour and Development for (ISS Officers NSSTA) - September 30, 2025	31	Ellina Samantroy
20.	Two days Workshop on "Fundamental for maintaining harmonious industrial relations (Navy officials) - October 07-08, 2025	180	Sanjay Upadhyaya

21.	Indian Council for Research on International Economic Relations (ICRIER) National Conference on Changing World of Work (Labour in Transition -rethinking skill, AI and Inclusive Growth) - October 09-10, 2025	55	Dhanya M. B.
22.	One-Day Training on Geographical Information System (GIS) for Labour Research in collaboration with Dr. Bhim Rao Ambedkar College, University of Delhi - October 15, 2025	28	Manoj Jatav
23.	Orientation Workshop on Labour Laws and Labour Codes - November 12, 2025	34	Sanjay Upadhyaya
24.	A one -day awareness -generating workshop among the employees of the VVGNI Information on Cyber Crime - November 12, 2025	80	Shashi Bala
25.	Awareness Workshop on Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 - November 12, 2025	80	Shashi Bala
26.	One-day workshop, 'Enhancing Employability through Skill Development and Career Counselling' November 14, 2025	115	Dr. Manoj Jatav
27.	Brainstorming Workshop on Integrating MGNREGA Workers under BOCW Welfare Boards - November 20, 2025	35	Otojit Kshetrimayum
28.	Brainstorming Workshop in Collaboration with the Ministry of Housing and Urban Affairs November 27-28, 2025	15	Sanchari Mukhopadhyay
	Total	1366	
VISIT			
Visit of the Minister of Labour, Employment and Civil Service of Madagascar) - September 09, 2025		20	Ellina Samantroy

WORKSHOPS TO BE CONDUCTED FROM NOVEMBER 20, 2025 –MARCH 2026

SL NO.	NAME OF THE WORKSHOP	COURSE DIRECTOR
1.	Brainstorming Workshop on Integrating MGNREGA Workers under BOCW Welfare Boards - November 20, 2025	Otojit Kshetrimayum
2.	Workshop on Change Management: A System for Restoring Work-life Balance through Flexible Working Arrangements and Boosting Care Economy - December 05, 2025	Shashi Bala

3.	Online Workshop on Advanced Research Methodology and Data Analysis - March 02, 2026	Ellina Samantroy
4.	International Workshop on Future of Work - March 18, 2026	Dhanya M. B.
5.	Online workshop on the Issues of Occupational Safety & Health in India for GIM - March 30, 2026	Ellina Samantroy

Publications

18.17 VVGNI has a dynamic publishing programme for dissemination of various labour related information in general and its research findings and experiences in particular. In order to fulfill this task, the Institute brings out journals, occasional publications, books and reports.

Labour & Development

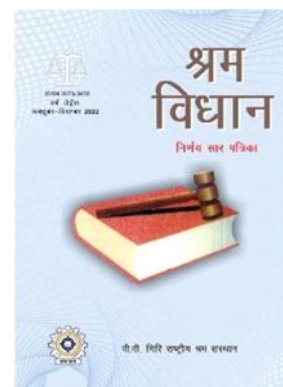
18.18. *Labour & Development* is a biannual academic journal. It is dedicated to advancing the understanding of various aspects of labour through theoretical analysis and empirical investigations. The journal publishes articles of high academic quality in the field of labour and related areas with emphasis on economic, social, historical as well as legal aspects and also publishes research notes and book reviews on them particularly in the context of developing countries. The Journal is a valuable reference for scholars and practitioners specialising in labour studies.



Tribunals are reported in the Journal. It includes articles, amendments to labour laws and other relevant information. The journal is a valuable reference for personnel managers, trade union leaders and workers, labour law advisors, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.

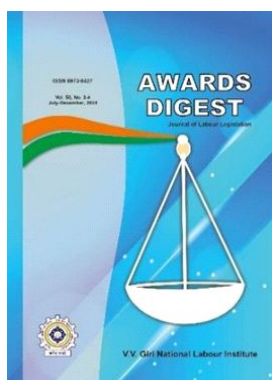
Shram Vidhan

18.20 *Shram Vidhan* is a quarterly Hindi journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts and Central Administrative Tribunals are reported in the



Journal. This journal is a valuable reference for personnel managers, trade union leaders and workers, labour law advisors, educational institutions, conciliation officers, arbitrators of industrial disputes, practicing advocates and students of labour laws.

Awards Digest: Journal of Labour Legislation



18.19 *Awards Digest* is a quarterly journal which brings out a summary of the latest case laws in the field of labour and industrial relations. The decisions rendered by the Supreme Court, High Courts and Central Administrative

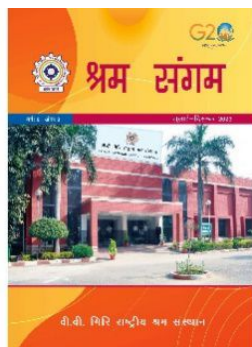


18.21 It is a quarterly Newsletter brought out by the Institute which captures Institute's multifarious activities in the area of research, training and education, workshops, seminars etc.

The Newsletter brings out brief details about different events organized by the Institute. It also highlights major professional engagements of the Director General and faculty members along with profiling the visits of the distinguished persons who visit the Institute

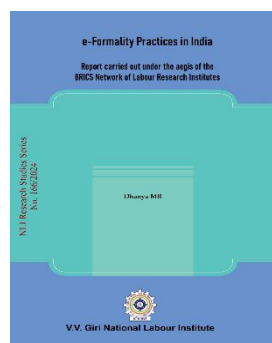
Shram Sangam

18.22 *Shram Sangam* is a biannual official language magazine brought out by the Institute to orient the employees towards progressive use of Hindi and to make use of their creativity in its expansion. Apart from poems, essays and stories written by the employees, it contains informative and motivational articles on art & culture, science, current events, sports, and biographies of great men/authors.



NLI Research Studies Series

18.23 All research studies carried out by the Faculty members are published in the form of *NLI Research Studies Series*, in order to disseminate the findings of the research activities of the Institute. So far the Institute has published 173 research studies in the form of NLI Research Studies Series.



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

18.24 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.

Physical Achievements

Books/Journal/Services - The library has acquired 08 books/reports/bound volumes of journals / CDs/ AV/ VC during January 2025 to November 2025, thereby enlarging the stock of books/reports/bound volumes of journals / slides / audio visual / videos / CDs /photographs/ Posters/ banners/clippings/panels etc. to 65691. The library regularly subscribed to 102 professional journals, magazines and newspapers in printed and electronic forms during the period. This Knowledge Centre provides services to users: Selective dissemination of information (SDI); Current awareness service; Bibliographical service; On-line search; Article indexing of Journals; Newspaper clippings service; Micro-fiche search and printing; Reprographic Service; CD-ROM Search; Audio/Visual Service; Current Content Service; Article Alert Service; Lending Service and Inter-Library Loan Service.

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 102 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.

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

18.25 MAJOR ACHIEVEMENTS

- During January to November 2025, V.V. Giri National Labour Institute conducted 128 training programmes including 03 international programmes for various social partners and 28 workshops attended by 2888 participants and 1366 participants respectively.
 - VVGNI has completed 19 Research Projects/Paper/Case Studies during January to November, 2025 on various facets of labour and employment.
 - Some of the workshops organised by this Institute relating to contemporary issues and policy making are:
- ✓ The Workshop on '*Change Management: A System for Restoring Work-life Balance through Flexible Working Arrangements and Boosting Care Economy*' was held on 4th February 2025. The workshop aimed at understanding and discussing the viewpoint of employers on innovative strategies for framing policies about flexible working arrangement, understanding the DOPT guidelines for



framing advisory or regulation pertaining to flexible working arrangements discussing the inter-linkages between flexible working arrangements and work life balance among the employees for happy life satisfaction index. The workshop was attended by 28 participants and coordinated by Dr. Shashi Bala, Senior Fellow, VVGNI.

- ✓ V.V. Giri National Labour Institute, Noida organized a half-day Workshop on '*Vision 2047: Strategic Roadmap for India's Workforce Across Sectors*' on 25th February, 2025. The aim of the workshop was to foster synergy between traditional and emerging sectors, such as the gig and platform economy, and equip the workforce for future-ready jobs. It seeks to catalyse transformative action by engaging diverse stakeholders, generating insights, and promoting



collaboration to address India's workforce challenges. The workshop was attended by 42 experts working on the subject of labour particularly on future of work from various employers' organizations/ industries, officials from the Ministry, ILO, trade unions, academicians and researchers. The workshop was coordinated by Dr. Dhanya M B, Fellow, VVGNI.

- ✓ The Institute in collaboration with Centre for Labour Studies and Research (CLSR), School of Law, Bennett University and University of Reading, United Kingdom conducted a two-day International Conference on '*Contemporary Developments in Labour and Industrial Laws*' during 27-28 February, 2025 at Bennett University, Greater Noida. The conference aimed at examining the changing dynamics of labour regulations and industrial relations considering global socio-economic transformations. The conference assembled prominent scholars, legal authorities, policymakers and industry specialists to analyze recent developments in labour law, the impacts of globalization and digital transformation on the workforce, and emerging issues related to workers' rights, employment standards, and regulatory frameworks. The conference endeavoured to promote



interdisciplinary debate and collaboration among legal, economic, and social viewpoints, enhancing the discourse on contemporary labour and industrial legislation. The conference was coordinated by Ms. Nupur Kumari, Assistant Professor, School of Law and Dr. Priyanka Chatterjee, Associate Professor, Department of Economics from Bennett University, Greater Noida and Dr. Ellina Samantroy, Fellow from V.V. Giri National Labour Institute, Noida.

- ✓ The Institute conducted a one-day Workshop on '*Trends of Employment in Sugarcane Industry for Inclusive Sustainable Development*' on 5th March 2025 for various groups like researchers, experts, students, farmers, entrepreneurs and policy experts. The welcome address



was delivered by Dr. Arvind, Director General, V.V. Giri National Labour Institute, Noida. The Inaugural Address was delivered by Dr. Prem Vashistha, Former Director, Agricultural Economics Research Centre, University of Delhi. The workshop was attended by 40 participants.

- ✓ On the eve of the International Women's Day, 2025, the V.V. Giri National Labour Institute organised a workshop on the theme '*Women, Work and Poetry*' on 7th March 2025. The workshop was inaugurated by Dr. Arvind, Director



General, VVGNI. Shri P.Amitav Khuntia, Faculty & Workshop Coordinator while setting the context of the workshop highlighted the women's work ability, predicaments, perseverance, aspirational issues reflected in poetic works, enabling role of poetic elements in gender sensitisation, harmonious work environment etc. The Keynote address was



delivered by Professor Savita Singh, School of Gender and Development Studies, IGNOU, who spoke on women's work and poetry. She emphasized the need of understanding of women's poetry differently from the general understanding of poetry particularly how it arrives in the world from her subjective understanding of the self. Women's poetry is to create a nurturing world of economic and poetic production in our society. A special lecture was delivered by Ms. Sonal Dahiya, Journalist. She emphasized to be confident, self-sufficient, and to do better work while referring to poetries.



A one-day International workshop on '*Automation & Future of Work: Emerging Jobs and Skills in a Changing World*' was organised on 18th March 2025 at VVGNI, Sector 24, Noida. The aim of the Workshop was to bridge the knowledge gap by analysing AI's impact on employment in India, assessing which jobs are most vulnerable to automation and identifying skill set challenges for workforce adaptation. It also aimed to discuss the impact of automation on sectoral shifts, job polarization, skill requirements, job displacement and emerging opportunities in future. The workshop examined the experiences of other countries to identify best practices and insights that can help India develop strategies to protect and



secure its future of work in a sustainable and inclusive manner. The workshop commenced with a welcome address by Dr. Arvind, Director General, VVGNI. The inaugural session was enriched by two insightful special addresses by Mr. Gabriel H. Bordado, Skills & Employability Specialist, DWT (South Asia), International Labour Organization (ILO), New Delhi, and Dr. Radha Ashrit, Joint Secretary & Deputy Director General, DMEQ, NITI Aayog, Government of India. The programme was attended by 41 experts working on the future of work, employers' organizations/ industries, officials from the Ministries,

experts from International Organizations, trade unions, academicians and researchers. The workshop was coordinated by Dr. Dhanya M. B, Fellow, VVGNI.

- ✓ A half-day Brainstorming Workshop on '*Occupational Safety, Health and Mental Wellness of Workers*' was organised on March 21, 2025 at the Institute's campus. The aim of the brainstorming workshop was to discuss the key stakeholders of this area on the activities that can be planned by the new Centre on Occupational Safety and Health constituted at VVGNI to enhance workplace safety, reduce injuries and diseases, and improve the overall wellbeing of employees and society. The workshop was attended by 10 faculty members from School of Public Policy and Governance, Dr. B.R. Ambedkar University Delhi; experts from DGFASLI, MoLE and Directorate of Industrial Safety and Health, Delhi Government. The workshop was coordinated by Dr. Ruma Ghosh, Senior Fellow.

- ✓ A Workshop on Green Job: Towards a Future of Work was organized on April 03, 2025. The workshop aimed at transition towards a sustainable economy by minimizing



environmental impact, promoting resource efficiency and fostering a healthier planet. Focus on preserving or protecting the natural environment, minimizing waste and pollution and adapting to climate change. The workshop was attended by 49 participants representing students and academicians. The workshop was coordinated by Dr. Shashi Bala, Senior Fellow.

- ✓ A Workshop on Emerging Employment Opportunities in the Future of Work: A Gender Perspective was organized on May 16, 2025. The workshop aimed at addressing, strengthening and understanding the gendered dimensions of future employment. The workshop was attended by 23 participants representing Students and Academicians. The workshop was coordinated by Dr. Shashi Bala, Senior Fellow.



"Emerging Employment Opportunities in the Future of Work: A Gender Perspective" on 16th May 2025.



- ✓ The V.V. Giri National Labour Institute in collaboration with the International Labour Organisation, New Delhi organized a Validation Workshop on '*Making Social Protection Accessible and Effective for Domestic Workers: Evidence from Bihar*' at V. V. Giri National Labour Institute, Noida on May 26, 2025. The workshop was a part of ILO's Promoting Rights and Social Inclusion through Organization and Formalization (PRS) project that aimed at promoting formalization of unorganized workers and enterprises towards gender equality. The main objective of the

workshop was to disseminate the findings of the study titled 'Mapping of Social Welfare Schemes for Domestic Workers in the State of Bihar and Study on Accessibility Assessment of Schemes' undertaken by VVGNI in collaboration with ILO, New Delhi and Labour Resources Department, Government of Bihar.

- ✓ A workshop on '*Women in Leadership Role in the Future of Work*' was organized on June 10, 2025. The workshop aimed at understanding and addressing the gendered dimensions of workplace leadership. It explored barriers women face, explored emerging opportunities for



inclusive growth and reflected on the policy and structural interventions required to support women's leadership in the changing employment landscape. The workshop was attended by 33 participants including students, academicians and members of trade unions. The workshop was coordinated by Dr. Shashi Bala, Senior Fellow.

- ✓ A Brainstorming Workshop on the '*Utilization of Cess under the Building and Other Construction Workers (BOCW) Act, 1996*' was organized on June 25, 2025. This workshop aimed at bringing together policymakers, government officials, practitioners and sectoral experts to collectively address the critical challenge



of under-utilized welfare funds under the Building and Other Construction Workers (BOCW) framework. The workshop was attended by 52 participants representing Central and State Government, trade unions, academia, civil society organisation and the private sector. The workshop was coordinated by Dr. Ruma Ghosh, Senior Fellow.

- ✓ Brainstorming Workshop on '*Achievements, Challenges & Innovations in Ensuring Social Protection to Construction Workers*' was organised on 9th July 2025 at V.V.Giri National Labour Institute with an aim to create a platform for evidence-based dialogue among Labour officials, trade unions, civil societies, employers organisation, practitioners and researchers. The workshop was attended by 45 participants. Dr. Otojit Kshetrimayum, Fellow coordinated this workshop.
- ✓ The VVGNI organised a two-day workshop entitled '*Rehabilitation of Bonded Labourers: Provisions, Challenges and Prospects*' during 21–22 August 2025 at the VVGNI Campus, Noida (Sector-24, 201301). The workshop aimed to enhance the capacity of stakeholders, including representatives of non-governmental organisations (NGOs), state labour department officials and police personnel, in understanding the legal and

institutional framework for bonded labour abolition, rehabilitation mechanisms, implementation challenges, and the prospects for effective rescue, rehabilitation, and reintegration of bonded labourers. Over the two days, participants engaged in thematic presentations, experience-sharing sessions, group discussions, case study analysis and open-house reflections. The workshop was coordinated by Dr. Manoj Jatav, Fellow, VVGNNLI. The event brought together 21 participants from various states.

- ✓ An Orientation Workshop on '*Labour Laws and Labour Codes*' was organised on 19th September 2025. . The workshop aimed at providing an orientation on Labour Laws and Labour Codes. The workshop was attended by 22 participants representing BA. LLB Students from School of Law, Forensic Justice and Policy Studies, National Forensic Sciences University, Delhi. The workshop was coordinated by Dr. Sanjay Upadhyaya, Senior Fellow.
- ✓ The Institute conducted a one day Workshop on '*Labour and Development*' on 30th September, 2025 at V. V. Giri National Labour Institute for Indian Statistical Service Officers (probationers) undergoing training at the National



Statistical Services Training Academy (NSSTA), Ministry of Statistics and Programme Implementation (MoSPI). The workshop was attended by thirty one Indian Statistical Service officers of 2025 batch. The workshop was coordinated by Dr. Ellina Samantroy, Fellow from VVGNNLI and Shri Rajat, Deputy Director from NSSTA, MoSPI.

- ✓ A Collaborative Workshop on '*Fundamentals for Maintaining Harmonious Industrial Relations*' for Senior Officers from Indian Navy was organized during Oct. 7-8 2025 at Varunika Naval Auditorium, Block D 1, Chanakyapuri, New Delhi-110021. The objective to the workshop to discuss the role of senior management in developing a healthy dialogue and communication framework for maintaining harmonious industrial relations. The workshop was attended by a group of more than 150 participants including senior level officers from Indian Navy and Directorate of Civilian Personnel. Dr.Sanjay Upadhyaya, Senior Fellow was the workshop Co-ordinator.
- ✓ V.V. Giri National Labour Institute (VVGNNLI) jointly with the Indian Council for Research on International Economic Relation (ICRIER) organised two- day National Conference on *Changing*



World of Work with the theme '*Labour in Transition: Rethinking Skill, AI and Inclusive Growth*' during 9-10 October, 2025. The aim of the conference was to bring together policymakers, academics, researchers and industry leaders to engage in critical discussions on the transformations reshaping the world of work - driven by technological innovation, particularly Artificial Intelligence, digital platforms, and automation. The national conference began with Dr. Arvind, Director General, VVGNNLI welcoming the participants. . Keynote address was given by Ms Sumita Dawra, IAS, Former Secretary, Ministry of Labour & Employment, Government of India. Twenty one papers were presented in this national conference. The national conference was attended by 54 participants from academia, trade unions, employers' organisations/industries and researchers. The programme was coordinated by Dr. Dhanya M B, Fellow, VVGNNLI & Dr. Tanu Goyal, Senior Fellow, ICRIER, New Delhi.

- ✓ An Orientation Workshop on '*Labour Laws and Labour Codes: An Overview*' conducted for Students of Asian Law College, Noida at Institute's campus. The aim of the workshop was to provide awareness with regard to context of labour reforms and labour codes. The workshop was conducted in two batches (October 10, 2025 and November 12, 2025) and attended by a group of around 60 students. Dr. Sanjay Upadhyaya, Senior Fellow was the workshop Co-ordinator.
- ✓ A one-day Workshop on '*Geographical Information System (GIS) for Labour Research*' was conducted in collaboration with Dr. Bhim Rao Ambedkar College, University of Delhi on 15 October 2025 at the VVGNNLI Campus, Noida. The

programme aimed to introduce participants to spatial dimensions of labour and employment and to provide practical exposure to open-source GIS tools for mapping and analysis of labour market indicators. The event recorded about 35 participants comprising students, faculty members and researchers. Dr. Manoj Jatav, Fellow, VVGNNLI and Dr. Intikhab Ahmed, Assistant Professor, Dr. Bhim Rao Ambedkar College served as the coordinators for the programme.

- ✓ A one day Awareness-generating workshop on '*Information on Cyber Crime*' was organized on 12th November, 2025 for the employees of the VVGNNLI. The workshops was attended by 13 employees of the Institute. Dr. Shashi Bala, Senior Fellow was the coordinator of the Workshop.
- ✓ A one day workshop on '*Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013*' was organized on 12th November for generating awareness among the employees of the Institute. The workshop was attended by 29 employees of the Institute.
- ✓ The Institute in collaboration with Kamla Nehru College, University of Delhi, organised a one-day workshop, '*Enhancing Employability through Skill Development and Career Counselling*' on 14 November 2025 at Kamala Nehru College, University of Delhi. The objective was to familiarise students with emerging labour market trends, skill requirements in the IR 4.0 era, government initiatives for youth, and opportunities for higher education and jobs in India and abroad. The workshop engaged approximately 115 participants, including undergraduate students and

faculty members. The programme was coordinated jointly by Dr. Manoj Jatav, Fellow, VVGNNLI and Dr. Shivani Datta, Assistant Professor, Kamala Nehru College, Delhi University.

Special Events

- ✓ The 93rd Meeting of the Executive Council of VVGNNLI chaired by Ms. Sumita Dawra, Secretary Ministry of Labour & Employment & Chairperson, Executive Council was held on 13th January, 2025. Shri Ajoy Sharma, Joint Secretary, MoLE; Ms. Amarjeet Kaur, General Secretary, AITUC; Mrs. Nilima Chimote, All India Secretary, BMS (online); Mr. Mukesh Kumar Jain, Employers' Representative; Prof. Sunil Maheshwari, Eminent person, IIM, Ahmedabad (online); Ms. Parisha Singh, Deputy Director, AIOE attended the meeting, coordinated by Member Secretary, Dr. Arvind, Director General, VVGNNLI.
- ✓ The 94th meeting of the Executive Council of the V.V. Giri National Labour Institute (VVGNNLI) was held under the Chairpersonship of Ms. Sumita Dawra, Secretary (Labour & Employment) & Chairperson, EC on 20th March, 2025 in the Main Committee Room of the Ministry of Labour & Employment, Shram Shakti Bhavan, New Delhi. The meeting was attended by Ms. G. Madhumita Das, IPoS, Joint Secretary & Financial Adviser, MoL&E; Shri Ajoy Sharma, IAS, DG (Employment)/ Joint Secretary, MoL&E; Mrs. Nilima Chimote, All India Secretary, BMS (online); Shri Mukesh Kumar Jain, Employers' Representative (online); and Ms. Parisha Singh, Deputy Director, All India Organization of Employers attended the meeting, coordinated by Member Secretary, Dr. Arvind, Director General, VVGNNLI.



Ms. Sumita Dawra, Secretary (Labour & Employment) addressing the Members of Executive Council;

- ✓ V.V. Giri National Labour Institute (VVGNNLI) signed Memorandum of Understanding (MoUs) with Dr. B.R. Ambedkar University, Sonapat, Gujarat National Law University, Gandhinagar and Indian Institute of Management, Rohtak. A signing ceremony was organised on 02nd April 2025 presided by Smt. Shobha Karandlaje, Hon'ble Minister of State, Ministry of Labour and Employment.



Signing ceremony chaired by Smt. Shobha Karandlaje, Hon'ble Minister of State, Ministry of Labour and Employment.

- ✓ The 11th International Day of Yoga was observed on 21st June, 2025 in the V.V. Giri National labour Institute, Noida. Officials, staff, and trainees participated in the event with great enthusiasm. Shri P.

Amitav Khuntia, Faculty of the Institute in his welcome address highlighted the significance of yoga day celebration and this year's theme "Yoga for One Earth and One Health,". It has now become synonymous with well-being, unity and harmony in the true spirit of 'Vasudhaiv Kutumbakam'. Dr. Sanjay Upadhyaya, Senior Faculty pioneered the Yoga exercises and the same was performed by all the participants. The Programme concluded with a message to all the participants for practicing yoga and yogic exercises in their everyday lives for healthy living and well-being. Mr. P. Amitav Khuntia, Associate Fellow was the co-ordinator.



Visit of the Minister of Labour, Employment and Civil Service of Madagascar (September 09, 2025)

The V. V. Giri National Labour Institute had the honour of hosting Her Excellency Mrs. Hanitra Fitiavana Razakaboana, Hon'ble Minister of Labour, Employment and Public Service of Madagascar on September 09, 2025 at its campus in Noida. The visit aimed at fostering

bilateral cooperation in labour, employment & social justice. The programme began with a warm welcome to the Hon'ble Minister H.E. Mrs. Hanitra Fitiavana Razakaboana, Minister of Labour, Employment and Civil Service of Madagascar and the delegation: Mr. Alexandre Antilaky, Director of Training at the National Institute of Administrative Training; Mrs. Harizafy Rahasimbola, Chief Private Secretary to the Minister; Mrs. Tahina Rasamoelina, charg   d'affaires, Embassy of the Republic of Madagascar, New Delhi and Mr. Tsiory Andriamparaniarivo Randrianarivony, Counselor, Embassy of the Republic of Madagascar, New Delhi followed by context setting by Dr. Ellina Samantroy, Fellow, VVGNI.



Chapter-19

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

19.1 The National e-Governance Plan (NeGP), launched by the Government of India in May 2006, aimed to make government services accessible to citizens in their local areas through the effective use of Information and Communication Technology (ICT), ensuring efficiency, transparency, reliability, and affordability. The National eGovernance Plan (NeGP) was conceptualized to focus on e-Governance initiatives at the national level with an aim to "Make all Government services accessible to the common man in his locality, through common service delivery outlets, and ensure efficiency, transparency, and reliability of such services at affordable costs to realize the basic needs of a common man".

19.2 Ministry of Electronics & Information Technology (MeitY), Government of India has put in place various mechanisms aimed at preventing cyber attacks and to guide organizations in responding to cyber related incidents. The guidelines are aimed in different security domains such as Network Security, Applications Security, Data Security, Auditing, Third Party Outsourcing etc.

19.3 Ministry of Labour and Employment has nominated a senior level Officer as Chief Information Security Officer (CISO) along with separate CISOs for subordinate/attached offices. A team of officers under the CISOs has also been put in place for taking appropriate steps.

19.4 Ministry of Labour & Employment has selected a CERT-In empanelled agency through GeM for the Security audit of various web applications/Portals of MoLE for a period of 3 years. Regular audit is being conducted by

Security Auditor for the websites/portals of MoLE. The subordinate/Attached Offices of MoLE also conduct the cyber security audit from CERT-in empaneled organizations through their IT team. Necessary action has been taken well in advance for conducting cyber security audits wherever required.

Earlier, the eOffice (eFile) systems were implemented at the Headquarters of the Ministry and its attached and subordinate organisations. This digital platform has now been extended to the regional offices, enabling seamless, transparent, and efficient governance across all levels.

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

A. Activities in the Ministry:

- 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.
- ii. SAMADHAN (Software Application for Monitoring And Disposal, Handling of Apprehended/Existing Industrial Dispute) is an online portal devised to introduce the workers to an easy way of filing their dispute with the concerned Conciliation Officer where Central Government is the appropriate government. The system is so designed that it integrates all the stakeholders (viz. Workman, Conciliation officer, Appropriate Government, and

CGITs) in the dispute under one roof i.e. on SAMADHAN.

- iii. Implemented e-Office as one of the Mission Mode 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. PENCIL Portal has five components namely (i) Complaint Corner (ii) District Nodal Officer (DNO), (iii) National Child Labour Project (NCLP) data, (iv) State Government and (v) Central Government. The Ministry is in the process of revamping the existing PENCiL Portal as a Comprehensive Portal for Child Labour, Bonded Labour and Women Labour, with the objective inter-alia of better tracking and monitoring.

The NCLP Scheme has been subsumed with “Samagra Shiksha Abhiyan” Scheme of Ministry of Education, Department of School Education and Literacy in phased manner after 01st April 2021.

B. Directorate General of Employment (DGE) has taken initiative to bring employers, trainers and unemployed on single platform through National Career Services (NCS) Portal www.ncs.gov.in. As on 31st December 2025, NCS platform has 6.14 crores registered Jobseekers, 55.22 lakh active employers and 9.07 lakh active vacancies. The total number of vacancies

mobilized on the portal since its launch in 2015 is more than 8.5 crores till 31st December, 2025.

NCS portal has been integrated with the e-Shram portal, Udyam portal and Skill India Digital Hub (SIDH)). It is also integrated with the 23 States/UTs employment portals, whereas 7 states/UTs are directly using it for the job-seeker registration. The integration of NCS portal with various private job portal like Apna, Quess, Quikr Jobs, Foundit(Monster.com), Freshers World, First Job, Mera Job, Synergy relationship Management Services Private Limited, VSS Tech Solutions Pvt. Ltd., Saral Rozgar, Cassius Technologies Pvt. Ltd., HireMee etc. paved the way for mobilizing more vacancies from the private employers. International Jobs module on NCS portal facilitates MEA registered agent to post international job opportunities on the NCS portal.

The employability assessment tool on NCS portal helps the jobseekers to assess their employability. Whereas the digital skill training under TCS Ion and DigiSaksham provides digital skill training includes various free-of-cost courses such as Excel, Azure, Security Fundamentals, etc. “Career skill training” on NCS portal equip the learners with an array of soft skills. These programmes are conducted in association with industry partners.

C. DGMS has taken many IT initiatives during the year 2025 which include the following:

- i. The website of DGMS has been redesigned and customized for providing better user interface and transparency for different stakeholders. DGMS website was undergone Security audit successfully on 27.05.2025 and STQC website quality certification was issued on 13.07.2023 which is valid upto 12.07.2026. The web application of the DGMS website **Permission Portal** (<https://approval-permission-dgms.gov.in/>) successfully underwent a security audit on 27.06.2025.

- ii. The web application of the DGMS website **Accident Portal** (<https://accident-statistics.dgms.gov.in/>) successfully underwent a security audit on 13.06.2025. In addition to the above, for security purposes, OTP-based login to the Permission Portal has been made mandatory from September, 2025. As per the directives of the IT Cell, MoL&E, a Cyber Security Management Plan for DGMS has been framed and submitted to the Ministry, and a Chief Information Security Officer has also been appointed for the Department.
- iii. 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. From the inception of Module 17.12.2025 total of 40596 applications for Permission/ Exemption/ Relaxation has been received online and 39324 has been dealt accordingly. During the calendar year (From 01.01.2025 to 17.12.2025) total of 7770 applications for Permission/ Exemption/ Relaxation has been received online and 7448 has been dealt accordingly.
- iv. "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 inquiry officers of DGMS, follow up of the accident reports, finalization of action. Dissemination of relevant information and safety alerts on the occurrence of accidents, along with preventive measures to avoid the recurrence of such accidents, to the mining industry for improving safety standards. Additionally, the system provides platform for online filing of statistical details by the mine users. From 01-08-2020 to 17-12-2025 total of 584 fatal accidents, 970 serious accidents and 209 dangerous occurrences have been reported on the web portal. From 01-01-2025 to 17-12-2025 total of 132 fatal accidents, 154 serious accidents and 33 dangerous occurrences have been reported on the web portal.
- v. A module for online logging of daily activities by officers has been developed to generate details of inspections, inquiries, follow-up actions, promotional initiatives undertaken, and proactive programmes conducted to create awareness on safety and occupational health among persons employed in mines on a 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.
- vi. For online generation for inspection, the modalities for "Risk-based inspection System" for coal mines and Non coal mines have been developed and incorporated in the Shram Suvidha portal. All Inspecting Officers of DGMS have been onboarded to the SSP for carrying out inspections generated and assigned through the SSP Portal.
- vii. All statutory examinations under the Coal Mines Regulations, 2017 and the 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 twice in the Year 2025 all over India, with its Phase I CBT exam in June 2025 from 3rd June , 2025 to 7th June, 2025 in which 12,837 candidates applied and the Phase II CBT Exam in December, 2025 from 8th

December, 2025 to 12th December, 2025 in which 12,156 candidates applied. Thus, 24,993 candidates applied in the aforesaid examinations in the calendar year 2025. Further, out of total 11,000 likely certificates to be issued in the calendar year 2025; 10,500 certificates are the likely digital statutory certificates issued to the eligible candidates in the calendar year 2025.

- viii. DGMS has taken an initiative to issue Digital Certificates of Competency to candidates to enhance transparency, accuracy, and the timely issuance of the same. In addition to the Computer-Based Test (CBT) system, the Directorate General of Mines Safety (DGMS) has also made the process for issuance of Second-Class Manager's Certificate of Competency, Surveyor's Certificate of Competency, and Overman's Certificate of Competency under the exemption provisions fully online. Under this system, applications are submitted online and the verification of candidates' documents and credentials is carried out at the nearest Regional or Zonal Office of DGMS. A time-slot-based appointment system has been implemented for verification to ensure transparency, efficiency, and accountability, while also minimizing delays and congestion. This online and time-bound process enhances ease of access for candidates and ensures uniformity and integrity in the issuance of certificates.
- ix. Implementation of e-Office– On-boarding of all officers and staff of DGMS had been completed in e-Office. An On-line training of 180 officers and 50 staff on functioning of e-Office is completed on 11.09.2025 and further training is going on. All officers and staff members were directed vide

O.M. No. 8656, dated 24.09.2025 to implement the e-office from 01.10.2025. e-office has already been implemented in this Directorate w.e.f. 01.10.2025.

- x. Implementation of SPARROW - On-boarding of all officers and staff of DGMS had been completed in SPARROW. APAR of 2025-26 will be submitted online on SPARROW portal. An On-line training of officers and staff on functioning of SPARROW is completed on 19.09.2025 and further training is going on. APAR of Group A Officer for the period of 2024-25 have already been uploaded in SPARROW Portal. APAR of all Group A, B & C Officer for period of 2025-26 will be uploaded in SPARROW Portal.
- xi. Online portal for Annual General Transfer of Group A officers has been made functional since September 2022 and all Group A officers' transfers were carried out through the portal in the year 2025.
- xii. For dissemination of information and awareness to the stakeholders on the DGMS pro-active OHS measures, the social media platforms like Twitter (now "X") handle <https://twitter.com/DGMS1902>, YouTube channel <https://www.youtube.com/@DGMSINDIA> and Ins tagram <https://www.instagram.com/dgms1902/> are being actively used. The DGMS website has a dashboard to display the parameters achieved, which is updated periodically. In addition, a quarterly bulletin is being published digitally on the website.

D. DGFASLI has taken many IT initiatives during the year 2025 which include the following:

- i. The E-office has been implemented and is fully functional in all DGFASLI offices.

- ii. The E-Sparrow system has been implemented for APAR filing of all Group A, B, and C employees of DGFASLI.
- iii. The DGFASLI transfer portal has been implemented and is functional.
- iv. The DGFASLI official website has been updated and is regularly maintained.
- v. The migration of the DGFASLI website server on to Meghraj 2.0 and STQC certification is under progress
- vi. The official social media handles of DGFASLI (Facebook, Instagram, and X) have been created and are maintained regularly.
- vii. The NIC network has been established through MTNL optical fiber at DGFASLI (HQ) & CLI in Mumbai.

E. IT initiatives in EPFO

EPFO has taken many IT initiatives during the year 2025 which include the following:

- i. During January–October 2025, the Information Services (IS) Division of EPFO undertook multiple initiatives to modernize EPFO's IT infrastructure, enhance system performance, improve data security, and provide citizen-centric digital services. These initiatives include various modules delivered under **CITES 2.01** program aimed at strengthening service delivery, system resilience, and user experience.

ii. Citizen & Member-Centric Initiatives

a. Simplified and Digitized Member Services

- i. **Simplified Joint Declaration Facility** was introduced, enabling members to self-approve corrections in their profiles based on validations, reducing dependency on field office intervention.

- ii. **Online Transfer Claims without Employer Approval:** EPF members with e-KYC compliant accounts can now file transfer claims directly with EPFO

- iii. **Delinking of Erroneous/ Fraudulent UANs:** Facility has now been provided to members in their UAN login to delink erroneous / fraudulent linkage of their UAN to deter unscrupulous activities.

- iv. **Mandatory Allotment of New UANs via Face Authentication (FAT):** Launched in August 2025, allowing employees to generate and activate their UAN independently using Aadhaar-based face authentication through the UMANG App. By 29th October 2025, 26.35 lakh new UANs were registered via FAT.

- v. **Member Passbook Lite** deployed at member interface.

- vi. **Annexure K and Online Transfer Claim** facilities made available at member interface, including cases where DOE in both services is before 01.01.2017

b. Revamped Form 13 (Transfer-out) Functionality

- i Elimination of 3-level processing; automatic fund and service transfer post approval at source office.
- ii Introduction of bifurcation of taxable and non-taxable components and Transaction IDs for enhanced security.
- iii Performance issues and exceptions reported by field offices were resolved; HA Proxy (software load balancer) upgraded for enhanced efficiency.

- c. **Advances under Para 68B(7):** Members can apply for housing advances based on self-declaration after 60 months of completion.
- d. **Pension on Higher Wages (PoHW):** Approval levels reduced, leading to faster processing of pending pension cases.
- iii. **Major IT Infrastructure & Security Upgrades**
 - a. **Core Infrastructure Modernization**
 - i. **Database Upgrade:** Unified Portal database upgraded from **Oracle 12c to 19c**, improving system throughput and caching efficiency during peak ECR filing periods.
 - ii. **Firewall & Network Security:** NexGen Firewalls (ILL and MPLS) and Web Application Firewalls deployed across Data Centre (DC), Disaster Recovery (DR) site, and National Data Centre (NDC); Palo-Alto Firewall Manager upgraded to version 11.2.4-h4
 - iii. **DNS, Windows AD, and SMS Server Migrations** completed
 - iv. **Hardening of Routers and Servers** under CITES 2.01 completed
 - b. **Security Enhancements**
 - i. **Security Operations Centre As A Service (SOCaaS) by RailTel** became fully operational, monitoring logs from almost all endpoints
 - ii. **FortiSIEM configured for incidents alerts and FortiSOAR integration is under progress**
 - iii. **DAM and Server Security Solutions** deployed across critical servers and network devices
- iv. **PAM. Hardware and software assets are integrated with PAM. All Privileged Users onboarded**
- v. **WAF On boarding:** Member Portal and Field Office interfaces on boarded to Web Application Firewall
- vi. **Geo-fencing implemented for traffic from China, Russia, Pakistan, Iran and Iraq to enhance cybersecurity of EPFO**
- iv. **Software Development and CITES 2.01 Progress**
 - a. **Key Software Modules**
 - i. **Re-engineered ECR Module:** Successfully launched on **26 September 2025**
 - ii. **Re-engineered User Management Module:**
 - b. **Centralized Pension Payment System (CPPS)**
 - i. Completed **NPCI integration** for Aadhaar seeding verification.
 - ii. Completed **final UAT, Reconciliation, and Vulnerability Assessment and Penetration Testing (VAPT)**
 - c. **Vulnerability Assessment & Penetration Testing (VAPT)**
 - i. **VAPT of CITES Project.** VAPT conducted by M/s Bharti Airtel (CERT-In empanelled) for CITES Modules.
 - ii. **VAPT of APIs.** VAPT of FAT APIs for UAN generation using UMANG & DigiLocker completed.
 - iii. **VAPT of Applications on AWS Cloud.** VAPT of PMVBRY and Information Portal Completed.

v. Implementation of PMVBRY (Pradhan Mantri Viksit Bharat Rozgar Yojana)

- i. Registration portal went live on 15th August 2025:** Accessible via <https://pmvbry.epfindia.gov.in> and <https://pmvbry.labour.gov.in>
- ii.** Employers register and upload UANs of new hires to claim benefits under Part A(first-time employees) & B(employer incentives)
- iii.** Registration by 29 Oct 2025: 54,112 establishments registered

vi. e-Office System Upgrade:

- a. e-Office upgraded to Version 7.x** across all EPFO offices (Sept 22–29, 2025).
- b. Key enhancements**
 - i** Enhanced User Interface – Version 7 is more user friendly with better User Interface
 - ii** Multiple Signatures on Drafts – Enables multiple signing of a drafts such as Minutes of Meeting
 - iii** Responsive Design – Fully compatible with iPad, desktop, and tablet devices
 - iv** Seamless Viewing of multiple documents
 - v** Tabbed View – Facilitates Working on multiple Files/ Receipts using Tabbed View
 - vi** Common Creation Page – Replaces earlier separate links for Physical / Electronic and SFS/Non-SFS options with a single “Create” link, providing all options on one common page

- vii** Referencing can now also be done in the Yellow Note

- vii. Governance & IT Oversight: CII Identification & Assessment Report** prepared jointly by EPFO and NCIIPC and approved by the CPFC; EPFO will be brought under NCIIPC's continuous protection framework for cybersecurity resilience

F. IT initiatives in ESIC

ESIC has taken many IT initiatives during the year 2025 which including the following:

- i.** The Employees' State Insurance Corporation has made significant strides in digital transformation through the implementation of robust ICT initiatives. These efforts have led to the seamless digitization of critical processes, resulting in substantial reductions in manual paperwork and operational inefficiencies. The enhanced digital infrastructure has improved the ease of service delivery for all key stakeholders, including Insured Persons, Employers, and ESIC personnel.
- ii.** The launch of user-centric online portals and mobile applications has further empowered beneficiaries by enabling convenient and real-time access to entitlements and healthcare-related services. These platforms have enhanced transparency, accountability, and accessibility within the system.
- iii.** Moreover, ESIC's focus on technology-driven governance has strengthened its data analytics capabilities. This shift towards data-informed decision-making is contributing to improved operational effectiveness, policy responsiveness, and long-term sustainability of the scheme. Collectively, these measures underscore ESIC's commitment to

leveraging digital innovation to enhance service delivery and modernize e-Governance in alignment with national objectives.

iv. Upgradation of IT infrastructure under Project 'Panchdeep' :As part of the ongoing infrastructure and network upgrades under Panchdeep 1.0, several enhancements have been successfully completed during this period. These include hardware upgrades, network improvements (such as higher capacity switches, link load balancers, server load balancers, core switches, and increasing of end-point bandwidth), Data Center security posture upgrades (viz. firewall, NIPS, WAF, anti-DDOS), storage capacity augmentation, and the deployment of advanced performance and application security tools such as Load Runner, SAST, DAST and ZTNA respectively.

v. Measure to improve the Dhanwantari Application/Module: Dhanwantri Module (Health Information System application) includes all services related to Hospitals, Dispensaries, OPD, IPD, Laboratories, and Imaging Services. It enhances hospitals and dispensaries by improving access to patient records, including previous case histories and treatment availed, thereby facilitating more efficient patient management. It is now being used/adopted more widely in ESIC hospitals and dispensaries. Tele-medicine facility is also implemented with the main hospitals bringing the flexibility of remote consultation and follow ups. Home delivery of medicine is also a unique ESIC initiative.

vi. Major developments in the Dhanwantri (HIS module):

a. Provision of Video Consultation

through the ESIC Health Connect App (erstwhile AAA+ Mobile App) and Dhanwantri Web Application: As part of the on-going enhancement of digital services under Project Panchdeep, a video consultation feature has been introduced in the ESIC Mobile App. This functionality enables doctors and insured persons (IPs) to conduct video consultations seamlessly, further improving accessibility and strengthening the efficiency of service delivery.

b. Provision for Preventive Health Screening Program in the HIS Application: The HIS application now enables insured persons (IPs) to undergo an annual preventive health check-up. Additionally, the eligible age for this check-up has been revised from 40 years to 30 years, promoting earlier detection and better overall health management.

c. ESIC Convergence with PMJAY: Insured persons (IPs) can now download the PMJAY referral form and access their PMJAY referral history, ensuring smoother coordination and improved service accessibility under the convergence framework.

vii. ESIC implemented the following ICT initiatives in the year 2025

a. **Mobile App of SPREE** - ESIC has developed a Mobile App of SPREE, 2025 for capturing the data of employers during the visit of field officials for the SPREE awareness campaign and to facilitate registration.

- b. **Voluntary Aadhaar and Alternate ID Acceptance** - ESIC has implemented provision of Voluntary Aadhaar and Alternate ID Acceptance for ESI Beneficiaries wherein beneficiaries are provided the option of updating Alternate ID for the purposes of verification.
- c. **Mobile validation & email validation of employer** - ESIC has implemented the provision of Mobile validation & email validation in respect of employers so as a bi-annual process (April & October) where employers verify their registered mobile number and email via OTP to ensure accurate data and smooth communication for benefit processing.
- d. **Photograph Capture for Beneficiaries** - ESIC has implemented the process of capturing photographs of Insured Persons and their beneficiaries so as to verify their identification
- e. **Vigilance Clearance Module-** Vigilance Clearance Module including vigilance status migration, updation and issuance of vigilance clearance, has been developed to enable obtaining vigilance status for various purposes such as DPC, MACP, Passport, etc.
- f. Digital Life Certificate has been integrated for processing the pension cases of ESIC Staff Pensioners by the Pension Disbursing Authority.
- g. Sanctioned, In-position and Vacancy Report for all Medical Officers has been developed to provide real-time information regarding staff position across various locations.
- h. **Development of the Transfer Module:**
 - i. Transfer Module for Group A, B, SSO and PA (Non-Medical Cadres) has been developed and implemented as per the Transfer Policy-2024 to promote transparency in the transfer process of Officers and Staff. The module has been designed to streamline the transfer process and ensure uniformity, fairness and transparency in the movement of Officers and Staff. The system enables online submission, processing and approval of transfer applications, thereby reducing manual intervention and enhancing administrative efficiency.
 - ii. Transfer Module for Inter-Region Transfers of Group A (Medical Administration, Medical Clinical and Nursing) and Group B (Nursing & Paramedical Cadres) has been developed as per the Transfer Policy-2024 to promote transparency in the transfer process of Officers and Staff.
 - iii. Transfer Module for Inter-Region Transfers of Group C (Paramedical Cadre) has been developed in accordance with the Transfer Policy-2024 to promote transparency in the transfer process of Officers and Staff.
 - iv. Transfer Module for Intra-Region Transfers of Group C (Non-Medical Cadre) has been developed as per the Transfer Policy-2024 to promote transparency in the transfer process of Officers and Staff.

- v. A Mutual Transfer Option calling window for Non-Medical Cadres has been developed to allow employees to apply for mutual transfers based on administrative feasibility and policy guidelines.

i. **Successfully completion of the phase 1 of E-Governance Project of ESIC – “Panchdeep” from Version 1.0 to 2.0:** M/s Deloitte Touche Tohmatsu Limited, the appointed Consulting Entity for the implementation and transformation of the ESIC–Panchdeep e-Governance Project from Version 1.0 to Version 2.0, has successfully completed Phase-I of the project. The primary activities undertaken during Phase-I included Alignment and Current State (As Is) Assessment. Phase-II of the project, which involves desired state ('to be') design, BPR & roadmap for implementation, is expected to be completed by December, 2025.

G. Labour Bureau has taken many IT initiatives during the year 2025 which including the following:

- i. The Labour Bureau, Chandigarh has undertaken several Information Technology (IT) initiatives to modernise its functioning, improve data quality, and enhance transparency and efficiency in service delivery. These initiatives focus on automation, digitisation, and effective dissemination of labour statistics.

ii. **Automation and Digital Transformation:** The Labour Bureau has initiated an automation project covering all core activities related to data collection, compilation, analysis, and dissemination. The objective is to

minimise manual processes and ensure accuracy, timeliness, and consistency of labour data. **Key digital transformation goals include:**

- a. Making internal processes paperless through workflow automation
- b. Digitisation of archival records for secure storage and easy retrieval
- c. Adoption of IT-based survey solutions to reduce manual data collection and processing
- d. Development of a centralised database management system for seamless data transfer, storage, access, and data integrity
- e. Integration of databases with the official website for real-time data dissemination

iii. **Website and Digital Data Dissemination:** The official website of the Labour Bureau (<https://labourbureau.gov.in>) serves as a key digital platform for dissemination of labour statistics. **Key IT features include:**

- a. User-friendly dashboards displaying latest labour indicators
- b. Facility to download data in Excel, CSV and PDF formats
- c. Online access to reports, publications and survey results
- d. Compliance with accessibility standards

iv. **e-Office Implementation:** The Labour Bureau has implemented e-Office across its Headquarters at Chandigarh and all Regional Offices. This has streamlined file management, reduced

paperwork, and improved administrative efficiency.

- v. **SPARROW (e-APAR) Implementation:** The e-SPARROW system is being implemented for online Annual Performance Appraisal Reports (APARs) of Non-Cadre Group A, B and C employees, ensuring transparency, timeliness and secure digital record management.
- vi. All officials Social Media Handles are regularly maintained.
- vii. All Bureau's employees have got registrations on iGotKarmayogi Platform and regularly got training on prescribed courses.
- viii. **Overall Impact:** These IT initiatives have strengthened the Labour Bureau's capacity as a modern, data-driven organisation by improving data quality, enhancing transparency, enabling faster dissemination of statistics, and promoting efficient governance.

H. Media Cell

Media Cell in this Ministry was formed in July, 2014 in view of the growing emphasis on efficient and effective use of various media platforms including Print, Digital, Radio, TV etc. to disseminate information of Schemes/ Policies/ Initiatives/ Achievements of the Ministry of Labour and Employment to the workforce of the country.

Activities /Achievements of the Media Cell in the Calendar Year 2025:

The Media Cell of the Ministry of Labour and Employment serves as the primary interface between the Ministry and the media, ensuring effective dissemination of information related to

labour policies, employment initiatives, welfare schemes, and statutory developments. It plays a crucial role in communicating the Ministry's vision, objectives, and achievements to the public in a timely, transparent, and accurate manner.

The Media Cell is responsible for drafting and issuing press releases, media briefs, press notes, and responses to media queries. It coordinates press conferences, interviews, and media interactions of senior officials and the Hon'ble Minister, while also monitoring print, electronic, and digital media coverage related to the Ministry.

Through systematic media monitoring, the Cell provides feedback and analytical inputs to support informed decision-making and policy communication.

In addition, the Media Cell supports public outreach by leveraging electronic, print, digital platforms and social media to enhance awareness of labour laws, employment programs, and worker welfare measures. By maintaining proactive engagement with journalists and media organizations, the Media Cell contributes to building public trust, promoting transparency, and strengthening the Ministry's public communication framework.

Media Cell also coordinates with AAC, CBC, PIB, Prasar Bharti, NFDC and other media agencies to develop effective media strategies.

During the last one year, media cell of the Ministry has handled two major campaigns of the Ministry: **PMVBRY and Labour Codes**. Both the campaigns saw extensive paid and unpaid publicity being undertaken on electronic/digital/social/print media platforms. Ministry's X handle trended at 3rd and 4 th position during the campaigns which was a never before achievement for the Ministry

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 2025

Punitive Vigilance.

Complaints – Necessary action has been taken on the complaints received during the year 2025-26 (31.12.2025) as per the extant rules and established procedure.

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 Immovable Property Returns submitted by the employees of the Ministry were properly scrutinized 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 27.10.2025 to 02.11.2025. Officers and members of staff in the Ministry took the e-Integrity Pledge on 27.10.2025.

GRIEVANCE REDERESSAL IN MAIN SECRETARIAT

20.3 The work of Public Grievance redressal is

given high importance and is regularly reviewed in the ministry. **As per the report generated on 30.12.2025 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 past five years is 11 days.**

20.4 A comparative table with year-wise figures of Public Grievances received and disposed off in the CPGRAMS portal by the Ministry of Labour and Employment and percentage of disposal of such Grievances during the period 2021 to 2025 (viz. from 01.01.2021 up to 30.12.2025) are shown in **Table 1.1**

Table 1.1 Year-wise break up of Public Grievances received and disposed of in the online CPGRAMS portal (<https://pgportal.gov.in>) by the Ministry of Labour and Employment from 2021 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 (approx.)
1.	2021	1536	96375	97911	93840	4071	96%
2.	2022	4071	137323	141394	138369	3025	98%
3.	2023	3025	165049	168074	163150	4924	97%
4.	2024	4924	179828	184752	177761	6991	96%
5.	2025	6995	257027	264022	250506	13516	95%

N.B: 1. The above figures are as per reports generated on 30.12.2025 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

20.5 The ESI Corporation being a premier social security organization is providing social security cover to more than 14 crores of ESI Beneficiaries i.e. about 10% of the population of the country. ESIC is handling numerous Public grievances/ queries from its stakeholders throughout the year.

20.6 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 through various modes. Public Grievances are received through various channels like Telephone, Postal, Email, CPGRAMS etc.

20.7 The Corporation monitors Public Grievances through a vast network of 148 designated Public Grievance Officers posted in all the field offices/ ESIC hospitals.

20.8 To provide guidance/ information to the stake holders/ beneficiaries and making the grievance filing easy and convenient, the Corporation has set up a 24-hour multi-lingual Toll-Free Helpline Number 1800-11-2526. This Helpline has helped those IPs/IWs who are either

illiterate or lacking in writing/ computer skills

20.9 Grievances are redressed timely and qualitatively within the maximum time limit of 21 days. In a few cases, this limit exceeds due to delay in confirmation/ clarifications from the petitioner/ complainant or other administrative reasons. ESIC has settled the grievances received on CPGRAMS portal satisfactorily during the period 01-01-2025 to 31-12-2025 as shown in table below:

Year	Brought Forward	Grievances Received	Settled	Average Disposal Days	Pending as on 31/12/2025
01/01/2025 to 31/12/2025	470	16098	16051 (99%)	9	517

Pending as on 31/12/2025	Pending 0-10 Days	Pending 11-21 Days	Pending 22-30 Days	Pending 31-45 Days	Pending 46-60 Days	Pending 61-90 Days	Pending 91-180 Days
517	286	177	34	10	6	2	2

20.10 For quick and on the spot redressal of Grievances of beneficiaries Suvidha Samagams are also periodically arranged at Regional Offices/ Sub- Regional 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 and on the spot medical related grievances are settled through them.

- In many cases where telephone numbers are available, feedback/ Satisfaction level is also obtained from the complainant and in case of any dissatisfaction remedial measures are taken promptly.

- 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 held periodically to monitor speedy and appropriate disposal of grievances received at various ESIC offices/ Hospitals

VIGILANCE ACTIVITIES IN ESIC

20.11 Vigilance activities refer to the systematic efforts and processes adopted by organizations to detect, prevent and address misconduct, corruption as well as unethical behaviour. These activities are essential for maintaining transparency, fairness and integrity in

organizations. Vigilance activities encompass, inter alia, a wide range of proactive measures aimed not only at identifying malpractices but also at creating an environment where misconduct is deterred. These activities are vital for the smooth functioning of organizations and ensure that they operate ethically and efficiently. Adoption of proactive approach to detect, prevent and correct unethical practices enables organizations to maintain trust with employees and public. A robust vigilance framework helps create a culture of accountability and integrity. The Vigilance Division of ESIC is headquartered at New Delhi with four Vigilance Inspection Units each located at New Delhi, Kolkata, Mumbai and Chennai.

During the period 01/01/2025 to 31/12/2025, five charge sheets were issued and penalty orders were passed in forty seven disciplinary cases. Prosecution sanction was granted in all the eleven cases within the prescribed time limit. Further, no case of prosecution sanction remained pending for more than three months. Two thousand four hundred and four annual property returns were scrutinized. Further, all the quarterly structured meetings were held in time and monthly/quarterly/annual reports to Central Vigilance Commission (CVC) were sent in time.

Vigilance Awareness Week (VAW), 2025 was observed by the ESI Corporation at its Headquarters and the field offices throughout the country with enthusiasm as per the direction of the Central Vigilance Commission (CVC) from 27th October to 02nd November, 2025. The theme for the Vigilance Awareness Week this year was 'Vigilance: Our Shared Responsibility'. The Vigilance Awareness Week commenced with the Integrity Pledge on 27th October, 2025. Various activities as well as outreach programmes like Essay Writing Competition, Poster Making Competition, Quiz Competition, Suvidha Samagam and Extempore Competition were

organized at the Headquarters and field units during the week wherein the candidates participated with enthusiasm.

The closing ceremony was organized at Headquarters on 17/11/2025 which was graced by Director General, Financial Commissioner, Chief Vigilance Officer and other senior officers. The winners of various competitions which were held during the Vigilance Awareness Week were awarded for their outstanding performances.

In addition, a three month campaign was undertaken from 18/08/2025 to 17/11/2025 on Preventive Vigilance with focus on the following areas:

- (i) Disposal of pending complaints
- (ii) Disposal of pending cases
- (iii) Capacity Building Programs
- (iv) Asset Management
- (v) Digital initiatives

REDRESSAL OF PUBLIC GRIEVANCES (Customer Service Division-EPFO)

20.12 EPFO places strong emphasis on customer service and effective grievance redressal in line with its mandate to serve employers, employees, and pensioners. The Organisation has established a robust, multi-tier grievance redressal mechanism through its extensive nationwide network, comprising the Customer Service Division at Headquarters, New Delhi, and field formations across 21 Zones and 150 Regional Offices. These offices are equipped with full-fledged Facilitation Centres, Public Relations Officers, and trained support staff, ensuring timely and quality service delivery to all stakeholders.

EPFO provides multiple, accessible channels for registration and resolution of grievances, including CPGRAMS, grievance appeals,

EPFiGMS, Call Centres, WhatsApp Helpline, official social media platforms (X/Twitter and Facebook), FAQs, and Facilitation Centres.

CENTRALIZED PUBLIC GRIEVANCE REDRESSAL AND MONITORING SYSTEM (CPGRAMS):

20.13 Centralized Public Grievance Redressal and Monitoring System (CPGRAMS) is developed by NIC, in association with Directorate of Public Grievances (DPG) and Department of Administrative Reforms and Public Grievances (DARPG). CPGRAMS is the

platform based on web technology which primarily aims to enable submission of grievances by the aggrieved citizens from anywhere and anytime (24x7) basis to Ministries/Departments/Organisations who scrutinize and take action for speedy and favourable redressal of these grievances which has been successfully implemented in EPFO. All the offices are regularly using CPGRAMS to monitor & redress the grievances.

The details of Receipt and disposal of grievances for the period 01.01.2025 to 31.12.2025 through CPGRAMS are as:

Year	Opening balance	Grievance received	Total Grievances	Grievance disposed	Percentage of disposal	Average time taken
2025	5,999	2,33,052	2,39,051	2,28,462	95.57	15

Further, the disposal of grievances received from various offices of Government of India are as follows:

S. No.	Grievance Source	Total receipt	Disposed	Disposal percentage
1	DPG	10,159	9,424	92.77
2	DARPG	949	913	96.21
3	President Secretariat	1,372	1,343	97.89
4	Pension	7,968	7,663	96.17
5	PMO	12,046	11,506	95.52

EMPLOYEE'S PROVIDENT FUND ONLINE GRIEVANCE MANAGEMENT SYSTEM (EPFiGMS)

20.14 The Employees' Provident Fund Internet Grievance Management System (EPFiGMS), launched in 2010 and revamped in 2019, is EPFO's integrated digital platform for grievance redressal. The system provides bilingual (English and Hindi) grievance registration, OTP-based authentication, and UAN integration for

accurate office mapping, along with facilities for document upload, interactive communication, complainant feedback-based closure, and a three-tier escalation mechanism (Regional, Zonal, and Head Office). EPFiGMS enables anytime, anywhere access for members, pensioners, establishments, and citizens, while enhancing transparency, accountability, and ease of doing business through efficient, technology-driven grievance management.

The details of grievances received and disposed in EPFiGMS during the period 01.01.2025 to 31.12.2025 are:

Year	Opening Balance	Grievance received	Total Grievances	Disposed	% of disposal
2025	61,581	17,54,297	18,15,878	17,20,492	94.75

Further, in EPFiGMS, 91.97% of grievances were redressed within 30 days

EPFiGMS in UMANG APP

20.15 EPFiGMS has also been on-boarded in UMANG app and the details of grievances

received and disposed during the period 01.01.2025 to 31.12.2025 are as:

Total Grievances registered	Grievances registered through Umang App	Percentage Receipt (out of total grievances registered in EPFiGMS)	Disposal of Umang Grievances
17,54,297	5,24,141	29.88	5,18,601

CALL CENTRE:

20.16 The EPFO Call Centre, operational across 12 locations, provides stakeholder support through the toll-free number 1800-118-005 and short code 14470. During the period 01.01.2025 to 31.12.2025, the Call Centre successfully handled and responded to 42,85,034 calls. To ensure inclusive service delivery, queries are addressed in 10 vernacular languages—Tamil, Telugu, Gujarati, Marathi, Bengali, Kannada, Assamese, Punjabi, Malayalam, and Odia—in addition to Hindi and English. Continuous live call monitoring through interception, along with mandatory call recording, ensures quality assurance, accountability, and effective verification of stakeholder grievances.

20.16 WHATSAPP HELPLINE:

EPFO's WhatsApp Helpline, operational across all Regional Offices since July 2020, enables

secure, end-to-end encrypted query resolution from home. Dedicated teams respond within 24 hours, supported by multilingual FAQs and infographics for seamless digital service delivery.

20.17 Social Media:

EPFO also maintains an active presence on Facebook, X, Instagram, Quora and WhatsApp, with stakeholder queries addressed through official handles by dedicated teams at Head Office and Regional Offices, ensuring timely and transparent digital engagement.

20.18 NIDHI AAPKE NIKAT 2.0

Nidhi Aapke Nikat 2.0, launched in January 2023, is EPFO's monthly district-level outreach program aimed at providing on-the-spot grievance redressal and information services to stakeholders, while also facilitating coordination with district-level authorities of State and Central Government departments. The program is

conducted simultaneously across districts on a fixed day each month, generally the 27th, enhancing EPFO's accessibility and visibility nationwide. Grievances not resolved during the program are registered on the EPFiGMS portal for time-bound resolution. During, January–December 2025, EPFO organised 7,749 outreach camps, engaging 2,05,825 participants across the country. Of the 78,087 grievances received, an impressive over 90% (70,621 cases) were resolved on the spot, reflecting the programme's high effectiveness in delivering immediate grievance redressal, proactive service delivery, and strong field-level responsiveness. It is projected that 1900 camps with around 51456 participants would be held in the period of January to March 2026.

EPFO ChatBot- “MAITREYI”

EPFO's website chatbot, powered by advanced National Language Processing Technology, enables quick access to EPFO services through keyword-based interaction, FAQs, information retrieval, office locator, voice-to-text support, and integrated forms, enhancing responsive, citizen-centric digital service delivery.

COMMUNICATIONS & PUBLIC RELATIONS DIVISION

20.19 The Communication & Public Relations Division is the nodal division which acts as an interface between EPFO and its stakeholders. Its responsibilities include designing communications campaigns, managing social media handles, issuing press releases and coordinating with the press. It also works for building the brand image of EPFO thereby enhancing the image of the Central Government as a citizen-centric unit.

EPFO Pavilion at IITF 2025:

The Employees' Provident Fund Organisation (EPFO) organised its first-ever state-of-the-art

pavilion at the India International Trade Fair (IITF) 2025, held at Bharat Mandapam, New Delhi. The pavilion was inaugurated by the Hon'ble Union Minister for Labour & Employment, Dr. Mansukh Mandaviya, in the presence of the Hon'ble Minister of State, senior officials of the Ministry, EPFO, and key stakeholders.

Reflecting EPFO's vision of becoming a future-ready, member-centric, and technology-driven organisation, the pavilion showcased a wide range of digital public services, aligned with the Government's emphasis on Ease of Living. The pavilion attracted thousands of visitors, with several members and pensioners availing live services, including claim filing, UAN generation, Joint Declaration submission, and Digital Life Certificate facilities.

The pavilion also featured interactive and educational elements such as touch-screen kiosks, process-explainer videos, quizzes, and dedicated awareness zones on EPF, EPS, EDLI, PM-VBRY, and the Employees' Enrolment Scheme, 2025. Engagement initiatives including a Kidz Play Zone, Nukkad Natak, puppet shows, selfie points, and painting competitions enhanced public outreach, making the pavilion both informative and engaging across all age groups.

Social Media Activities

As of 31st December 2025, EPFO had 3,38,036 followers on Twitter, 4,26,265 followers on Facebook, 18,45,665 followers on YouTube and 3,04,348 on Instagram. EPFO has one of the largest numbers of followers on YouTube among the Central Government Organizations.

- In the period between 01.01.2025 to 31.12.2025 on total social media posts were 2518.
- It is projected that 300 social media posts would be done in the period of January to March, 2026.

EPFO's Coffee Table Book

On its Foundation Day, EPFO released a Coffee Table Book tracing its journey from inception, highlighting key milestones, major reforms, expansion of social security coverage, and initiatives that have strengthened service delivery and reinforced financial security for members.

20.20 NEW INITIATIVES UNDERTAKEN BY EPFO FROM JANUARY 2025 TO DECEMBER 2025

Migration to e-Office Version 7.3.15-3

As part of its ongoing efforts to strengthen digital governance and improve administrative efficiency, the Employees' Provident Fund Organisation (EPFO) has upgraded to **e-Office Version 7.3.15-3** across its offices.

Adoption of SPARROW for APAR Management

EPFO has adopted SPARROW (Smart Performance Appraisal Report Recording Online Window) for online processing and management of Annual Performance Assessment Reports (APARs) as a significant administrative reform initiative.

Introduction of New Transfer Policy for CBT Group 'A', 'B' and 'C' Employees

EPFO has introduced a new Transfer Policy for CBT Group 'A', 'B' and 'C' employees as part of its broader human resource reforms aimed at ensuring transparency, objectivity and uniformity in personnel management.

Rationalisation of Offices

As part of organisational restructuring and improved service delivery, the Employees' Provident Fund Organisation (EPFO) has undertaken rationalisation of its field offices

across the country. Under this initiative, some new offices have been created and others have been upgraded to ensure optimal workload distribution, enhanced administrative efficiency and improved accessibility for subscribers and employers. New Regional Offices have been created at Greater Noida, Pune (Viman Nagar), Pune (Hinjawadi), Gurugram Central, Mumbai Fort, Bengaluru (Bellandur), Bengaluru (Indiranagar), Thiruvallur–Avadi, Sriperumbudur and Mumbai–Mulund. Further, two new District Offices have been created at Palghar and Raigad. Further, District Offices at Tiruppur & Alwar have been upgraded to Regional Offices.

20.21 Vigilance Activities in EPFO

The Vigilance Division in EPFO is headed by the Chief Vigilance Officer at the Headquarters in New Delhi. There are eight Zonal Vigilance Directorates located in Hyderabad, Chennai, Bengaluru, Mumbai, Ahmedabad, Kolkata, Chandigarh and New Delhi.

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

I Preventive Vigilance

Preventive Vigilance inspections/surprise checks were conducted at **19** offices of EPFO during the period from 01.01.2025 to 31.12.2025.

II Punitive Vigilance

- **Complaints:**

1189 new complaints were received from 01.01.2025 to 31.12.2025. **1174** Complaints were disposed till 31.12.2025.

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

During the year upto 31.12.2025 first stage advice of Central Vigilance Commission was disposed off in **40** cases, out of which **22** were major penalty cases and **18** were minor penalty cases. CVC's second stage advice in **1** case was disposed off, which was a major penalty case.

- **Disciplinary proceedings initiated:**

47 disciplinary proceedings were initiated during the year till 31.12.2025.

- **Disciplinary proceeding finalized:**

A total of **63** Disciplinary proceedings were finalized during the year of which **37** were major penalty proceedings and **26** were minor penalty.

- **Prosecution Sanction:**

Prosecution Sanctions were accorded in **24** cases during the year till 31.12.2025.

III Surveillance & Detection

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

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

IV Vigilance Awareness Week, 2025

VAW 2025 was observed in EPFO from 27.10.2025 to 02.11.2025 with the theme “सतर्कता: हमारी साझा ज़िम्मेदारी” “**Vigilance: Our Shared Responsibility**”.

Further, as per CVC guidelines, a 3 months' Campaign was held from 18th August, 2025 to 17th November, 2025 as a precursor to VAW 2025

with focus on (awareness about grievance and complaints disposal, Capacity Building and updation of circulars/guidelines.)

Following activities were under taken during the VAW 2025:

1. **Integrity pledge:** VAW 2025 activities kicked off with the integrity pledge on 27.10.2025. The E-ledge link was posted on the official website of EPFO and an awareness was created promoted through social media accounts of EPFO.

2. **Signature campaign:** A signature campaign was organized at all Offices to disseminate the spirit and message of VAW 2025.

3. **Training:** The National Training Academy of EPFO (PDUNASS) and Zonal Training institutes conducted Training on the following subject matters:

(i) **Investigation & report**

(ii) **Framing of Chargesheet**

(iii) **Conducting CTE type Intensive Examinations**

The faculty engaged comprised of experts from CVC and other Organisations. The newly recruited Assistant Commissioners and Social Security Assistants were given training on these areas for effective utilization in their future postings and work assignments.

4. **Outreach Activities:** At the field office level a variety of initiatives were undertaken which saw earnest participation of the stakeholders, especially through the “Nidhi Aapke Nikat” District Outreach Programmes of EPFO. Seminars, workshops, panel discussions and grievance redressal (both in online and offline mode) were organised. As part of public outreach activities, competitions were organized

for schools, college and gram sabhas at various locations, in order to disseminate the message of the VAW 2025. Quizzes on Vigilance Awareness and on Cyber Hygiene were also conducted at Field office levels.

The Banners displaying the theme provided by the Central Vigilance Commission (CVC) were displayed at the Head Office and by all field Offices. 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 2025 and to publicize the various activities undertaken by EPFO during the campaign period.

5. Concluding Ceremony: The observance of VAW 2025 concluded at Head Office with a closing ceremony presided over by the Central Provident Fund Commissioner on 03.11.2025, during which the winners of the various competitions held during the week were felicitated.

20.22 Information Services Division

During January–December 2025, the Information Services (IS) Division of EPFO undertook multiple initiatives to modernize EPFO's IT infrastructure, enhance system performance, improve data security, and provide citizen-centric digital services. These initiatives include various modules delivered under **CITES 2.01** program aimed at strengthening service delivery, system resilience, and user experience.

2. Major IT Infrastructure & Security Upgrades

- **Database Upgrade:** Unified Portal database upgraded from **Oracle 12c to 19c**, improving system throughput and caching efficiency during peak ECR filing periods.

- **Firewall & Network Security:**

- NexGen Firewalls (ILL and MPLS) and Web Application Firewalls deployed across Data Centre (DC), Disaster Recovery (DR) site, and National Data Centre (NDC).
- Palo-Alto Firewall Manager upgraded to version 11.2.4-h4

20.23 Compliance

Revamped ECR for better Compliance

The revamped Electronic Challan-cum-Return (ECR) system has been introduced from the wage month September 2025, which provides system-based validations and automated checks to prevent errors in dues calculation, while keeping the ECR field format unchanged for continuity.

It enables automatic computation of interest with mandatory payment alongside monthly contributions, and provides an option to calculate and pay penal damages. The system supports sequential month-wise filing and multiple return types—Regular Returns for active employees, Supplementary Returns for adding members after filing, and Revised Returns for correcting earlier submissions. Employers are allowed to choose flexible payment options such as full payment, part payment, or separate challans for admin charges, inspection charges, interest, and damages.

The revised ECR clearly separates return filing from the payment process to strengthen monitoring and prevent future defaults. By enforcing mandatory interest payment under Section 7Q and using automated validations, it ensures accurate remittance and acts as a deterrent against non-compliance. The system also prevents incorrect pension fund contributions for members above 58 years,

except where deferred pension applies. Overall, the revamped ECR enhances ease of doing business for establishments and improves accuracy, compliance, and ease of living for members and Pensioners

Employees' Enrolment Campaign (EEC 2025)

EPFO has launched Employees' Enrolment Campaign to provide a special window for employers to voluntarily enroll eligible employees who were left out from EPF coverage between 1st July, 2017 and 31st October, 2025, and to regularize their past compliance under the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.

Salient Features of the EEC-2025 are as follows:

- The Campaign is operational for 6 months i.e. from 1st November 2025 to 30th April 2026.
- It provides a one-time window for employers of all establishments to voluntarily enroll eligible employees who were left out of EPF coverage between 1st July 2017 and 31st October 2025.
- Employee share is waived in respect of such declared employees, if such share is not deducted from Salary.
- Employer is expected to remit employer's share, interest (section 7Q), Administrative Charges and lump-sum Rs. 100 penal damages per establishment.
- All establishments can participate in the scheme, even if they are facing inquiries under section 7A of the EPF & MP Act, 1952, Para 26B of EPF Scheme, or Para 8 of EPS, 1995.
- This campaign was launched to encourage transparency, ensure

universal EPF inclusion, and simplify the process of past regularization. It is expected that this campaign will increase social security coverage for workers and enable employers to regularize past records with minimal cost and legal burden, thereby supporting ease of doing business.

Assessments made during the year 2025-26 (upto 31-12-2025):

During the year 25-26, (up to 31.12.2025) a total of 2079 cases of Assessments under section 7A of the Act have been finalised, while during the same period, 28842 number of Penal damages have been levied.

20.24 CONFERENCE

CENTRAL BOARD OF TRUSTEES

The Central Board (EPF) is a tripartite statutory body constituted by the Central Government under Section 5A of the Act. It has the responsibility to administer the Act and the three Schemes framed under the Act. The Union Minister for Labour & Employment, Government of India is the Chairman of the Board. The tenure of the Board is for five years.

The constitution of the Board is as under:

Chairman	01
Vice Chairman	01
Co-Vice Chairman	01
Central Provident Fund Commissioner Member Secretary (ex-officio)	01
Central Government's representatives	05
State Governments' representatives	15
Employers' representatives	10
Employees' representatives	10
Total	44

The main functions of the Central Board are:

- Administration of the funds vested in the Board.
- Delegation of Administrative and Financial powers as deemed necessary for efficient administration of the Schemes.
- Appointment of Officers and Staff.
- Maintenance of Accounts of Income & Expenditure in prescribed form and manner.
- Submission of Audited Accounts (with comments of CAG) and Annual Report of EPFO to the Government.

The Board was reconstituted by the Ministry of Labour & Employment, Government of India on 12.01.2024 and was amended vide Gazette Notification dated 25.04.2024 for a period of five years.

During the period January 2024 to December 2024, two meetings of the Central Board were held on 10.02.2024 (235th CBT) and on 30.11.2024 (236th CBT) and during the period of January 2025 to December 2025 two meetings of the Central Board were held. 237th CBT held on 28.02.2025 and 238th CBT was held on 13.10.2025.

EXECUTIVE COMMITTEE, CENTRAL BOARD (EPF)

The Executive Committee is a statutory committee, constituted from and amongst the members of the Central Board of Trustees by the Central Government under Section 5AA of the Act. Its purpose is to assist the Central Board of Trustees, in discharge of its functions. The term of the Executive Committee is two years & six months. However, a member continues to hold office until the appointment of his successor is notified in the Official Gazette. The Chairman of

the Executive Committee is appointed by the Central Government from amongst the members of the Central Board. As per Section 5AA, the constitution of the Executive Committee is as under:-

Chairman	01
Central Provident Fund Commissioner Member Secretary (ex-officio)	01
Central Government's representatives	02
State Governments' representatives	03
Employers' representatives	03
Employees' representatives	03
Total	13

The Executive Committee was reconstituted under Section 5AA of the EPF & MP Act, 1952 by the Ministry of Labour & Employment, Government of India on 27.09.2024.

During the period January 2024 to December 2024, two meetings of the Executive Committee were held.

MEETING NO.	DATE OF MEETING
109 th EC	08.11.2024
110 th EC	16.12.2024

During the period January 2025 to December 2025, five meetings of the Executive Committee were held.

MEETING NO.	DATE OF MEETING
111 th EC	18.01.2025
112 th EC	25.02.2025
113 th EC	28.03.2025
114 th EC	10.07.2025
115 th EC	19.12.2025

20.25 RECOVERY

The following new initiatives were undertaken by Recovery Division for the year 2025:

- (i) A dedicated IBBI cell has been established on 17.03.2025 to monitor cases under Corporate Insolvency Resolution Process (CIRP) and Liquidation.
- (ii) Periodic reviews of RRCs are being conducted by Zonal Offices/Head Office with special emphasis on high value recovery cases and NIR cases.
- (iii) Conversion of NIR cases to IR category by consistent efforts.
- (iv) A national level taskforce has been constituted to monitor and facilitate recovery of Arrear Demand in accordance with the suggestions of CBT during 237th meeting held on 28.02.2025.

20.26 LEGAL

Legal disputes are an inherent aspect of administering the Employees' Provident Funds and Miscellaneous Provisions Act, 1952, and the schemes framed thereunder, given the scale and complexity of EPFO's operations. Such disputes commonly arise from issues relating to statutory coverage, determination and recovery of dues, levy of interest and damages, adjudication under

specific provisions, procedural compliance, eligibility and quantification of benefits, and interpretation of scheme provisions, notifications, and circulars, and are instituted by both establishments and members.

To ensure consistency, efficiency, and accountability in litigation management, EPFO has instituted a comprehensive Legal Framework Document (LFD), approved by the Central Board of Trustees in its 231st meeting held on 29–30 July 2022. The LFD lays down guiding principles, clearly delineates roles and responsibilities, and standardises processes for case initiation, pleadings, legal representation, monitoring, compliance with judicial directions, and decisions relating to appeals and withdrawals. Its implementation is systematising litigation management across EPFO through structured procedures and data-driven oversight, with emphasis on uniform application of law, effective counsel management, and reduction of avoidable litigation, thereby reinforcing EPFO's role as a responsible and efficient litigant.

Performance in Supreme Court:

The cases in Supreme Court are conducted directly by the Legal Division at Headquarters. During the year the performance of EPFO in Supreme Court was as under:

Year 2025	Total Number of cases decided	Decided in favour	Decided against	Remanded back
01.04.2024-31.03.2025	28	12 (42.85%)	15 (53.57%)	1 (3.57%)

Cases in High Courts: -During this period, a Total No. of **3092** cases were decided in various High Courts

Year 2025	Total Number of cases decided	Decided in favour	Decided against	Remanded back
01.04.2024-31.03.2025	3092	2463 (79.66%)	490 (15.85%)	139 (4.49%)

Status of cases before various Judicial Forums is as under:

SI No.	Category	Total Workload (as on 01.04.2024)	Total cases added during the year	Decided during the year			Total cases decided during the year	C.B as on (31.03.2025)
				Against	In favour	Remand back		
1	Status of Supreme Court cases	80	40	15	12	1	28	92
2	Status of High Court cases	11385	3056	490	2463	139	3092	11349
3	Status of District Court cases	5694	919	158	752	8	918	5695
4	Status of National commission cases	50	34	23	9	1	33	51
5	Status of State commission cases	1873	143	40	961	4	1005	1011
6	Status of District consumer Forum cases	3013	392	111	496	5	612	2793
7	Status of CAT cases	391	140	28	91	4	123	408
8	Status of CGIT cases	8847	1623	133	631	139	903	9567
9	Others	60	37	2	25	0	27	70
	TOTAL	31393	6384	1000	5440	301	6741	31036

Chapter-21

INTERNATIONAL COOPERATION

21.1. India and International Labour Organisation (ILO)

India is one of the founder members of International Labour Organization since its existence in 1919 and has been a permanent member of the ILO Governing Body since 1922. A unique feature of the ILO is its tripartite character. At every level in the organization, Governments are associated with the two other social partners, namely, the workers and employers. The three organs of the ILO are:

- (1) International Labour Conference - General Assembly of the ILO that meets every year in the month of June,
- (2) Governing Body - Executive Council of the ILO that meets three times in a year in the months of March, June and November and
- (3) International Labour Office - a Permanent Secretariat.

21.2. ILO is financed mainly by contribution received from the member states. The total Budget of ILO is SF381505000. 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 2026, India's share of contribution is SF4184778. 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. Ratification by India

India has ratified 47 Conventions and one Protocol which includes six core/Fundamental Conventions, namely, Forced Labour Convention (C- 29), Equal remuneration Convention (C-100), Abolition of Forced labour convention (C-105), Discrimination (Employment and Occupation) Convention (C-111), Minimum Wage Convention, 1973 (C-138) and Worst Forms of Child Labour Convention, 1999 (C- 182), and three priority/governance conventions, namely, Labour Inspection Convention (No. 81), Employment and Social Policy Convention (No. 122) and Tripartite Consultations (International Labour Standards).

21.5. The 353rd Session of Governing Body of ILO

The 353rd Session of the Governing Body of International Labour Organisation was held from 10.03.2025 to 20.03.2025 in Geneva, Switzerland. Delegation from this Ministry was headed by Ms. Sumita Dawra, Secretary (Labour and Employment). Dr. Pradeep Kumar Jena, Director, Shri Prashant Bajjal, Joint Director and Shri Rakesh Gaur, Deputy Director also attended the meeting in Geneva.

21.6. The 113th Session of International Labour Conference (ILC) of ILO

The 113th Session of International Labour Conference of International Labour Organisation (ILO) was held at Geneva, Switzerland from 02-13 June 2025.

A delegation led by Ms. Vandana Gurnani, Secretary (Labour & Employment) comprising of Shri Alok Chandra, Sr. Labour and Employment Adviser, Shri Ajoy Sharma, Joint Secretary, Ms. Anjali Rawat, Deputy Director General, Dr. Pradeep Khasnobis, Deputy Director General, Ministry of Health and Family Welfare, Shri Chaman Lal Guleria, Director, Dr. Pradeep Kumar Jena, Director, Ms. Srividhya, Senior Assistant Vice President, Invest India, Representative from Department for Promotion of Industry and Internal Trade, Ministry of Commerce and Industry, Shri Prashant Baijal, Joint Director, and Shri Rakesh Gaur, Deputy Director along with representatives from Workers' Groups and Employers' Groups attended the conference in Geneva.

During the conference, the Indian delegation highlighted recent labour reforms, expansion of social security coverage, and progressive policy initiatives undertaken by the Government of India. Bilateral meetings were held with ILO leadership and several member states on key areas such as decent work in the platform economy, formalization of informal workers, and global skills gap mapping. These interactions focused on strengthening collaboration with the ILO and exploring future cooperation in areas such as digital governance, international migration, and employment generation through inclusive and innovative approaches

21.7. The 354th Session of Governing Body of ILO

The 354th Session of the Governing Body of

International Labour Organization (ILO) was held on 14th June, 2025 in Geneva, Switzerland. Shri Ajoy Sharma, Joint Secretary and Shri Chaman Lal Guleria, Director attended the Governing Body meeting in Geneva.

21.8. The 355th Session of Governing Body of ILO

The 355th Session of the Governing Body of International Labour Organization (ILO) was held from 17 November 2025 to 27 November 2025 at Geneva, Switzerland. A delegation led by Ms. Vandana Gurnani, Secretary (Labour and Employment) attended the 355th Session of Governing Body of ILO in Geneva. Shri Ajoy Sharma, Joint Secretary, Shri Chaman Lal Guleria, Director, Shri Prashant Baijal, Joint Director and Shri Piyush Kumar Pathak, Deputy Director were members of the Indian delegation.

During the 355th Session of the ILO Governing Body, Indian delegation expressed strong support for strengthening the Organisation to remain efficient, agile, and resilient in a changing multilateral environment, while underscoring the need to address emerging issues such as digital transformation, AI, climate change, and wage policies. The Indian delegation highlighted major national reforms advancing the transition from informality to formality, expansion of social protection, and technology-driven governance, and welcomed the Global Coalition for Social Justice as a key platform for advancing equity and inclusion. India also supported streamlining reporting on ratified conventions and reaffirmed its commitment to fair, evidence-based wage policies, while holding bilateral meetings with the ILO leadership to deepen cooperation in skills, employability, and social justice.

21.9. BRICS 1st Employment Working Group (EWG) meeting.

BRICS First Employment Working Group (EWG)

meeting under the Brazilian Presidency was held virtually from 12-13 February 2025. A delegation from the Ministry comprising of Shri Chaman Lal Guleria, Director, and Shri Piyush Kumar Pathak, Deputy Director attended the meeting virtually.

21.10. BRICS 2nd Employment Working Group (EWG) meeting.

BRICS Second Employment Working Group (EWG) meeting under the Brazilian Presidency was held virtually from 27-28 February 2025. Shri S.V. Ramana, Deputy Secretary and Shri Piyush Kumar Pathak, Deputy Director attended the meeting virtually.

21.11. BRICS 3rd Employment Working Group (EWG) meeting.

BRICS Third Employment Working Group (EWG) meeting under the Brazilian Presidency was held virtually from 03-04 April, 2025. Shri Chaman Lal Guleria, Director, and Shri Piyush Kumar Pathak, Deputy Director attended the meeting virtually.

21.12. BRICS 4th Employment Working Group (EWG) meeting.

BRICS Forth Employment Working Group (EWG) meeting under the Brazilian Presidency was held from 22-23 April, 2025 at Brasilia, Brazil. Ms Anjali Rawat, DDG, DGE and Shri Chaman Lal Guleria, Director attended the meeting.

21.13. BRICS Labour & Employment Ministers' Meeting (LEMM)

BRICS Labour & Employment Ministers' Meeting (LEMM) meeting under the Brazilian Presidency was held on 25 April, 2025 at Brasilia, Brazil. Sushri Shobha Karandlaje, Hon'ble Minister of State for Labour & Employment, Shri Varaprasad Reddy, APS to Minister of State for Labour &

Employment, Ms Anjali Rawat, DDG, DGE and Shri Chaman Lal Guleria, Director attended the meeting.

The declaration commits BRICS nations to:

1. **Promote inclusive AI policies** that balance innovation with worker protection.
2. **Advance social dialogue** to ensure fair climate transitions.
3. **Strengthen South-South cooperation** on labour governance, digital inclusion, and green job creation.

21.14. G20 1st Employment Working Group (EWG) Meeting

Under South African's G20 Presidency, the First Employment Working Group meeting was held on 18-21 February 2025 Gqeberha (Port Elizabeth), South Africa. The meeting was attended by Ms Sumita Dawra, Secretary (Labour & Employment), Shri Rupesh Kumar Thakur, Joint Secretary, and Shri Piyush Kumar Pathak, Deputy Director.

21.15. G20 2nd Employment Working Group (EWG) Meeting

The G20 Second Employment Working Group (EWG) Meeting under South African's G20 Presidency was held in Durban, South Africa from 8 to 11 April, 2025. The meeting was attended by Shri Ajoy Sharma, Joint Secretary, and Shri Piyush Kumar Pathak, Deputy Director.

21.16. G20 3rd Employment Working Group (EWG) Meeting

The G20 3rd Employment Working Group (EWG) meeting under South African's G20 Presidency was held in Geneva, Switzerland from 29 to 30 May, 2025. The meeting was attended by Shri Ajoy Sharma, Joint Secretary, and Shri Piyush Kumar Pathak, Deputy Director.

21.17. G20 4th Employment Working Group (EWG) Meeting

The G20 4th Employment Working Group (EWG) Meeting under South African's G20 Presidency was held in George, South Africa from 28 to 29 July 2025. Shri Chaman Lal Guleria, Director and Shri Piyush Kumar Pathak, Deputy Director attended the meeting in George, South Africa.

21.18. G20 Entrepreneurship Roundtable 2025

The G20 Entrepreneurship Roundtable 2025 under South African's G20 Presidency was held virtually from 4 to 5 November, 2025. The Roundtable was attended by Mr Aquib Javed, Director, DGE.

21.19. G-20 Labour and Employment Ministers' Meeting (LEMM)

The G20 Labour and Employment Ministers Meeting 2025 under South African's Presidency was held in George, South Africa from 30 to 31 July 2025. The meeting was attended by Ambassador, High Commission of India, South Africa and Shri Chaman Lal Guleria, Director in George, South Africa.

During G20 Labour Employment Ministers' Meeting, G20 member states adopted the 2025 Labour and Employment Ministerial Declaration, focused on four key priority areas: fostering inclusive growth, job creation, and youth empowerment; advancing gender equality in the workforce; addressing inequality and ensuring fair labour income; and strengthening social protections alongside digitalization for an inclusive future of work. At the G20 Labour and Employment Ministers' Meeting under the South African Presidency, the Indian delegation delivered two key interventions highlighting the nation's transformative policies and achievements. The delegation also emphasized India's commitment to achieving 70% female

workforce participation by 2047 through expanded childcare infrastructure and skill development. On inclusive growth and youth empowerment, India outlined its Employment Linked Incentive Scheme. The interventions underscored India's leadership in leveraging digital innovation, social protection, and gender-responsive policies to advance decent work and inclusive development globally.

21.20. A delegation led by Dr. Mansukh Mandaviya, Hon'ble Minister of Labour and Employment attended World Social Security Forum (WSSF) from 29 September to 03 October 2025 at Kuala Lumpur, Malaysia. Shri Ashok Kumar Singh, DG ESIC, Shri Ramesh Krishnamurthi, CPFC, Ms Aprajita Jaggi, ACC, EPFO, Shri Jai Prakash Sharma, JD, ESIC, and Shri Himanshu Pathak, Addl. PS to HLEM were members in the delegation. India was conferred the prestigious International Social Security Association Award 2025 for 'Outstanding Achievement in Social Security', reflecting global recognition of India's scale, inclusiveness, and sustained progress in strengthening social security systems.

21.21. Second World Summit for Social Development (WSSD-2)

The Indian delegation led by Dr. Mansukh Mandaviya, Hon'ble Minister of Labour & Employment from Ministry of Labour & Employment visited Doha, Qatar to attend the Second World Summit for Social Development (WSSD-2) from 4-6 November 2025. During the event, India's achievements in job creation, expanded social protection coverage, and digital public goods were widely acknowledged. In the Opening Plenary Meeting of the Summit, HLEM delivered India's National Statement and joined world leaders in adopting the Doha Political Declaration. HLEM also addressed the High-Level Round Table on "Strengthening the Three

Pillars of Social Development: Poverty Eradication, Full and Productive Employment and Decent Work for All, and Social Inclusion". HLEM shared **India's transformative journey toward inclusive and digitally enabled growth** that prioritises decent work and social protection. Hon'ble Minister highlighted **India's Progress in Advancing Social Justice at Spotlight Session of Global Coalition for Social Justice** organised by ILO. Bilateral meetings with Mauritius and UNESCAP opened new avenues for cooperation in skills development, labour mobility, and digital governance.

21.22. Technical Seminar on “Formalization and extending social security coverage to workers in the informal sector: Challenges and Innovations

A Technical Seminar on “Formalization and extending social security coverage to workers in the informal sector: Challenges and Innovations” was organised on 20-21 January, 2025 in New Delhi. This event was organised by Ministry of Labour and Employment in collaboration with International Social Security Association (ISSA) and Employees State Insurance Corporation (ESIC). Union Minister of Labour and Employment, Dr. Mansukh Mandaviya inaugurated the Technical seminar. More than 200 participants including representatives from Asia Pacific region, Ministries, States/ UTs, international organizations, workers' and employers' organizations engaged in the deliberations.

21.23. Regional Dialogue on Social Justice

Ministry of Labour & Employment has organized "Regional Dialogue on Social Justice" under the aegis of the International Labour Organization (ILO) led Global Coalition for Social Justice in conjunction with "Observance of 74th Foundation Day of ESIC" in New Delhi from 24-25 February

2025. India, as a member of the Coordinating Group of the Coalition from the Asia Pacific region, taking a landmark step towards assuming a leading role in shaping the global labour and employment perspective through the Global Coalition, spearheaded organization of the first ever regional dialogue under the aegis of the Coalition. The theme of the event was a key Coalition key intervention "Responsible business for sustainable and inclusive societies", which India has decided to champion.

Over 500 Participants from Asia-Asia Pacific Region and beyond including Coalition partners, governments, concerned Ministries of Government of India, employers' and workers' organizations, academia and enterprises, experts from international organizations bodies and ESIC members and officers attended the dialogue

21.24. MoU with ILO to Advance 'International Reference Classification of Occupations

Government of India signed a **MoU** with ILO to Advance '**International Reference Classification of Occupations**'. Union Minister for Labour & Employment and Youth Affairs & Sports, Dr. Mansukh Mandaviya virtually attended the signing of MoU between Government of India and International Labour Organisation (ILO) for collaboration to develop 'International Reference Classification of Occupations'. The MoU was signed by Shri Arindam Bagchi, Ambassador and Permanent Mission of India, Geneva and Mr. Gilbert F. Hounbo, Director General, ILO in Geneva, Switzerland. The MoU was signed on *16th September, 2025 for supporting the feasibility study for development of international reference classification of occupations by skills and qualifications requirements, as continuance of outcomes of the G20 Employment working*

group meetings held in 2023 under Indian presidency.

21.25. India has achieved a historic milestone in the realm of social protection coverage, recording one of the most significant expansions globally. According to the latest data from the International Labour Organization's (ILO) ILOSTAT database, India's social security coverage has increased from 19% in 2015 to 64.3% in 2025. India's expansion in social protection coverage has been enabled by a strong foundation of digital and financial inclusion. Bank account coverage under Jan Dhan, combined with Aadhaar-enabled identification and the Direct Benefit Transfer system, has enabled benefits to reach the intended recipients swiftly and transparently.

In this context, India also received the ISSA Award for Outstanding Achievements in Social Security 2025 for its efforts to extend social security. The prestigious award was presented by the President of the International Social Security Association (ISSA), Dr Mohammed Azman, on 3 October 2025, during the closing of the [World Social Security Forum](#) in Kuala Lumpur, Malaysia. Hon'ble Union Minister of Labour and Employment, Dr. Mansukh Mandaviya received the award at ISSA World Social Security Forum in Malaysia

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

- Ms. Deepika Kachhal, Joint Secretary and Shri K.C. Sahu, Dy. Director attended ILO's South-South and Triangular Cooperation Workshop on Prototype Case Management System from 25-27 February 2025 at Bangkok, Thailand;
- Dr. Mahendra Kumar, Joint Secretary attended ILO's South 4-Care Learning

Hub from 30.04.2025 to 02.05.2025 at Washington DC, USA;

- Shri Ashutosh AT Pednekar, Joint Secretary & Chief Labour Commissioner (Central) attended ILO's Employers' meeting on platform workers from 28-29 July 2025 at Colombo, Sri Lanka;
- Shri Ashutosh AT Pednekar, Joint Secretary & Chief Labour Commissioner (Central) attended ILO's technical meeting on decent work in the railways sector from 01-05 September, 2025 at Geneva, Switzerland;
- Dr. Shikha Anand, Director (Employment), DGE and Shri Savindra Singh, Asstt. Director, DGE attended UNICEF's Asia-Pacific Care Learning Week from 02-05 September 2025 at Kathmandu, Nepal;
- Shri Shivkant Kumar, Deputy Secretary attended BRICS OSH network meeting from 14-15 September 2025 at Sochi, Russia.
- Shri Aquib Javed, Director, DGE attended ILO South 4-Care Learning Hub from 14-18 September 2025 at Doha, Qatar;
- Shri Supriya Ranjan Datta, Deputy Secretary attended ILO's Resilient Supply Chains and Equitable Growth in a Changing World of Work: Advancing Decent Work through Regional Cooperation in Asia and the Pacific" from 15-17 September, 2025 at Bangkok, Thailand;
- Mr. Richa Sharma, Director attended World Bank Business Ready Exercise from 22-25 September 2025 at Wellington, New Zealand;
- Shri Ajoy Sharma, Joint Secretary attended GIZ invitation Social Protection Solution Lab on Digital Platform Work

from 27-29 October 2025 at Frankfurt, Germany;

- Shri Sumit Roy, DDG, DGFASLI, Shri Minhaz Ahmed, Deputy Secretary, Shri Ramesh Singh Rawat, Director, DGFASLI, Shri Rajiv Jha, Under Secretary, Shri Hari Om Gautam, Regional Labour Commissioner (C) and Shri Prakash, Asstt. Labour Commissioner (C) attended JICA programme for enhancing OSH from 09-20 November 2025 in Japan;
- Shri Chaman Lal Guleria, Director and Shri Vipin Sharma, ACC, EPFO attended India-UK Double Contribution Convention (DCC) from 18-20 November 2025 at London, UK;

- Ms. Anjali Rawat, Dy. Director General (Employment), DGE attended negotiations between India and Russia on mobility agreement from 27-28 November 2025 at Moscow, Russia.
- The Ministry of Labour and Employment **actively participated in the negotiations** of the India–New Zealand Free Trade Agreement and **negotiated the Trade and Sustainable Development (TSD) Chapter**. The Ministry provided substantive inputs to ensure that labour-related provisions in the TSD Chapter are fully aligned with India's policy space and consistent with its international commitments.

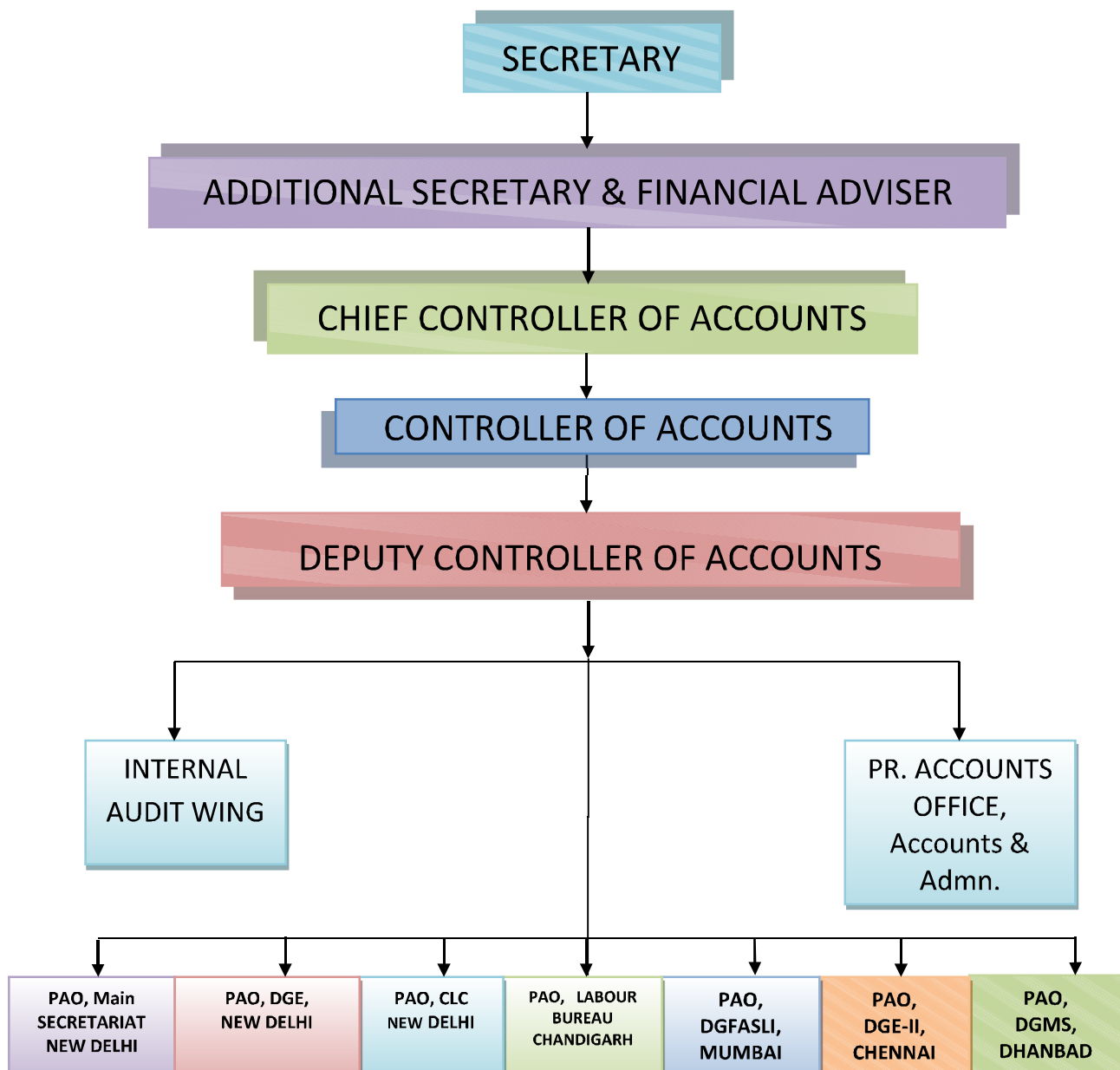
Chapter-22

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 to assist all Program Divisions to achieve the target as per time schedule in Ministry of Labour and Employment. The CDDO Module in PFMS is also in the process of getting implemented in all the CDDOs of MoLE in order to universalize the use of PFMS

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. Robust Digitalization of Accounts

The process of digitalization of accounts in the Departmentalized Accounting Organization of Ministry of Labour and Employment started by the Office of Chief Controller of Accounts, MoLE under the guidance of the Office of the Controller General of Accounts. The implementation of various modules such as CNA, SNA and TSA to enhance the fund flow to Autonomous Bodies/Implementing Agencies enabling government to monitor and utilize the available funds.

The Union Minister for Finance & Corporate Affairs Smt. Nirmala Sitharaman launched the Electronic Bill (e-Bill) processing system, announced in Union Budget 2022-23, on the occasion of 46th Civil Accounts Day. This is part of 'Ease of Doing Business (EoDB) and Digital India eco-system' to bring in broader transparency and expedite the process of payments. It will enhance transparency, efficiency and faceless-paperless payment system by allowing suppliers and contractors to submit their claim online which will be traceable in real time basis. The E-Bill has been implemented across all the 7 PAOs of M/o Labour & Employment.

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.

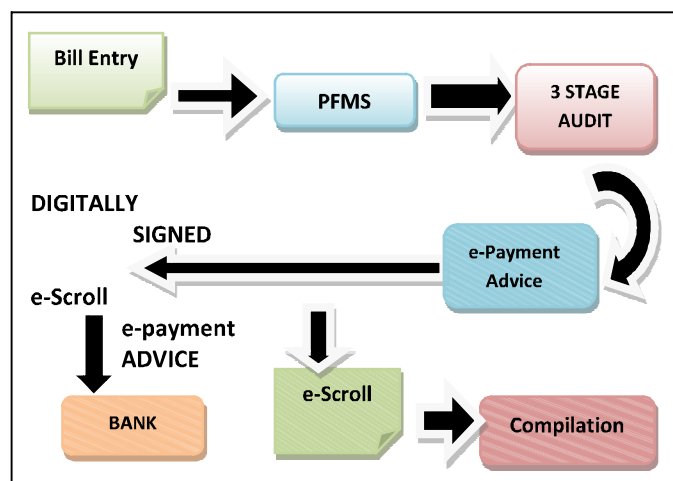
Advantages of e-payment

- 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, Online GPF module and E-Bill have been successfully implemented in all 7 PAOs and DDOs under their control.



8. Non-Tax Receipt Portal (NTRP)

- The objective of Non-Tax Receipt Portal (NTRP) is to provide a one-stop window to Citizens/ Corporate /Other users for making online payment of Non-Tax Revenue payable to Government of India (GoI). The annual collection of Non Tax Receipts of Government of India is over Rs.3 (three) lakh Crores.
- Non-Tax Revenue of Government of India comprise of a large bouquet of receipts, collected by individual departments/ ministries.

- The online electronic payment in a completely secured IT environment, will help common users/citizen from the hassle of going to banks for making drafts and then to Government offices to deposit the instrument for availing the services. It also helps avoidable delays in the remittance of these instruments into Government account as well as eliminates undesirable practices in the delayed deposit of these instruments into bank accounts.
- NTRP shall facilitate instant payment in a transparent environment using online payment technologies such as Internet Banking, Credit/Debit Cards.
- NTR Portal in M/o Labour and Employment is functional from 1st November'2016.

9. Treasury Single Account (TSA) model 1 and 1A.

The Expenditure Management Commission (EMC) vide Para 125 of its September 2015 report has recommended that in order to minimize the cost of government borrowings and to enhance efficiency in fund flows to Autonomous Bodies (ABs), government should bring all ABs under TSA System.

In order to bring Autonomous Bodies (ABs) under Treasury Single Account (TSA) system, Ministry of Finance, Department of Expenditure has issued guidelines for bringing the ABs under TSA System as per Master Circular issued by M/o Finance vide O.M. F.No. 3/(06)/PFMS/2023 dated 21.05.2024.

TSA Model 1: This will be applicable for schemes having a Budget Estimate of Rs. 100 Crore or more in a Financial Year and is being implemented through only two level of

Central/State Government agencies eligible to open account in Reserve Bank of India. Agencies may be a Central Autonomous Body/ Central PSU Enterprise or a State Government Agency.

TSA Model 1A (Hybrid TSA): This will be applicable for schemes having a Budget Estimate of Rs. 100 Crore or more in a Financial Year where the sub-agency involved cannot open account in RBI or there are more than two levels of Government/Private Sub-Agencies are involved and RBI does provide facility to open accounts for 3rd and below level of agencies.

10. SNA Model

For better monitoring of availability and utilization of funds released to the States under the Centrally Sponsored Schemes (CSS) and to reduce float. The Department of Expenditure has modified the procedure for release of funds under CSS and Every State Government will designate a Single Nodal Agency (SNA) for implementing each CSS.

11. Central Nodal Agency (CNA) –Model 2

As per the Master Circular issued by M/o Finance, Department of Expenditure has issued guidelines for bringing the ABs under TSA System as per Master Circular issued by M/o Finance vide O.M. F.No. 3/(06)/PFMS/2023 dated 21.05.2024 this mode is applicable for Central Sector schemes with the Budget Estimates of less than Rs. 100 Crores, however Ministries/Departments may opt for model 1/1A for such schemes. Every Ministry/Department will designate a Central Nodal Agency (CNA) for implementing Central Sector Scheme. The CNA will open a Central Nodal Account (savings bank account in a scheduled commercial bank authorized to conduct government business by the Ministry/ Department concerned. Implementing Agencies down the ladder will be designated as Sub-Agencies (SA) and they will use the CNA accounts with clearly defined drawing limits.

Account at Glance for the F.Y. 2024-25						
Scheme wise Expenditure (Rs. In Crores)						
Sr. No.		BE 2024-25	RE 2024-25	FE 2024-25	Actual Expenditure	%age w.r.t. FE
(A)	Establishment Expenditure of the Centre	693.75	659.28	657.73	643.00	97.76
(B)	Central Sector Schemes					
1	Labour and Employment Statistical System (LESS) (Payment of Individuals and agencies through LOA)	50.00	26.58	14.46	12.72	88.01
2	Labour Welfare Scheme (Payment made to various Welfare Offices across States along with DBT for Scholarship and Housing Subsidy)	50.68	50.68	44.53	40.27	90.43
3	Employees Pensions Scheme, 1995 (Payment made to EPFO)	10950.00	10235.00	10235.00	10235.00	100.00
4	Social Security for Plantation Workers in Assam (Payment made to Assam Tea EPFO)	66.20	63.39	63.39	63.39	100.00
5	Pradhan Mantri Shram Yogi Maandhan (Payment made to LIC)	177.24	242.73	232.49	231.50	99.57
6	Pradhan Mantri Karam Yogi Maandhan (Payment made to LIC)	0.01	0.01	0.0006	0.000573	95.50
7	Aatmanirbhar Bharat Rojgar Yojana (Payment made to EPFO)	150.00	0.00	0.00	0.00	-
8	National Child Labour Project	0.00	0.68	0.68	0.6775	99.64
9	Bonded Labour	6.00	6.00	1.31	1.3065	99.67
10	National Database for Unorganized 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)	176.84	26.93	25.15	24.50	97.40
11	New Employment Generation Scheme (Employment Linked Incentive Scheme)	10000.00	6799.43	0.25	0.16	65.80
12	Central Board for Workers Education (Payment made to CBWE Headquarter Nagpur for GIA through PAO along with in Kind DBT)	117.00	103.26	103.26	103.26	100.00
13	National Labour Institute (Payment made to VVGNI Noida, for GIA through PAO along with in Kind DBT)	15.15	14.65	14.65	14.42	98.40
14	Coaching and Guidance for SC, ST and other Backward Classes (Payment made to individual institutes along with DBT of stipend)	20.60	20.60	20.60	18.87	91.59
15	National Career Services (Payment made to individual Consultancy agencies through PAO along with GIA in the form of Advice to States through Pr AO)	58.00	58.00	58.00	47.44	81.79
	Grand Total	22531.47	18307.22	11471.50	11436.52	99.69

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 Year Plan, there has been expansion of the activities of the Employment Service and Training Service in the Centre and the States. As per the information

received from States/UTs, the total number of Employment Exchanges functioning in country is 1014 (including 65 University Employment Information and Guidance Bureau).

INFRASTRUCTURE AVAILABLE FOR EMPLOYMENT SERVICE WITH STATE GOVERNMENTS: -

- As per the information received from the State/UTs, there are 1014 Employment Exchanges functioning [including 40 Special Employment Exchanges for Differently Abled (Handicapped)] throughout India.
- 38 Special Cells for persons with disability are functioning in normal Employment Exchanges in various States.
- The State Directorates of Employment are generally located in the State Capitals.

23.6 The Directorate General of Employment (DGE) is presently headed by the Director General (Employment). The organizational set up of the Directorate General consists of two principal wings namely, Directorate of Employment and Secretariat Wing.

All the useful information relating to functioning of this directorate general such as functions, schemes, published reports/ documents, recruitment rules, reports relating to employment & unemployment data, vacancies, telephone directory, details of DGE employees & offices, etc. is available on a recently developed website (<https://dge.gov.in/dge/>) which is being updated regularly. Since its launch in April, 2022, it has

received more than 1.22 Crore hits till 31.12.2025 which reflects very encouraging response from its users.

DGE has also implemented two employment generation schemes viz, PMRPY and ABRY.

Pradhan Mantri Rojgar Protsahan Yojana (PMRPY)

Pradhan Mantri Rojgar Protsahan Yojana (PMRPY) was launched on 9th August 2016, incentivized employers to create jobs by paying the full 12% EPF and EPS contributions for new employees (earning up to ₹15,000/month) for three years via EPFO. It aimed to bring informal workers into the formal workforce. Registration for the scheme closed on 31st March 2019.

2. Initially, Government 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.

3. This scheme had a dual benefit, where, on the one hand, the employer is incentivised for increasing the employment base of workers in the establishment, and on the other hand, a large number of workers will find jobs in such establishments. A direct benefit is that these workers will have access to social security benefits of the organized sector. All the beneficiaries under this scheme are Aadhaar Seeded.

4. As on 2nd August 2021 total benefit of Rs. 9155.85 Crore has been given to 152,900

Establishments covering 1,21,69,960 Beneficiaries under PMRPY.

Aatmanirbhar Bharat Rozgar Yojana (ABRY)

ABRY was announced as a part of Aatmanirbhar Bharat 3.0 package to boost the economy, increase the employment generation in post Covid recovery phase and to incentivize creation of new employment along with social security benefits and restoration of loss of employment during COVID-19 pandemic.

2. Under ABRY, Government of India was crediting for a period of two years both the employees' share (12% of wages) and employers share' (12% of wages) of contribution payable or only the employees' share, depending on employment strength of the EPFO registered establishments. Under ABRY benefits were provided to every establishment registered with EPFO and their new employees (earning wage less than Rs. 15,000/- per month) if the establishments take new employees on or after 1.10.2020 and upto 30th June, 2021 or those who lost jobs between 01.03.2020 to 30.09.2020.

3. The scope of the scheme i.e. last date for registration of new employees under the scheme has been extended from 30th June 2021 to 31st March 2022 with the approval of CCEA in its meeting held on 30.06.2021. The beneficiaries registered upto 31st March, 2022 will continue to receive the benefits for 2 years from the date of registration under the scheme.

4. As on 31st March 2024 total benefits of Rs. 10188.50 Crore have been given to 60.49 lakh beneficiaries through 152517 Establishments under ABRY. However, the total registration till 31.03.2024 under the scheme is 7510968 (and this figure is remained constant since closing date i.e. 31.03.2022 of the scheme).

5. Year-wise details of ABRY Scheme as on 31.03.2024 are as under:

Sr. No.	Physical Year	Number of beneficiaries	Number of benefited establishments	Total amount disbursed
1	2020-21	1297120	56225	351.07
2	2021-22	4191801	83208	4046.36
3	2022-23	545720	12684	4593.05
4	2023-24	14646	400	1198.02

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; -

- As per the information received from the State/UTs, there are 1014 Employment Exchanges functioning [including 40 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 1014 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 65 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. DGE, Ministry of Labour & Employment is responsible for policies, standards and procedures to be followed by the employment services along with collecting of Employment Market Information (EMI), providing Vocational Guidance (VG) & employment counseling 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 Government facilitates this consultative process. Regular meetings of the Working Group on National Employment Service are held under the Chairmanship of Director General of Employment, 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 considers various issues pertaining to National Employment Service/ National Career Service and makes

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 about 1014 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 Organized 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. However, the relevant provisions of EE(CNV) Act, 1959/ EE(CNV) Rules 1960 pertaining to compulsory notifications of vacancies by employers to employment exchanges have been subsumed in the Code on Social Security, 2020 which has come into force on 21st November 2025. Draft Rules (Central) have been notified in November, 2020. Chapter XII of the said rules is related with the Employment Information

and Monitoring i.e. Chapter XIII of the Code on Social Security 2020.

NATIONAL EMPLOYMENT SERVICE MANUAL (NESM)

23.14 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 2022 and published in the year 2023. The revised NESM-2022 consists of 04 volumes.

To convert the National Employment Service into a National Career Service (NCS). Ministry of Labour & Employment, constituted a Working Group comprising representatives from State Governments, 'Employers' Associations and other stake holders during November, 2013. The 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 Government 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 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 which has come into force on 21st November 2025. 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, notified in the Government of India Official Gazette on 29th September, 2020 and has come into force on 21st November 2025. Draft Rules (Central) have been notified in November, 2020. Chapter XII of the said rules is related with the Employment Information and Monitoring i.e. Chapter XIII of the Code on Social Security 2020.

PERFORMANCE OF NATIONAL EMPLOYMENT SERVICE*

23.16 The details of the network of 1014 Employment Exchanges are given in **Table 23.18**. The main activities of the Employment Exchanges are registration, placement of job seekers, career counselling & vocational guidance and collection of employment market information.

Table- 23.18

➤ Total number of Employment Exchanges includes the following :	1014
➤ University Employment Information and Guidance Bureaux (UEIGBx)	65
➤ Professional and Executive Employment Exchanges	11
➤ Special Employment Exchanges for the Physically Handicapped	40
➤ Employment Exchanges exclusively for Women	05

23.17 The performance of Employment Exchanges (**as on 31-12-2024**) is given below:

Category	No. of Job seekers Registered	No. of job seekers Placed	No. of job seekers on Live Register
Men	45.54	4.10	228.59
Women	25.30	1.35	128.69
Total	71.28	5.45	357.30

Salient features of registration and placement in Employment Exchanges.

23.18 Registration:

Out of total number of 71.28 lakh job seekers registered up-to end of December 2024, 45.54 lakh job seekers were men and 25.30 lakh were women. Maximum numbers of job seekers 32.77 lakh were registered in Maharashtra followed by

Assam, Uttar Pradesh and Gujarat which were more than 4 Lakh in each State.

23.19 Placement:

Out of the 5.45 lakh job seekers that got employment through the employment exchanges, 1.4 lakh were women.

23.20 Live Register:

Out of total number of 357.30 lakh job seekers on Live Register, 228.59 lakh job seekers are men and 128.69 lakh job seekers are women.

23.21 Year wise registration, placement, vacancies notified, submissions made and Live Register for the period 2011-2024 are given in **Table No.-23.23**

Year	Employment Exchanges, UEIGBx	(in Thousand)				
		Registration	Placement	Vacancies notified	Submission made	Live Register
(1)		(3)	(4)	(5)	(6)	(7)
2011	966	6206.3	471.5	819.7	5142.9	40171.6
2012	956	9722.2	427.6	682.8	2982.2	44790.1
2013	956	5969.4	348.5	510.7	3002.1	46802.5
2014	978	5957.2	338.5	762.0	4220.4	48261.1
2015	978	6939.4	395.0	810.3	4307.6	43502.7
2016	997	5959.9	405.5	1401.4	3906.4	43376.1
2017	997	3948.9	424.6	813.2	1851.1	42444.9
2018	997	3831.3	404.7	1225.3	2584.64	42122.3
2019	997	3455.0	365.9	540.6	1966.6	42405.1
2020	997	2073.9	308.1	419.0	1187.5	42829.2
2021	1005	3224.4	494.1	824.8	2527.3	44071.7
2022	1005	3996.7	644.6	1367.6	2637.6	45717.7
2023*	1005	7229.30	705.50	1533.7	2433.50	44154.5
2024*	1014	7127.84	544.65	1062.6	2326.87	35730.1

Note*- Provisional

CENTRAL EMPLOYMENT EXCHANGE, DELHI

23.22 The Central Employment Exchange, DGE located at Shram Shakti Bhawan, New Delhi under M/o Labour and Employment is responsible for Advertisement of vacancies of scientific & technical in nature occupying in the central Government Establishments with the Level 05 or above. As per revised procedure laid down by DoPT all the vacancies notified to CEE as per EE (CNV) Act. 1959 are (now presumed

as a part of Social Security Code) to be advertised in Employments News by Central Employment Exchange (CEE). In addition to this, such vacancies are also to be placed at National Career Service (NCS) Portal vide instruction issued by DoPT in November, 2016.

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

23.23 The Employment data in the organized

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

EMPLOYMENT ASSISTANCE TO SPECIAL CATEGORIES

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

National Career Service

23.25 The Ministry is implementing the National Career Service (NCS) Project as a Mission Mode Project for transformation of the National Employment Service to provide a variety of employment related services like job matching, career counselling, vocational guidance, information on skill development courses, apprenticeship, internships etc. through NCS Portal (www.ncs.gov.in); Under this scheme funds were provided to states for the establishment of Model Career Centres; and for Interlinking of state Employment Exchanges with NCS portal.

23.26 The services under NCS are available online and can be accessed directly, through Career Centres, Common Service Centres, Post Offices, mobile devices, cyber cafes etc. The various stakeholders on the NCS platform include job seekers, industries, employers, employment exchanges (career centres),

training providers, educational institutions and placement organizations.

23.27 The NCS Portal (NCSP) has been made functional at the URL (www.ncs.gov.in). The portal was dedicated to the Nation by Hon'ble Prime Minister of India on 20.07.2015. The NCSP is supported by a dedicated helpline (multi-lingual) available from Tuesday to Sunday (8.00 AM to 8.00 PM) on 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 2025
1.	Job Seekers Registered	6,14,11,627
2.	No. of Employers Registered	55,22,249
3.	Active Vacancies Mobilised	9,07,612
4.	Total Vacancies Mobilized	8,55,30,434

23.28 With the increased focus of Government on Career Counselling, the Ministry has created a network of Career Counsellors where the Career Centres will become the hub of Career Counselling in their area. Around 1,182 approved Career Counsellors from various States/UTs have are available on NCS Portal for providing career counselling services to the Jobseekers.

23.29 The NCS Portal also provides an open architecture for partnering of institutions and

organisations for delivery of career and employment related services. The NCS Portal has developed specific pages to help categorize and improve delivery of services in the focus areas or otherwise. The partnering institutions will be provided appropriate space and links on the NCS Portal to improve delivery of services on a non-exclusivity basis and be amenable to the monitoring systems. Ministry has engaged with several institutions and organisations to bring more and more job opportunities to our workforce with some of the leading organisations such as TCS iON, Quikr Jobs, Foundit(Monster.com), Freshers World, First Job, Mera Job, Synergy relationship Management Services Private Limited, VSS Tech Solutions Pvt. Ltd., Saral Rozgar, Cassius Technologies Pvt. Ltd., HireMee 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 The NCS portal has significantly enhanced its integration and collaboration efforts. with the employment portals of 23 States/UTs, while 7 States/UTs are directly using the platform for job-seeker registration. In addition, integration with several private job portals has enriched the database and expanded access to job opportunities. NCS has been integrated with Skill India Digital Hub, PM Gati Shakti Portal, TMI inputs and services, MP Rozgar, MahaRojGar Portal (Maharashtra), and NEDFi.

23.31 Since January 1, 2025, the Ministry of Labour & Employment (MoLE) has entered into several strategic Memorandums of Understanding (MoUs) to strengthen the National Career Service (NCS) portal by integrating it with leading private-sector job platforms and global technology firms. As of December 2025, MoUs have been signed with prominent partners including Microsoft, Zomato,

Zepto, Mentor Together, Quikr Jobs (Renewal), Rapido, Swiggy, APNA, and FoundIt (formerly Monster) etc.

A landmark MoU with Microsoft, signed in the presence of CEO Satya Nadella, aims to onboard over 15,000 global employers onto NCS, focusing on AI-led skilling, modernization of employment platforms, and enhancing global labour mobility for Indian talent. Partnerships with major gig and logistics platforms such as Zomato, Swiggy, Rapido, Zepto, and APNA are expected to generate several crore flexible and formal job opportunities over the coming years, with a strong emphasis on youth, women, and persons with disabilities. Additionally, collaborations with Quikr Jobs and FoundIt will significantly expand access to domestic and international vacancies, while the MoU with Mentor Together will provide structured mentorship and career guidance to nearly two lakh youth in its first year. Collectively, these initiatives represent a major step toward expanding employment opportunities, promoting inclusive hiring, and strengthening the digital employment ecosystem through the NCS platform.

23.32 NCS has been onboarded into the MyBharat platform to provide a user-friendly experience for youth, institutions, and organizations. Through MyBharat, NCS can create events, and registered volunteers can participate. Model Career Centers (MCCs) are also connected, enabling Young Professionals to engage with volunteers for job fairs and outreach programs.

23.33 NCS Portal has also established linkage with Govt. recruitment bodies – UPSC, SSC, ASRB, Railway Recruitment Boards etc. for disclosure of non-recommended willing candidates. This database is useful to other employers as it enables them to identify suitable employable candidates.

23.34 The portal has also a rich career information repository, which is helpful for the

career counsellors/job seekers while guiding the individual/ choosing the occupations. The Ministry has updated the NCO documents in the line of ISCO – 2008 and mapped the NCO with the QP-NOS. The current volume of NCO (NCO-2015 series) details out the job description of 3,842 civilian occupations for 52 sectors. The NCO helps to identify the size and profile of the sectors/industries, types of occupations, key trends, developments, and opportunities for progression in a particular sector.

23.35 National Career Service (NCS) partnered with TCS iON, a strategic unit of Tata Consultancy Services Ltd. to offer its registered jobseekers a free, self-paced Online Training Program on “Career Skills”, which will equip the learners with an array of soft skills.

23.36 NCS portal has been integrated with the e-Shram portal for consent-based registration of e-Shram registered unorganized workers and search for gainful career opportunities. So far, more than 1.84 crores e-Shram registrants have registered on NCS portal.

23.37 NCS portal has been integrated with the Udyam portal for consent-based registration of UDYAM registered MSME as an employer on the NCS Portal. These employers can post their vacancy requirements over NCS. So far more than 52.25 lakh MSME employers have been registered on NCS portal.

23.38 NCS is integrated with the SIDH (Skill India Digital Hub) portal, an MSDE platform that supports digital skilling, upskilling, credentialing, and job-matching services for both consent based SIDH user registration on NCS and query-based vacancy sharing from NCS to SIDH user. The enhanced NCS platform is also integrated with SIDH.

23.39 The government job module on NCS portal wherein DGE can post jobs on behalf of other government ministries/departments / PSU

organizations. This module can be used for notification of permanent or contractual vacancies like Young Professionals, Consultants, etc. across different government departments or ministries.

23.40 The International Jobs module facilitates MEA-approved RAs to post international job opportunities on the NCS portal. It will facilitate the jobseekers to search and apply for these international job opportunities via NCS portal. MEA-approved RAs registered over the NCS portal have posted around 30,426 vacancies.

23.41 NCS has successfully integrated with DigiLocker. With this seamless integration, NCS users can now securely and effortlessly access and share their educational and employment documents stored in their DigiLocker accounts. This innovation not only simplifies the job application process but also enhances the credibility and authenticity of the documents submitted, fostering trust among employers and job seekers.

23.42 NCS has launched employability assessment tools in December 2023. This is an AI proctored online free evaluation tool. It's a 100-minute exam that includes psychometric, communication skills, verbal ability, logical reasoning, domain knowledge & computer skills. The key benefits are:

- Jobseekers get a view of their employability quotient.
- Get noticed by dream employers.
- Identify strengths and areas of improvements.
- Stand out in the crowd by posting your video resumes.
- Accessible on app and web platforms
- Instant test results.

23.43 NCS Portal facilitates for organising online Job Fairs part from organising Job Fairs at

the Model Career Centres established at various States/UTs. This facility has enabled the Job seekers at far places to meet the employers online. From 01st January 2025 to 31st December 2025, a total of 10,055 Job Fairs were organised where 664,702 job seekers and 51,313 employers participated. Since the confirmation of the final hiring figure is not mandatory on NCS Portal, the job hiring data is available only to the extent as voluntarily reported by the employers. 275,755 candidates have been shortlisted through Job Fairs during this period.

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

National Career service Centres for SC/STs

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

equivalent posts. Details on NCSC-SC/STs is given in chapter 24.

National Career Service Centres for Differently Abled

23.46 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 2024-25 these centres have registered 47166, evaluated 47142 and rehabilitated 17420 persons with disabilities. During 2025 (upto 31.12.2025) these centres have registered 49528, evaluated 49505 and rehabilitated 17969 persons with disabilities. To synergize the link between demand and supply of skilled workforce, the Government has established 5 Model Career Centres for welfare of PWDs in NCSCs for DA. The Centres focus on career counseling as key activities for youth with disabilities to pursue skill enhancement courses. The officers of the NCSC-DA are being trained on professional counseling techniques. Outreach counseling sessions and job-fairs are a key activity in these career Centres. The projected physical achievement during January to March 2026 is: registered 13290. Evaluated 12923 and rehabilitated 4811. **Details on NCSC-DAs is given at Chapter-24.**

23.47 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 24.15 of chapter 24.

NATIONAL INSTITUTE FOR CAREER SERVICE (NICS)

23.48 The National Institute for Career Service (NICS) erstwhile Central Institute for Research and Training in Employment Service (CIRTES) was set up in October 1964 under the Directorate General of Employment (DGE), M/o Labour & Employment for imparting Research & Training in Employment Services. The Institute was later expanded in 1970 with the additional function of publishing career literature and again in 1987 with the added responsibility of Occupational Research & Promotion of self-employment. With the implementation of the NCS Project under the Employment Exchange Mission Mode Project of the National e-Government Plan (Ne-GP) in 2015, the Central Institute for Research and Training has been revamped as the Nodal Institute for Capacity Building for the employment service personnel working under National Employment Service at Central/State Government and renamed as National Institute for Career Service on July 2016. Since 2015, NICS is handling three major tasks:

- Capacity Building / professional in-service Trainings,
- Young Professional Scheme
- Model Career Centre (MCC)

Detailed activities of NICS Noida may be seen through the monthly e-newsletter of NICS Noida at: <https://dge.gov.in/dge/nics/introduction>

23.49 Capacity Building programs / professional in-service Trainings;

NICS Noida has conducted **116 programs** with

5752 participants from **Jan 2025 to Dec 2025**, details are as follows:

- Fifteen (**15**) professional in-service Trainings /Capacity Building Programs / Refresher Training Programs for Employment Service Personnel with **265** participants.
- Sixty-Four (**64**) Orientation/ Capacity building programs for Jobseekers, students, employers & other stakeholders of the NCS portal with **4957** participants.
- Thirty-Seven (**37**) Workshops / Seminars for various stakeholders of NCS portal with **530** participants.

23.50 Young Professional Scheme:

NICS Noida has conceptualized & implemented the Young Professional (YP) Scheme under the NCS Project of the Ministry of Labour and Employment. This initiative encompasses the recruitment of YPs, deployment of YPs at 400 approved MCCs, disbursement of remuneration and increments, contract extension, training, etc.

NICS selected 748 candidates through 10 recruitment rounds from 2015 to 2023. The organization plays a pivotal role in coordinating activities of over 400 Model Career Centres established across the country as part of the NCS Project through the engagement of Young Professionals. As of 31st Dec 2025, **174 Young Professionals** are working at MCCs functioning under state employment departments across the country, under the NCS project of the Ministry of Labour and Employment.

YP Recruitment Details

Batch	Selection Process Date	Joining Date	Candidates selected	Candidates Joined
I	11-13 June 2015	5 Oct 2015	48	31
II	1-3 rd April 2016 8-9 th Apr 2016	4 July 2016	50	28

III	10-12 th Aug 2016 27 th Aug 2016	2 Jan 2017	44	32
IV	23-25 th Mar 2017	19 Jun 2017	52	24
V	10-12 th Oct 2018	14 Jan 2019	28	14
VI	27-29 th April 2022 9-11 th May 2022	20 June 22	102	78
VII	11-15 th July 2022	22 Aug 22	120	68
VIII	22-25 th Nov 2022	20 Dec 22	156	113
IX	13-15 th Feb 2023	13 Mar 23	94	74
X	4-5 th July 2023	21 Aug 23	54	38
Total			748	500

MCC Status in respect of YPs

1	Total MCCs Approved	400
2	Functional MCCs (by deployment of YPs)	398
	No. of MCCs where 3 years of YP service completed	170
	No. of MCCs where YPs currently working	174
	No. of MCCs where YP posted but currently vacant	54
3	No. of MCCs where YP deployed but no one joined	2

23.51 Model Career Centre (MCC) at NICS

NICS, Noida is also running a Model Career Centre (MCC) which is responsible for organizing various activities like organizing Job Fairs/Job drives, Career Counselling sessions, registration of Job Seekers & Employers, outreach activities, etc. During Jan to Dec 2025, MCC NICS Noida

conducted a total **49** Job fairs/ placement drives against **36,546** vacancies in which **7,995** job seekers & **534** employers participated. Approximately **3248** candidates were shortlisted. MCC registered **7,192** job seekers, **60** Employers on the NCS Portal. **4,794** job seekers had been guided individually, 238 group Guidance sessions and 120 outreach activities were conducted

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 The Government of India, Ministry of Labour & Employment, Directorate General of Employment is implementing the scheme “Welfare of SC/ST jobseekers” through the network of 25 National Career Service Centres for SC/ST (NCSCs for SC/ST) (erstwhile Coaching-cum-guidance Centres (CGC)) across the country. These Centres are located at Aizawl, Bengaluru, Bhubaneshwar, Chennai, Delhi, Kolkata, Guwahati, Hisar, Hyderabad, Imphal, Jaipur, Jammu, Jabalpur, Jalandhar, Jowai, Kanpur, Kohima, Nagpur, Naharlagun (Arunachal Pradesh), Puducherry, Ranchi, Surat, Thiruvananthapuram, Una (erstwhile Mandi) & Vishakhapatnam.

The objective of the scheme is to enhance the employability of SC/ST jobseekers through vocational guidance, career counselling, computer training, pre -recruitment training etc. These Centres conduct outreach programmes like job fairs, career talk and group guidance activities in various educational institutes for channelizing the job seekers in appropriate vocations.

Market driven O-level software, Computer Hardware Maintenance, Office Automation

Accounting and Publishing Assistant, Computer Application Business Accounting Associate and Cyber Secured Web Development Associate training are imparted to jobseekers through NIELIT with a view to prepare them to meet the demands of the labour market. A coaching programme is also run through local training institutions to prepare SC/ST jobseekers for the competitive examinations.

In order to build confidence among SC/ST jobseekers confidence building programmes and pre-recruitment trainings are organized for facilitating SC/ST job seekers entry into the world of work.

The scheme was launched in 1969-70 in 4 Centers on a pilot basis. Keeping in view, the success of the scheme, it was extended to another 21 States in a phased manner. At present, 25 National Career Service Centres for SC/ST are functioning in 25 States/Union Territories.

In addition, 14 of these Centres provide facilities for training in Shorthand and Typing. The physical achievements of various National Career Service Centres from January, 2025 to December, 2025 are given below:

ACTIVITY	NO. OF CANDIDATES COVERED (Jan 2025 to Dec.25)
Registration on NCS	42506
Individual Guidance/Group Guidance/Career Talk	169567
Confidence Building Programme	53408

Training in Typing and shorthand	16730
Pre-Recruitment Training (PRT)	20534

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, Hisar, Bhubaneswar, Guwahati, Una (erstwhile Mandi), Kohima, Jowai, Jammu, Jalandhar, Naharlagun & Vishakhapatnam.
- Arrange from time to time, Pre-Recruitment Training Programme for SC/ST candidates to improve their employability through competitive

examinations conducted by the Staff Selection Commission, etc. for group 'C' posts in collaboration with various employing authorities and recruiting agencies.

24.3 SALIENT FEATURES OF SPECIAL COACHING SCHEME FOR SC/STs

- A Special Coaching Scheme to prepare SC/ST candidates for competitive examinations/selection tests for Group 'C' posts is being operated through NCSC for SC/STs.
- The coaching is of 11 months duration and the trainees are paid stipend besides free course books and limited stationery. The coaching institutes are paid professional charges for imparting coaching to SC/ST candidates.
- This scheme was launched in 1973 on a pilot basis at Delhi. Guided by the benefits derived from the above Special Coaching Scheme, the scheme has been extended to twenty-four more places at Aizawl, Bengaluru, Bhubaneswar, Chennai, Kolkata, Guwahati, Hisar, Hyderabad, Imphal, Jaipur, Jammu, Jabalpur, Jalandhar, Jowai, Kanpur, Kohima, Nagpur, Naharlagun (Arunachal Pradesh), Puducherry, Ranchi, Surat, Thiruvananthapuram, Una (erstwhile Mandi) & Vishakhapatnam.
- Till December 2025, 28,769 SC/ST candidates have successfully completed the Special Coaching.

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

24.4 This scheme was launched from February 2004, with a view to provide Computer

Training to SC/ST educated job seekers registered with the Employment Exchanges through outsourcing of training facilities. The training was of six months duration.

The scheme was launched initially at Bengaluru, Bhubaneswar, Chennai, Delhi, Guwahati, Hisar, Hyderabad, Jaipur, Jabalpur, Kolkata, Nagpur, Surat, Kanpur, Thiruvananthapuram, Ranchi & Una (erstwhile Mandi). The programme was coordinated by respective National Career Service Centre for SC/STs under DGE located at these places. It was observed that six-month Computer Training Course was not of much help to the candidates to provide employability in view of changing demands in the Labour Market. From the year 2009-10 it was therefore, decided to impart one year 'O' Level Computer Training to 1000 SC/ST candidates through DOEACC Society under the Department of Information Technology which has been started w.e.f 03.08.2009. Currently, the scheme has been extended to 25 NCSC for SC/ST Centres. At present 28,310 SC/ST candidates were admitted & provided training under the 'O' level one year computer training (software) through National Institute of Electronics & Information Technology (NIELIT) till December 2025.

24.5 The one year 'O' level Computer Hardware Maintenance Training was started w.e.f 01.08.2012 and 11,525 SC/ST candidates were admitted & provided training till December 2025.

24.6 SC/ST job seekers are being imparted special coaching scheme, 'O' level Computer training, Computer hardware maintenance Training and three new computer courses to enhance the employability. At present 5085 SC/ST candidates were admitted under these courses during 2025-26.

24.7 Three new Computer Courses namely Office Automation Accounting, Computer Application Business Accounting Associate,

Cyber Secured Web Development Associate were introduced from 2023-24 in Ten Centres Viz Bengaluru, Bhubaneswar, Chennai, Delhi, Guwahati Hyderabad, Kanpur, Kolkata, Surat & Thiruvananthapuram.

24.8 Allocation of Rs.20.61 crore has been made during 2025-26 for the scheme namely "Welfare of SC/ST jobseekers through coaching, Guidance and Vocational Training and Introduction of new courses in existing National Career Service Centers (NCSCs) for SC/STs and Establishment of new NCSC in the States not covered so far".

24.9 One of the major objectives of NCS Centres working for the SC STs is to build confidence. The primary focus of the program is to engage them in a healthy & participative conversation. CBP Program provides a platform for all candidates to speak in front of the Group, and through active participation & peer learning they will get a peek in their confidence.



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

24.10 At present 25 NCSCs for SC/ST (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/ Counselling etc. A total of 5085 beneficiaries are being disbursed stipend during 2025-26 in 25 centres under following Courses, in Six sub-Schemes i.e.,

1. Special Coaching Scheme (2160 Beneficiaries),
2. Computer 'O' Level Training Software Course (1350 Beneficiaries)
3. (Computer 'O' Level Computer Hardware Maintenance Training (675 Beneficiaries).
4. Office Automation Accounting, (300

Beneficiaries)

5. Computer Application Business Accounting Associate, (300 Beneficiaries).
6. Cyber Secured Web Development Associate, (300 Beneficiaries).

The stipend is paid @Rs.1,000/- per trainee per month through DBT w.e.f. 01-07-2017 subject to minimum 80% attendance during a particular month. In calendar year 2025 at total stipend of Rs. 3.05 Cr. Was given to the beneficiaries under DBT.

SCHEDULED CASTES/ SCHEDULED TRIBES

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

Table-24.1

(in lakh)

Category	Activity	2018	2019	2020	2021	2022	2023*	2024*
SCHEDULED CASTE	Registration	3.95	4.65	3.35	3.62	7.09	10.72	5.5
	Placement	0.32	0.24	0.21	0.26	0.38	0.53	0.6
	Live Register	69.97	70.68	69.96	70.31	72.84	71.84	41.0
SCHEDULED TRIBE	Registration	1.89	2.25	1.56	1.67	2.42	4.80	1.73
	Placement	0.32	0.30	0.20	0.21	0.22	0.39	0.44
	Live Register	26.06	26.39	25.05	25.36	30.18	25.31	20.80
OTHER BACKWARD CLASS	Registration	6.77	8.62	6.53	6.46	9.67	17.80	13.73
	Placement	0.06	0.05	0.05	0.06	0.18	0.17	0.72
	Live Register	114.86	115.15	114.07	114.28	122.15	128.3	71.31

Note*- Provisional

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

24.12 The Ministry of Labour & Employment is committed to the implementation of the provisions of the Rights of Persons with Disabilities Act, 2016. The Directorate General of Employment (DGE) has been regularly 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 (NCSCs-DA)** (Erstwhile Vocational Rehabilitation Centres) have been functioning in the country, out of which, one Centre at Vadodara has been set up exclusively for women with disabilities.
- These Centres evaluate the residual capacities of People with Disabilities and provide them non-formal skill training with a view to integrate them in the economic mainstream and make them productive citizens of the country.
- These Centres play pro-active role in creating public awareness and community participation in the rehabilitation of persons with disabilities.
- **During 2025 (Jan, 2025 to Dec, 2025)** these Centres have registered **49528**, evaluated **49505** and rehabilitated **17969** Persons with Disabilities (PwDs).
- 10 disabled friendly barrier free buildings for NCSCs-DA at Mumbai, Hyderabad, Kanpur, Delhi, Bhubaneswar, Kolkata, Guwahati, Agartala, Una and Ranchi have been constructed.
- During 2024-25 these centres have registered 47166, evaluated 47142 and

rehabilitated 17420 persons with disabilities.

- The projected physical achievement during January to March 2026 is: registered 13290, evaluated 12923 and rehabilitated 4811

To synergize the link between demand and supply of skilled workforce, the Government has established 5 Model Career Centres at NCSCs–DA. The Centres will focus on career counselling as a key activity for youth with disabilities to pursue skill enhancement courses that are market-driven. Outreach counseling sessions and job fairs will be a key activity in these Career Centres

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

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

24.13 At present, there are 24 NCSC for Differently-abled (erstwhile VRC for Handicapped) centers in the country, which evaluate the residual capacities of the handicapped (referred to as persons with disabilities also) in the categories of Locomotors, Visual & Hearing impaired, Mild Mental Retardation and Leprosy Cured and provide the mad just mental training, to facilitate their early economic rehabilitation. No formal job oriented skill training is provided at these centres, however, a stipend @ Rs.2500/-per trainee per month is paid to the beneficiary undergoing training subject to minimum 80% of the attendance in a particular month. Further rehabilitation services are also extended to the persons with disabilities living in the rural areas through the mobile camps. In 2025 a total stipend of Rs. 3.52 Cr was given to the PwD beneficiaries under DBT.

ASSISTANCE TO DIFFERENTLY ABLED EX-SERVICEMEN AND DEPENDANTS

24.14 In order to provide registration/placement services to the Differently Abled Ex-Servicemen/ Border Security Force Personnel and the dependants of Defence Service Personnel/ Border Security Force personnel killed or severely differently abled in action, against the vacancies reserved for ex-servicemen and earmarked for priority categories, an Ex-Servicemen Cell was set up in the Directorate General of Employment & Training in July, 1972. Subsequently, the scope of the special service was also extended for the benefit of Ex-Servicemen differently abled during peace time as well as dependants of the Defence Service Personnel killed or severely differently abled in peace time provided that the death or differently abled was attributable to military service, with effect from Feb, 1981.

SERVICES TO PERSONS WITH DISABILITIES THROUGH EMPLOYMENT EXCHANGES:

24.15 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: -

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

Year	2018	2019	2020	2021	2022	2023*	2024*
Registration	2488	2448	866	1659	902	556	1571
Placement	184	175	102	145	103	81	111
Live Register	90665	90471	87431	90902	87185	61862	45586

Note*- Provisional

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

Year	Registration	Placements	Live Register
2018	29.5	2.0	690.9
2019	32.0	2.5	689.5
2020	28.8	2.7	694.3
2021	28.0	2.6	704.8
2022	28.3	2.5	702.7
2023*	27.1	2.2	699.2
2024*	28.0	2.1	416.9

SPECIAL EMPLOYMENT EXCHANGES FOR DEFFERNTLY ABLED:

24.16 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 40 Special Employment Exchanges for differently abled and 38 are Special Cells dealing with differently abled job-seekers.

WOMEN

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

Table 24.2

(In Thousand)

YEAR	REGISTRATION	PLACEMENT	LIVE REGISTER OF WOMEN	TOTAL LIVE REGISTER	% OF LIVE REGISTER OF WOMEN TO TOTAL
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	1500.4	122.7	16297.3	45717.7	35.6
2023*	2988.5	151.6	16681.2	44154.5	37.8
2024*	2501.9	134.8	17558.8	45645.0	38.5

Note: * - Provisional

MINORITIES

24.19 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 39.0 lakh job-seekers on the Live Registers of Employment Exchanges belonging to the minority communities at the end of December 2024.

24.20. The details of the Budget Estimates of the Schemes of **Employment Directorate for Financial Year 2025-26** are given in **Table-24.17** below:

S.N o.	Schemes under Employment Directorate	Financial year 2025-26	
		Budget Estimates (Cr.)	Expenditure (till December 2025) 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”.	20.61	14.71
2	National Career Service (NCS) Project	77.00	39.13

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) is as under:

		<i>(In ₹ Crores)</i>			
MINISTRY/DEPARTMENT		2024-2025 Actuals	2025-2026 Budget Estimates	2025-2026 Revised Estimates	2026-2027 Budget Estimates
PART B : Pro-Women (at least 30% of provision)					
Demand No. 64					
Ministry of Labour and Employment					
1.	Pradhan Mantri Shram Yogi Maandhan	138.90	147.19	146.41	150.00
2.	Labour Welfare Scheme	22.60	27.20	28.49	19.13
3.	Employees Pension Scheme, 1995	689.50	700.00	700.00	700.00
4.	Social Security for Plantation Workers in Assam	44.37	47.77	42.96	44.09
Total :		895.37	922.16	917.86	913.22
PART B Total :		895.37	922.16	917.86	913.22
PART C : Pro-Women (below 30% of provision)					
Demand No. 64					
Ministry of Labour and Employment					
1.	National Career Services	12.86	15.39	16.27	21.69
2.	New Employment Generation Scheme	0.03	...	170.23	...
3.	Pradhan Mantri Viksit Bharat Rozgar Yojana	...	...	...	4088.84
Total:		12.89	15.39	186.50	4110.53
PART C Total:		12.89	15.39	186.50	4110.53
Grand Total		908.26	937.55	1104.36	5023.75

WELFARE OF SC/ST

25.2 National Career Service Centers for SC/ST provide confidence building, pre-recruitment and computer training and vocational guidance to the

SC/ST candidates. The scheme is gender neutral. These National Career Service Centres are also involved in organizing job fairs and outreach activities.

(Rs. in crore)

Programme	Expected Outcome/objective	Gender Component of programme /Sub Programme	Total Public Expenditure for financial year (2025-26 upto December 2025)	Total Public Expenditure on Woman/ for financial year (2025-26 upto December 2025)	Gender Disaggregated Beneficiaries (extent of benefits to women) (2025-26 upto December 2025)/ Targets and Performance number of female beneficiaries/ Physical financial other	Remarks
1	2	3	4	5	6	7
“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	<u>18.86</u>	<u>9.05</u>	<u>145485</u> (48.05%)	
